

ANNUAL REPORT 2025





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Annual Report about the work of the
**Commission for Prevention and
Protection against Discrimination**
for 2025



Skopje, March 2026

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Summary

This report presents the achievements and implemented activities of the Commission for Prevention and Protection against Discrimination (hereinafter referred to as: CPPD or the Commission) in 2025.

The CPPD is a national human rights institution, responsible for prevention and protection against discrimination. It is an autonomous and independent body established by the Assembly of the Republic of North Macedonia exercising its powers in accordance with the Law on Prevention and Protection against Discrimination.

In 2025, the CPPD worked on a total of 559 cases for protection against discrimination, of which 448 were new, opened in 2025 and 111 cases were carried over from the previous year, i.e. 2024. Of the new 448 cases, 444 were complaints filed by citizens and organizations, and the remaining 4 were procedures that the CPPD initiated ex officio.

The largest number of complaints were filed for protection from discrimination on the basis of national or ethnic origin (22%), followed by other grounds, political convictions (18%), personal characteristic and social status (17%), education (11%), sex (10%), gender (8%), health status (8%), disability (5%) and age (5%). Women more often than men reported discrimination on the grounds of sex, gender, education, age, family or marital status and other grounds, while men more often than women filed complaints for protection from discrimination on the grounds of national or ethnic origin, political convictions, personal characteristic and social status, and property status.

In terms of areas, most complaints were filed for protection from discrimination in the area of work and labour relations (52%), and we also received reports in the areas of education, science and sports (11%), access to goods and services (10%), public information and media (10%), social security including the area of social protection, pension and disability insurance, health insurance and health care (6%), justice and administration (6%), other areas (5%), membership and activity in trade unions, political parties, citizens' associations and foundations or other membership-based organizations (4%), housing (2%) and culture (2%).

As of 31.12. 2025, the CPPD adopted a total of 359 decisions on cases for protection against discrimination, of which 151 or 42% were opinions after a conducted procedure for establishing discrimination and 208 or 58% were conclusions for rejecting the complaint, i.e. for not taking action or stopping the procedure. Most of the complaints for which a procedure could not be conducted were rejected due to the irregularity of the submission or because the CPPD did not have the legal authority to act. Regardless of the fact that a procedure was not initiated to determine discrimination, the Commission, in all these cases, provided the complainants with information and guidance on the manner and the public authority to which they should address in order to exercise their rights.

Out of the cases for which the CPPD issued an opinion following a procedure for establishing discrimination, discrimination was determined in 56 cases or 37%, and in 95 cases or 63%, discrimination was not determined.

National or ethnic origin was the most frequently established ground for discrimination in the opinions of the Commission in 2025, in 29% of the total established cases, followed by other grounds, sex, disability, personal characteristic and social status, gender and political convictions, as well as other less common grounds. Just like in the previous year, the largest number of established cases of discrimination in 2025 were in public sector institutions (38 cases or 68%), while cases were also established in the private sector (11 cases or 20%), as well as on social networks and the media (7 cases or 13%).

As in the previous year, in the opinions of the CPPD in 2025, discrimination was most often established in the area of work and labour relations, in 29 cases or 52% of the total number of opinions adopted, followed by established cases in the areas of education, science and sports, access to goods and services, and public information and media.

The Commission, as the central national equality body, provides expert opinions on draft laws of significance for the prevention and protection from discrimination and contributes to the amendments and supplements to the legal framework, in order to harmonize it with the Law on Prevention and Protection from Discrimination in a way that the laws will include provisions for protection and prevention from all forms of discrimination. In 2025, it submitted two pieces of information to the Assembly of the Republic of North Macedonia regarding the necessary legal amendments and supplements, to eliminate indirect discrimination from two laws. One on the need for amendments and supplements to the Law on Higher Education, as a result of established indirect discrimination in 2024, against employed healthcare workers in private healthcare institutions, and the other for amendments and supplements to the Law on Culture, in accordance with established indirect and continued discrimination against holders of state awards in the field of culture and art in connection with an unequal amount of monthly compensation. Additionally, it issued a general recommendation to municipalities and the Ministry of Local Self-Government so as to ensure systemic and non-discriminatory measures in the area of housing in substandard settlements.

In 2025, the Commission for Prevention and Protection against Discrimination actively used its legal powers by participating in court proceedings as a friend of the court (*amicus curiae*), filing three requests before the Basic Civil Court Skopje in cases related to discrimination on the grounds of political conviction, sexual orientation, gender identity, and belonging to a marginalized group.

In 2025, the Commission for Prevention and Protection from Discrimination implemented an extensive program of preventive, educational and advocacy activities aimed at promoting the principle of equality and protection from discrimination. The second edition of the event "Conversations for Equality" was organized, dedicated to the right to housing of Roma, during which systemic challenges were reviewed and recommendations were made to municipalities for

providing adequate and non-discriminatory housing. With the support of the EU, a thematic report on multiple and intersectional discrimination of Roma women in employment was prepared, with specific recommendations for institutional improvement and consistent application of the legislation. The Commission implemented national campaigns such as "One Team for Every Child - Zero Discrimination" and "1 out of 5 - Stop Sexual Violence against Children", aimed at raising public awareness and strengthening protection mechanisms. It also implemented numerous trainings for assembly assistants, students and employees of institutions, with the aim of better recognizing and acting in cases of discrimination. Additionally, it initiated the acceleration of legal amendments for health insurance for individual female farmers and actively participated in the Interdepartmental Body for Human Rights. The Commission also actively participated in the work of the Multisectoral Working Body within the framework of the project "Femicide Observatory", thus contributing to a systemic approach to the prevention and monitoring of femicide and attempted femicide, as well as to the strengthening of institutional coordination in the fight against gender-based violence. In the course of the year, the CPPD also carried out other preventive activities with partner organizations from the country and abroad, and also continued and deepened cooperation with the civil sector and state institutions by concluding eight new memorandums of cooperation.

Some of the identified cases that are considered to have a greater impact or relate to a systemic problem that causes discrimination or may place a larger group of people in a discriminated position are additionally presented by the CPPD in its public appearances, as well as in special thematic reports, and by publishing press releases, announcements and statements.

The annual report provides a clear and structured overview of the implementation of the responsibilities of the CPPD and is abundant with statistical data from the work in 2025. It also presents the status, leadership, responsibilities and organizational structure of the Commission, the activities carried out, the cooperation achieved with other institutions and organizations from the country and abroad, the media presence, as well as the budgetary and financial operations of the CPPD.

The report contains two annexes, namely:

Annex 1: Selected Case Studies

Attachment 2: Final Account for 2025

Setup, legal competences and composition of the Commission for Prevention and Protection against Discrimination

Legal framework

The Commission for Prevention and Protection against Discrimination was established by the Law on Prevention and Protection against Discrimination ("Official Gazette of the RNM" No. 258/2020)), as an autonomous and independent body and has the status of a legal entity. The competences of the Commission can be divided into the following main functions: preventive, promotional, protective and advisory-expert, and they are listed in detail in Article 21 of the Law on Prevention and Protection against Discrimination:

- undertakes activities for the promotion, protection and prevention of equality, human rights and non-discrimination;
- monitors the implementation of the Law and provides its opinions and recommendations;
- promotes the principle of equality, the right to non-discrimination and addressing all forms of discrimination through increasing public awareness, information and education;
- contributes to the development and implementation of programs and materials in the field of formal and non-formal education;
- prepares and publishes special and thematic reports on certain issues in the field of equality and non-discrimination;
- provides general recommendations on certain issues in the field of equality and non-discrimination and monitors their implementation;
- advocates for the ratification of bilateral or multilateral international agreements in the field of human rights or for accession thereof and monitors their implementation;
- contributes to the preparation of reports that the state is obliged to submit to international and regional human rights bodies and contributes to the implementation of their recommendations;
- promotes and proposes harmonization of national legislation, regulations and practices with international and regional human rights instruments;
- initiates amendments to regulations for the purpose of implementing and promoting protection against discrimination;
- provides opinions on draft laws of importance for the prevention and protection against discrimination;
- establishes cooperation with natural and legal persons, as well as with associations, foundations, social partners for achieving the principle of equality and promoting the prevention and protection against discrimination;
- cooperates with appropriate national bodies of other countries, as well as with international and regional organizations in the field of protection against discrimination;
- acts upon complaints, issues opinions, recommendations and conclusions on specific cases of discrimination;

- initiates a procedure for protection against discrimination in official capacity;
- provides information to the interested person about his/her rights and options for initiating a court or other procedure;
- monitors the implementation of opinions and recommendations on specific cases of discrimination until the recommendations given by the CPPD are fulfilled;
- appears as an intervenor in court proceedings;
- may act as a friend of the court (*amicus curiae*);
- the CPPD quarterly informs the public about cases of discrimination, shares its opinions and recommendations with the public through any media;
- the CPPD has the ability to form advisory bodies of experts on certain specific issues, to collect and publish statistical and other data, and to establish databases related to the prevention and promotion of protection against discrimination;
- the CPPD submits an Annual Report about its work to the Assembly of the Republic of North Macedonia and is obliged to publish all reports, including the financial report, on the CPPD website.

Members of the CPPD

The Commission for Prevention and Protection against Discrimination is composed of seven members, elected by the Assembly of the Republic of North Macedonia. The members have the status of appointed persons and perform their function professionally, which is incompatible with holding another public office, profession or position in a political party.

The selection of members is carried out in a transparent procedure, conducted by the Assembly of the Republic of North Macedonia, which includes publishing a public announcement and conducting a public debate, whereby the selection criterion also includes the requirement of at least seven years of work experience in the field of human rights, of which at least five years in the field of equality and non-discrimination, which guarantees the professionalism of the elected members of the Commission and reduces the possibility of influence and arbitrariness in the process of selecting members.

The members of the Commission are elected for a term of five years, with the right to one further consecutive election. When electing the first composition of the Commission, in accordance with the law by which it was established, four members were elected for a term of five years, and three members for a term of three years, in order to ensure continuity in its work. A president is elected from among the members of the Commission, with a term of one year, without the right to re-election.

During 2025, the Assembly of the Republic of North Macedonia, on 8 April 2025, adopted a decision to elect a new member due to the expiration of the mandate of one of the members. The Commission worked in full composition until 25 October 2025, when the mandate of one of the members ended as a result of meeting the conditions for old-age pension.

Professional service

In the Commission, the Professional Service is responsible for carrying out professional, administrative and technical work. The employees of the Professional Service have the status of administrative servants and the provisions of the Law on Administrative Servants and the by-laws adopted on the basis thereof apply to them.

The organization and work of the Professional Service are regulated by internal acts of the Commission, and its work is managed by a Secretary General, who is appointed by the Commission, in accordance with the law.

Based on a functional analysis, the Rulebook on Internal Organization and the Rulebook on Systematization of Job Positions of the Professional Service were adopted, which established the following organizational structure:

- 1. Sector for Administrative and Financial Support**
 - 1.1. General and Legal Affairs Unit
 - 1.2. Public Relations Unit
 - 1.3. Financial Affairs Unit
- 2. Sector for Prevention and Protection against Discrimination**
 - 2.1. Unit for Protection against Discrimination
 - 2.2. Unit for Prevention of Discrimination and for Promotion of the Principle of Equality
- 3. Sector for Analysis, Inter-Institutional National Cooperation and International Cooperation**
 - 3.1. Unit for International Cooperation and Cooperation with Institutions and Civil Society Organizations
 - 3.2. Research and Analysis Unit

The graphical representation of the organizational structure is given in Figure 1.

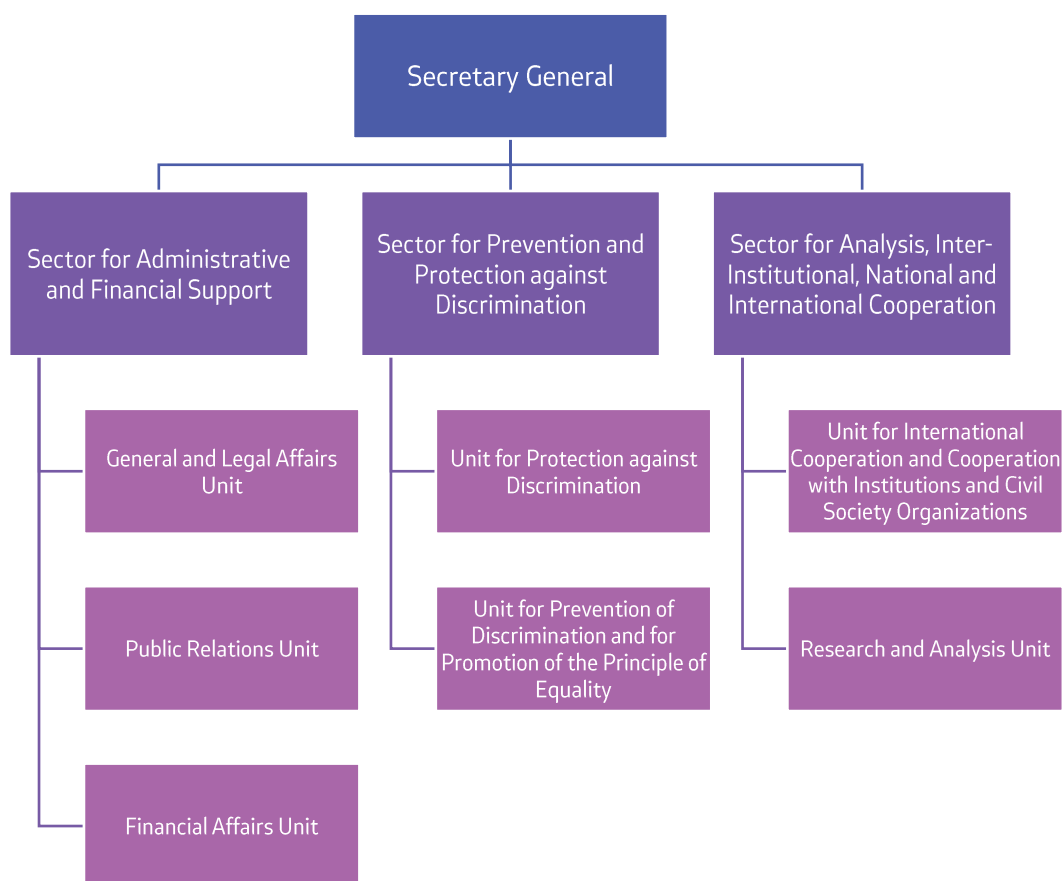


Chart1- The Rulebook on the Systematization of Jobs in the Commission for Prevention and Protection against Discrimination systematizes 40 jobs of administrative servants with a total of 46 executives, of which only 17 jobs are filled, which represents a 37% occupancy rate

The number of employees in the Commission's Professional Service is subject to continuous changes, with constant efforts being made to fully staff the service. Although the process is taking place at a slow pace, some progress is still noticeable, due to which the number of employed administrative servants as well as the level of their competencies in the reporting year 2025 has increased and improved compared to 2024.

Respecting the council of the Ministry of Finance, which did not give consent to the Draft Annual Employment Plan for 2025, which was based on the determination of the Government of the Republic of North Macedonia to optimize the public administration, in the Annual Employment Plan for 2025, approved by the Ministry of Finance, only two promotions of administrative servants through an internal announcement, one promotion, i.e. assignment, as well as two takeovers from other institutions were provided for the Commission. Despite the above-stated, the total number of employees in the Professional Service during 2025 increased by one administrative servant compared to the previous year.

In the course of the reporting period, the following personnel changes were implemented: one amicable termination of employment; two takeovers of administrative servants from other institutions - one to the position of advisor and one to the position of head of section; as well as

three promotions, one of which from junior associate to advisor, one from advisor to head of section and one promotion, i.e. assignment, in accordance with Article 9 of the Law on Amendments and Supplements to the Law on Administrative Servants ("Official Gazette of the Republic of North Macedonia" No. 14/2020), from the position of independent officer to the position of junior associate. The occupancy rate of the positions and the aforementioned personnel changes were implemented in accordance with the applicable legal regulations and by-laws.

With continuous efforts to increase the number of employees and improve their competencies, an effort is being made to build a more efficient, responsible and expert Professional Service, which will enable better performance of their work tasks and more thorough exercising of the Commission's competencies. However, the situation with limited human resources and the high percentage of unfilled positions significantly reduce the capacity of the Professional Service for smooth functioning and timely fulfilment of work obligations. Hence, the strategic commitment to strengthening institutional capacities and human resources, as well as to creating a professional, independent and expert Professional Service, remains a priority and challenge in 2026, with the aim of ensuring a higher level of efficiency and quality in the work of the Commission.

In 2025, the CPPD did not receive financial approval for new employment despite the fact that there are a large number of unfilled positions. The following is a presentation of the occupancy rate of positions of administrative servants and a presentation of the occupancy rate of elected members of the Commission. Chart 2 provides a presentation of the situation with human resources in the Commission (members and professional service), i.e. the percentage of filled positions in the professional service and the percentage of filled positions of appointed persons as of 31.12.2025.

Occupancy rate of job positions in the CPPD

In 2025, the CPPD did not receive the financial approval for new employments despite the fact that two-thirds of the job positions are currently unoccupied

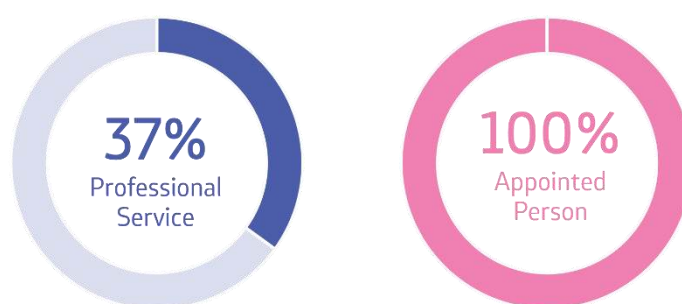


Chart 2

Status of implementation of the competencies of the Commission for Prevention and Protection against Discrimination

In accordance with the established competencies in the Law on Prevention and Protection against Discrimination and the Rules of Procedure, the Commission works continuously, and decides at sessions held as needed. In 2025, the CPPD worked on a total of 559 cases for protection against discrimination, of which 448 new, opened in 2025 and 111 cases transferred from the previous year, i.e. 2024 (Chart 3). 391 cases were resolved, of which 295 cases opened in 2025 and 96 cases initiated in the previous year. As of 31.12.2025, the procedure for 168 cases initiated in 2025 continues in the following year.

CPPD in 2025 worked on a total of 599 cases for protection against discrimination



Chart3

Complaints for protection against discrimination

In accordance with Article 23 of the Law on Prevention and Protection against Discrimination, any person (natural or legal) may submit a complaint for protection against discrimination to the CPPD, without the obligation to pay a fee or other compensation. In doing so,



persons who believe they have been discriminated against may file a complaint with the CPPD in person or through representation by another person (parent/guardian on behalf of their minor child or parent/guardian on behalf of a person with a disability), as well as represented by a lawyer, association, foundation or trade union with prior consent.



associations, foundations, unions or other civil society organizations and institutions that have a legitimate interest in protecting the interests of a particular group or that, within the framework of their activity, deal with protection against discrimination, may file a complaint if they make it likely that a larger number of people have been discriminated against by the actions of a particular natural or legal person.

A complaint about discrimination can be submitted to the Commission in several ways – by mail, in person at the premises of the CPPD, and electronically.



filing a complaint by mail is done by sending a completed discrimination complaint form or a handwritten written submission with all necessary data to the Commission's address.



a complaint can be filed orally on record or by filling out the discrimination complaint form at the Commission's premises.



electronic submission of complaints is enabled through the electronic service "Report Discrimination" on the Commission's website (<https://kszd.mk/пријави-дискриминација/>) or by sending an email to contact@kszd.mk

In 2025, 444 complaints for protection against discrimination were submitted to the CPPD, marks an increase of 14% compared to the average number of new complaints received in the three-year period from 2022-2024 (Chart 4). Compared to the previous year, the number of new complaints in 2025 increased by 10%.

In 2025, 444 new complaints were submitted which marks an increase by 14% of the 2022-2024 average

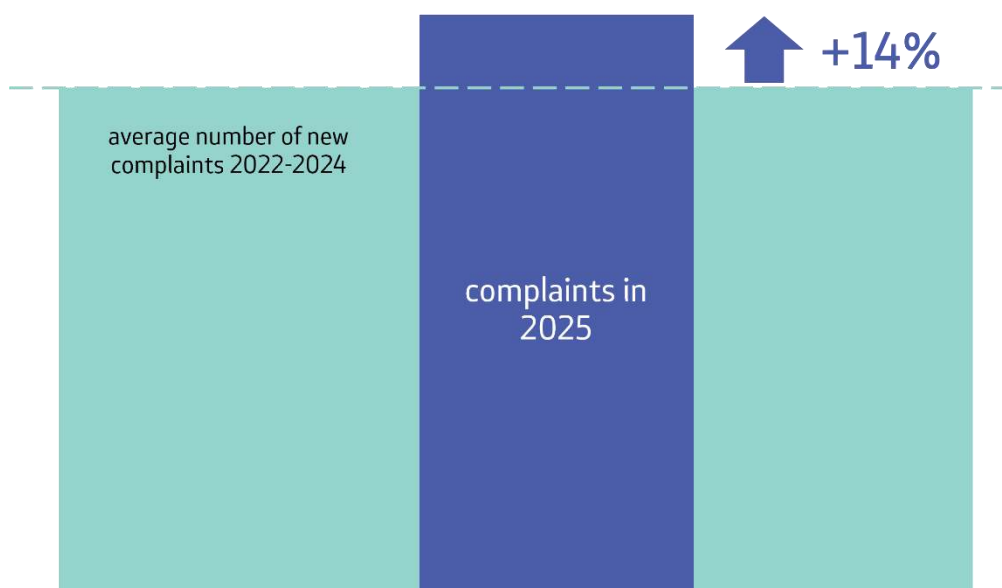


Chart 4

Out of the total 444 complaints filed in 2025, 371 or 84% were complaints for protection from potential discrimination filed by individuals (367 individual and 4 group complaints), and 73 or 16% were complaints filed by legal entities for protection from discrimination of a specific group or a larger number of persons.

Out of the complaints filed by individuals, 316 or 85% were filed personally by citizens who believe they have been discriminated against (Chart 5), while the remaining 24 complaints were filed through an authorized person (lawyer, trade union or citizens' association), 26 complaints on

behalf of the child of the complainant and 5 complaints filed on behalf of another individual, which requires active identification.

Citizens who believe that they have been discriminated against usually submit complaints to the CPPD in person, without an intermediary
a lesser percentage submit a complain through a lawyer, trade union or association



Chart 5

The majority of complaints in 2025 were submitted electronically (233 complaints or 52%), of which 139 were submitted via the E-complaint tool on the CPPD website and 94 via email. The remaining 211 complaints (48%) were submitted in the traditional manner, i.e. by mail and in person at the Commission's premises (Chart 6).

52% of the complaints in 2025 were submitted electronically
the E-complain tool was used by 139 citizens which is 31% of the total submitted complaints

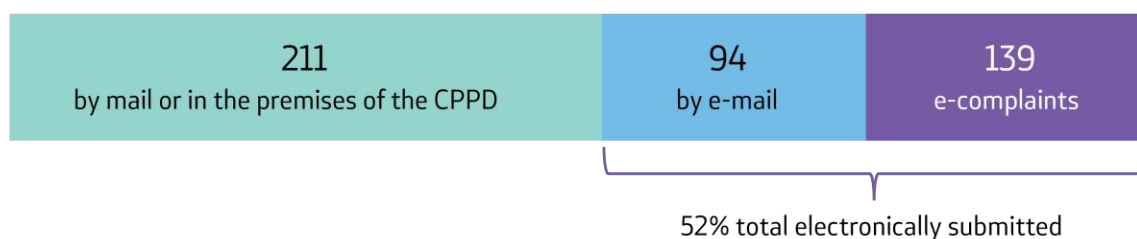


Chart 6

Demographic data about complainants

The demographic survey is an integral part of the form¹ for filing complaints. It is not a mandatory element of the complaint, and if the complainants decide to fill it out, it allows the CPPD access to additional data that is collected, stored and processed exclusively for analytical purposes and in accordance with the regulations on the protection of personal data. In addition to general statistical information, demographic data can, in certain cases, be used by the Commission as an early warning signal for potential intersectional discrimination. This report presents statistics on complaints filed by individuals according to the gender, ethnicity and age of the complainant (or the person on whose behalf the complaint is filed if the complainant is an authorized natural or legal person).

Out of the total of 371 individuals who filed a complaint for protection against discrimination in 2025, gender data is not available for 26. Of the remaining, **the number of complaints filed between men and women is almost identical** (Chart 7), i.e. 175 complainants were men (51%) and 170 women (49%).

Women and men submit an equal number of
complaints for protection against discrimination

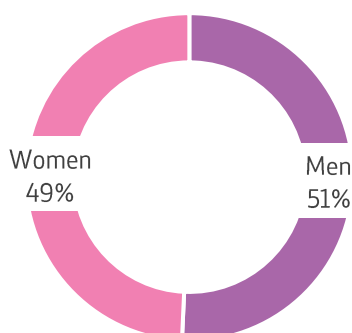


Chart 7

Regarding their nationality, 164 complainants or 44% did not declare their nationality. Of those who declared their nationality, 129 were Macedonians, 19 Roma, 15 Albanians, 11 Turks, 5 Bosniaks, 4 Vlachs and 3 Serbs. The Commission also received 21 complaints from citizens who declared their nationality as other (Croatian, Bulgarian, Montenegrin and others that the complainants did not specifically state in their complaints). Chart 8 shows the ethnicity of the complainants expressed in percentages.

¹ Out of the complaints submitted in writing or orally on the record at the Commission's premises, unless clearly stated, demographic data cannot be obtained directly from the submission. In a certain number of cases, data has been obtained later, during the procedure, and in others, the CPPD fails to provide it by the end of the procedure.

Data on the ethnic affiliation was not provided in 44% of the complainants

Other ethnic affiliation: Croatian, Bulgarian, Montenegrin and other unspecified

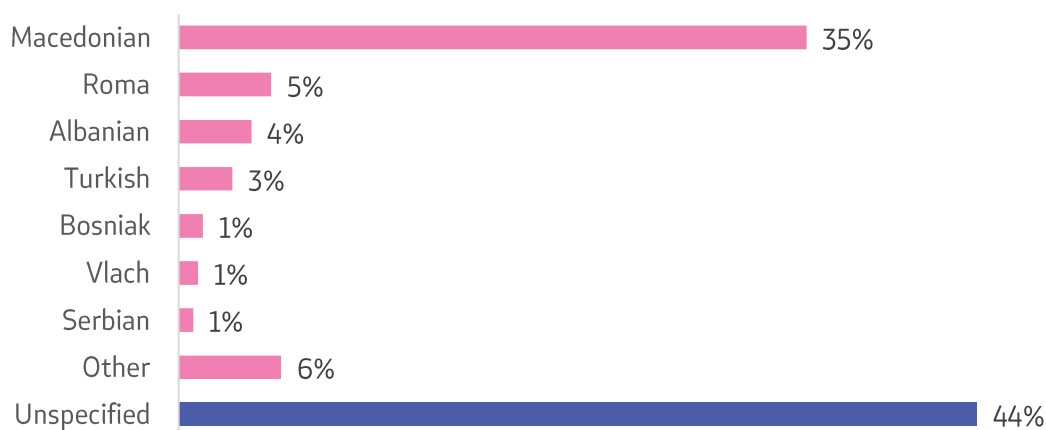


Chart 8

121 complainants did not provide any age information. Out of the complainants whose age is known, the majority are aged 41-50, followed by complainants aged 31-40 and 51-60. Chart 9 shows the overall overview of the number of complainants by age group.

Out of the complainants who have provided information about their age, most of them fall in the age bracket of 31-40 and 41-50 years of age

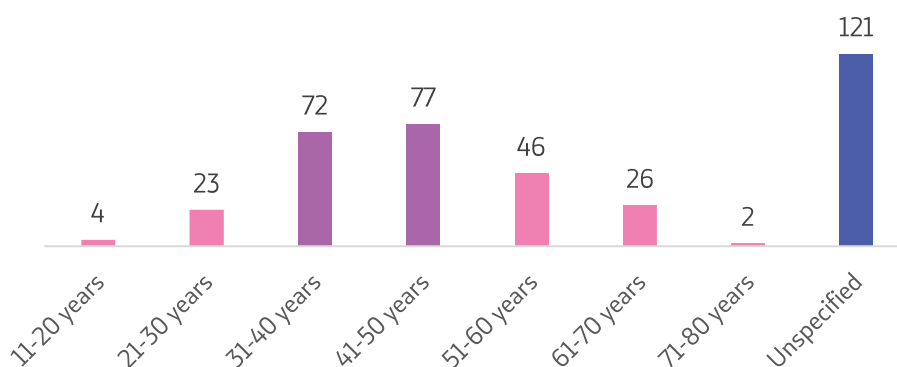


Chart 9

Geographic map of complainants

The geographic map of complainants is a visualization of the number of complaints based on the address data of the complainants – for individuals this is the municipality of residence/stay, and for legal entities the municipality of the headquarters. This report presents the geographic map of submitted complaints by region and by municipality.

In terms of planning regions, the largest number of complaints for protection against discrimination in 2025 were submitted to the CPPD by citizens and organizations with an address/headquarters in the municipalities of the Skopje planning region – 219 complaints or 49% (Chart 10). The number of complaints from the remaining regions is as follows:

- 60 or 14% of the municipalities in the Pelagonia planning region
- 36 or 8% of the municipalities in the Southwestern planning region
- 29 or 7% of the municipalities in the East Planning Region
- 26 or 6% of the municipalities in the Vardar planning region
- 26 or 6% of the municipalities in the Polog planning region
- 10 or 2% of the municipalities in the Northeastern Planning Region, and
- 8 or 2% of the municipalities in the Southeastern Planning Region

Complaints for protection against discrimination
were submitted from complainants from all regions



Chart10

In terms of municipalities, the most complaints in 2025 were submitted by citizens and organizations with an address/headquarters in Skopje – 210 complaints, or 47%. The number of complaints from the remaining municipalities is as follows:

- 37 from Bitola
- 22 from Ohrid
- 14 each from Veles and Prilep
- 12 from Tetovo
- 10 from Shtip
- 8 each from Kichevo and Gostivar
- 7 from Kumanovo

- 5 each from Kavadarci and Ilinden
- 4 each from Berovo and Delchevo
- 3 each from Demir Kapija, Vinica, Kochani, Debar, Strumica, Dolneni and Vrapchishte
- 2 each from Negotino, Probishtip, Cheshinovo-Obleshevo, Dojran, Radovish, Resen and Mavrovo and Rostushe, and
- 1 complaint each from Rosoman, Sveti Nikole, Pehchevo, Makedonski Brod, Plasnica, Struga, Gevgelija, Demir Hisar, Krivogashtani, Krushevo, Novaci, Jegunovce, Kratovo, Kriva Palanka, Lipkovo, Zelenikovo, Petrovec, Studenichani and Chucher-Sandev.

In 2025, the Commission received 17 complaints for protection against discrimination from applicants with an address, i.e. a headquarters, abroad, including 13 complaints from a civil society organization based in Brussels, Belgium, and 1 complaint each from individuals from Australia, Turkey, Slovenia and Serbia. There were also 13 complaints for which the applicants did not provide their address information, which is a mandatory element of the complaint.

Reported grounds of discrimination

The most commonly reported ground for discrimination in 2025 was national or ethnic origin, which was indicated in 99 complaints, which is 22% of the total number of complaints (Chart 11). This is followed by reports of discrimination based on other grounds (20%), political convictions (18%), personal characteristic and social status (17%), education (11%), sex (10%), gender (8%), health status (8%), disability (5%) and age (5%). Discrimination was also reported on 13 other grounds, but they are represented in less than 5% of the submitted complaints. In 62 complaints (14%) the complainant did not indicate the discriminatory ground in the complaint.

Ethnic affiliation is the most common reported grounds for discrimination in 2025

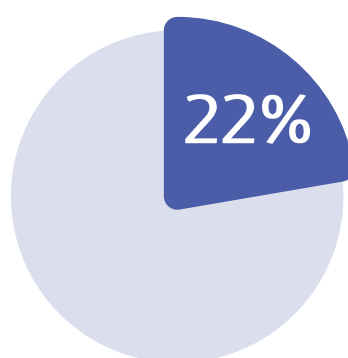


Chart 11

As in previous years, many complainants indicate the option “other grounds” as the basis for discrimination. In 2025, this was the case with 90 complaints, which is 20% of the total number. Out of these, the most frequently identified grounds were pregnancy, childbirth and maternity (13 complaints) and membership in a trade union (14 complaints).

In 174 complaints or 39%, the complainants indicated multiple grounds, which is a possible indication of cases of multiple or intersectional discrimination. This frequent finding of complaints indicating multiple grounds should be taken into account, as the statistical presentation of the grounds of discrimination shows the total number of complaints in which it was reported (Chart 12).

Number of complaints according to the reported grounds
in 39% of the complaints the complainants have stated several grounds

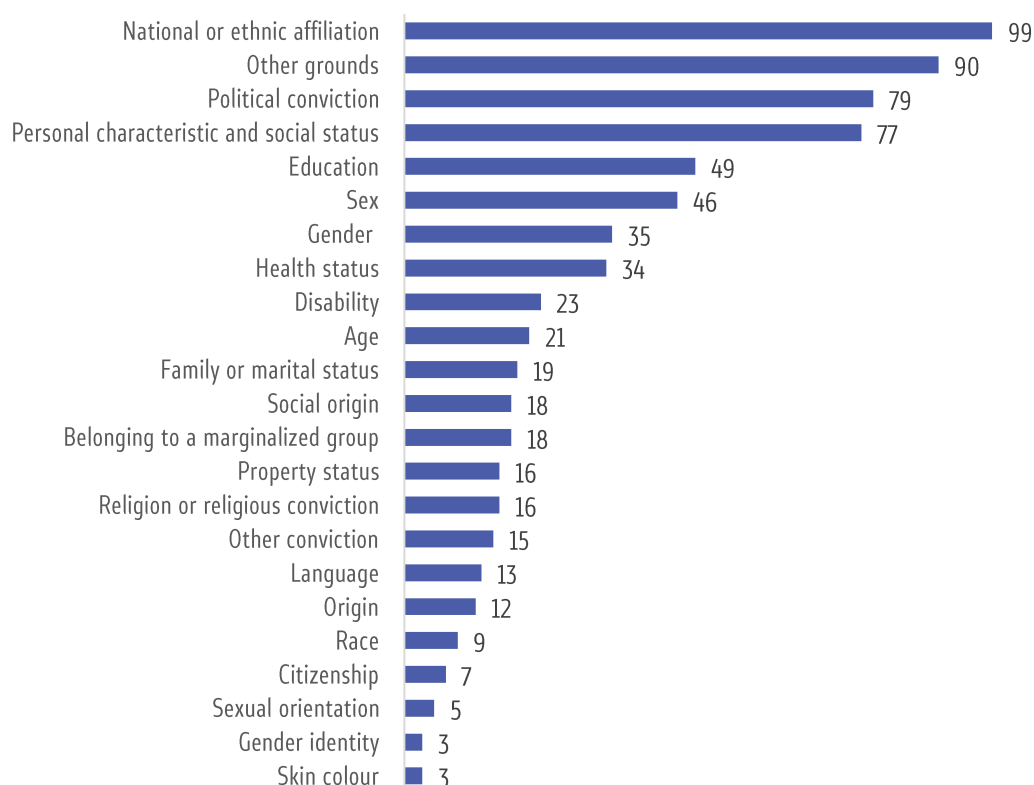


Chart 12

In terms of the reported grounds of discrimination among women and men, in 2025, women more often than men reported discrimination on the grounds of sex, gender, education, age, family or marital status and other grounds, while men more often than women filed complaints for protection from discrimination on the grounds of national or ethnic origin, political conviction, personal characteristic and social status, and property status. Table 1 shows the number of complaints by reported grounds among legal entities and individuals, for which the data is additionally disaggregated by the gender of the complainant.

Number of complaints in each of the reported grounds of discrimination by complainant				
Reported basis / Type of applicant	Individuals			Legal entities
	Women	Men	No gender information	
Race	0	6	0	3
Skin colour	1	1	1	0
Origin	7	4	0	1
National or ethnic origin	25	38	7	29
Gender	28	11	0	8
Sex	21	8	1	7
Sexual orientation	1	2	0	2

Gender identity	2	1	0	1
Belonging to a marginalized group	4	9	1	4
Language	6	6	0	1
Citizenship	4	3	0	0
Social background	8	11	1	1
Education	26	22	0	1
Religion or religious conviction	10	6	0	0
Political conviction	31	40	2	6
Other conviction	6	7	1	1
Disability	5	6	5	7
Age	13	6	0	2
Marital or family status	10	6	2	4
Property status	3	10	3	1
Health status	16	16	1	2
Personal status and social status	26	35	6	11
Other grounds	47	27	5	12

Table 1– Number of complaints filed for each of the grounds by type of complainant

Reported areas of discrimination

The most complaints for protection against discrimination in 2025 were in the area of work and labour relations, which was indicated in 52% of the total number of complaints submitted (Chart 13).

Every second received complaint in 2025 is about potential discrimination in the labour relations

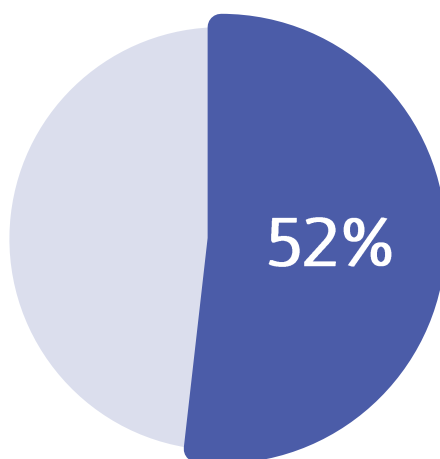


Chart 13

The following are the other reported areas: education, science and sports (11%), access to goods and services (10%), public information and media (10%), social security including the area of social protection, pension and disability insurance, health insurance and health care (6%), judiciary and administration (6%), other areas (5%), membership and activity in trade unions, political parties, citizens' associations and foundations or other membership-based organizations (4%), housing (2%) and culture (2%). No area of discrimination was indicated in 20 submitted complaints. The

complete overview of the number of complaints for each of the reported areas of discrimination is shown in Chart 14.

Number of complaints according to the reported area

In 7% of the complaints the complainants have stated several areas

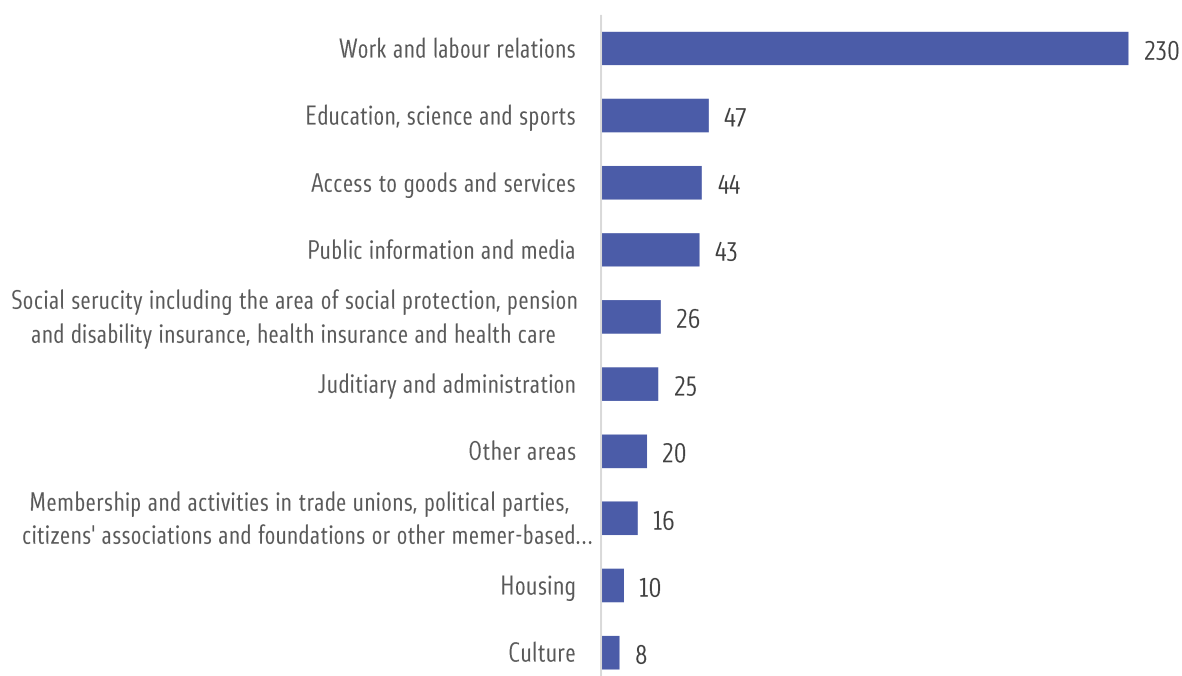


Chart 14

Just as for the grounds, the complainants indicate multiple areas of potential discrimination in their reports, and this is the case in 33 complaints, or 7% of the total number of complaints submitted.

Work and labour relations were the most frequently reported area of discrimination almost equally in complaints from women and men, with slightly more complaints received from women. Women more often than men reported discrimination in the areas of education, science and sports, and men more often than women filed complaints for protection from discrimination in the areas of justice and administration, housing, and access to goods and services. A full overview of the number of complaints by reported area between men and women, as well as the areas reported in complaints from legal entities, is given in Table 2.

Number of complaints in each of the reported areas of discrimination by complainant				
Reported area / Type of applicant	Individuals			Legal entity
	Women	Men	No gender information	
Work and labour relations	106	100	9	15
Education science and sports	28	11	1	7
Social security including the area of social protection, pension and disability insurance, health insurance and health care	8	13	2	3
Judiciary and administration	5	16	2	2
Housing	1	6	1	2
Public information and media	5	8	6	24
Access to goods and services	12	21	3	8
Membership and activity in trade unions, political parties, citizens' associations and foundations or other membership-based organizations	7	3	1	5
Culture	1	1	0	6
Other areas	7	7	1	4

Table2- Number of complaints filed in each area by type of complainant

Procedures for protection against discrimination initiated ex officio

Pursuant to Article 21, paragraph 1, item 15 of the Law on Prevention and Protection against Discrimination, the Commission shall initiate a procedure for protection against discrimination ex officio. The Commission shall initiate the procedure if, from the circumstances and facts, as well as from the information obtained after hearing the complaint, it reasonably follows that discrimination has been committed in accordance with the discriminatory grounds.

According to the Law, all natural and legal persons, state bodies, bodies of local self-government units, other bodies and organizations exercising public authority, and public institutions and services are obliged, upon request of the Commission, to provide data on specific cases of discrimination and general practices of discrimination within eight days from the date of receipt of the request.

In 2025, the CPPD initiated four new procedures for protection against discrimination in official capacity, namely:

- One of them concerns a procedure for establishing direct and continuing discrimination on the basis of health status and disability in the area of access to healthcare for patients accommodated in the PHI Psychiatric Hospital – Demir Hisar, PHI Psychiatric Hospital – Skopje and PHI Psychiatric Hospital – Negorci, as well as by the Ministry of Health. Based on the established factual situation, long-term and systemic deficiencies were found in terms of staffing, material and technical conditions, hygiene, infrastructure and the provision of adequate transport and care, which resulted in a less favourable position for people with mental disorders accommodated in these institutions compared to other patients in the healthcare system. The Commission assessed that this situation did not

represent an isolated omission, but continuous institutional negligence that led to a violation of the right to equal and dignified access to healthcare.

- Furthermore, another ex officio procedure has been initiated against the Municipality of Radovish, the Municipality of Karbinci, the Municipality of Valandovo, the Municipality of Studenichani, the Municipality of Chashka, the Municipality of Dojran, the Municipality of Shtip, the Municipality of Vasilevo and the Municipality of Plasnica for establishing discrimination on the basis of belonging to an ethnic community concerning access to goods and services, i.e. access to drinking water and an adequate sewage and water supply network. The procedure is ongoing and has been carried over to 2026.
- The third ex officio procedure was initiated to establish indirect discrimination arising from a provision in the Law on the Public Prosecutor's Office. Namely, in the specific case, in accordance with the established factual situation, the CPPD determined that public prosecutors' office employees are in a less favourable position than other employees in the public sector, and in relation to the legal condition for termination of employment. Indirect discrimination arises from a provision in Article 114, according to which the termination of the employment of public prosecutors' office employees is provided only upon reaching the age of 64, without a cumulative condition of having 15 years of service, as is provided for all other employees in the public sector. Thus, public prosecutors' office employees are in a less favourable position in relation to the fact that the termination of their employment is not related to qualifying for an old-age pension, but exclusively upon attaining the adequate age.
- The fourth ex officio procedure was initiated following a complaint about potential discrimination based on ethnicity and citizenship against emigrants from Turkey in access to goods and services, i.e. in exercising the right of emigrants to receive citizenship of the RNM.

Decision-making by the Commission on cases for protection against discrimination

For complaints that are submitted properly, timely and in accordance with the Law, the Commission conducts a procedure for establishing discrimination, which ends with the adoption of a legal opinion that establishes or fails to establish discrimination, otherwise a decision is made on rejection, not-action or termination of the procedure.

In 2025, the CPPD worked on a total of 599 cases for protection against discrimination, of which 391 cases were resolved as of 31.12.2025, and the procedure for the rest continues in the following year. Due to the fact that some of the complaints during the proceedings were determined to be multiple reports for the same legal matter, for such cases, for the sake of expediency in conducting the procedure and taking appropriate procedural actions, the CPPD acted and decided in a single procedure, so it is indicated that the aforementioned 391 cases were closed with a total of 359 decisions of the Commission adopted in 2025.

In 2025, out of a total of 359 decisions adopted, **151 or 42% were opinions following a procedure to determine discrimination and 208 or 58% were conclusions to reject the complaint, i.e. to not act or to stop the procedure** (Chart 15).

Decisions of the CPPD in 2025 on cases for the protection against discrimination

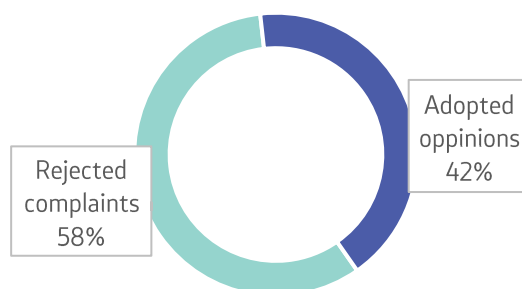


Chart 15

The conclusions reached by the CPPD, which rejected some of the complaints, i.e. decided not to proceed or stopped the procedure, are mostly due to the Commission's lack of competence to proceed (95 or 46%) or irregularity of the submission (65 or 31%). Chart 16 provides a detailed overview of the number of such conclusions according to the basis for decision-making in accordance with the Law on Prevention and Protection against Discrimination. The Commission invests resources in order to improve and simplify the process of submitting complaints by providing expert consultation to interested citizens at the Commission's premises or through various established communication channels (telephone and e-mail), as well as by sharing information with the public, holding informative meetings and trainings, as well as making technical improvements to the electronic submission of complaints. For all complaints for which the CPPD was unable to conduct a procedure, a reasoned response was submitted to the complainants and general information and guidance were provided on which public authority to contact so as to exercise their rights.

The majority of the rejected complaints were because either **they did not contain all the obligatory elements** or the complainant had not supplemented the complain upon having it returned **and due to the lack of jurisdiction** on the part of the Commission

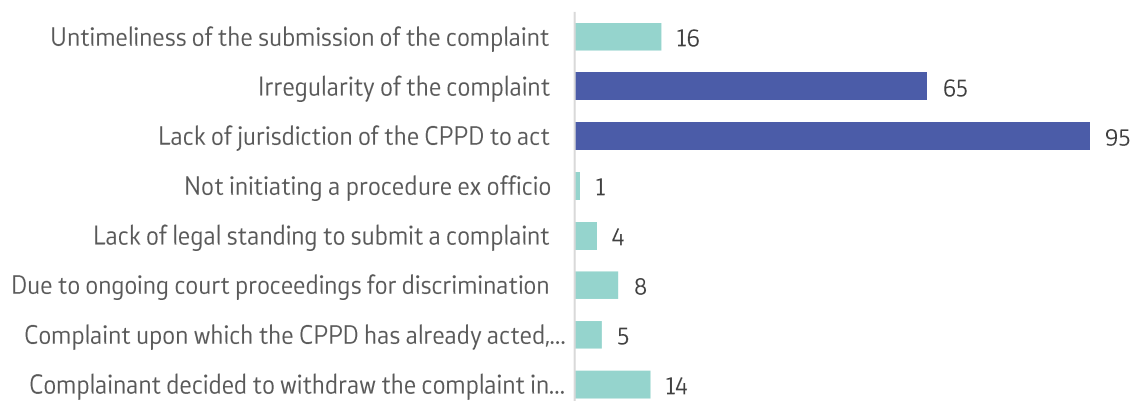


Chart 16

Regarding the cases in which a procedure for establishing discrimination was conducted and an opinion was adopted in 2025, in 56 cases or 37% discrimination was determined, and in 95 cases or 63% discrimination was not determined (Chart 17).

CPPD in 2025 adopted 151 opinions following a completed procedure for establishing discrimination

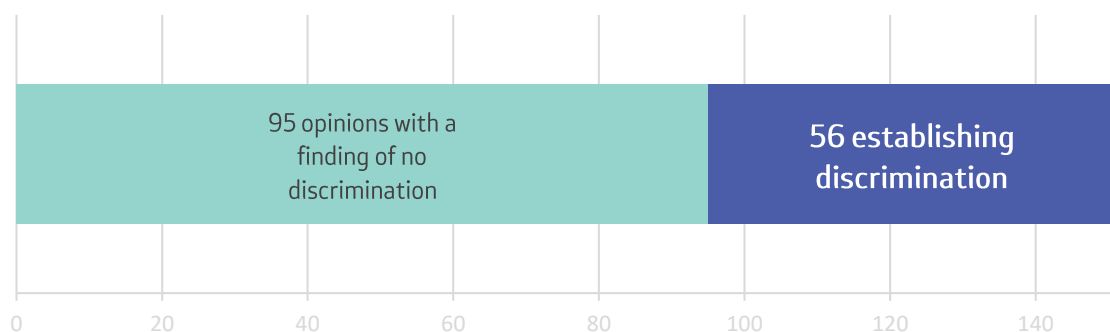


Chart 17

Discrimination established in 2025

In 2025, the Commission adopted 56 opinions establishing discrimination and providing recommendations for their elimination. Most of the established cases were based on complaints submitted by natural persons (40 opinions or 71%), followed by established cases based on complaints submitted by legal entities (14 opinions or 25%), as well as the procedures of the CPPD initiated ex officio (2 opinions or 4%).

Types of discrimination in cases determined in 2025

In the opinions of the CPPD adopted in 2025, discrimination was most often determined in one specific form (41 cases or 73%), and in certain cases it was determined that the victims were exposed to discrimination in several different forms (15 cases or 27%). **Direct discrimination is the most prevalent, which is determined in 31 opinions or 55% of the total number of cases.** The CPPD also determined 12 cases of indirect discrimination (21%), followed by 8 cases of harassment (14%), 2 cases of calling, inciting and instructing to discriminate, 2 cases of sexual harassment and 1 case of segregation. In 13 of the cases, the CPPD determined that the discrimination was in a more severe form, 10 of which were in the form of intersectional discrimination (18%). This was determined in 4 cases in direct form, in 3 cases as harassment on intersectional grounds, 1 case of indirect intersectional discrimination, 1 case of incitement of intersectional discrimination and 1 case of repeated incitement of intersectional discrimination. The remaining three determined cases of more serious discrimination were found to be direct continued discrimination, direct multiple discrimination and continued harassment. Chart 18 shows the number of cases for each of the determined types of discrimination in 2025 and additionally highlights the more serious forms of discrimination.

Direct discrimination is the most prevalent type of discrimination

In 13 cases the CPPD determined a more severe form of discrimination as intersectional, continued and multiple discrimination

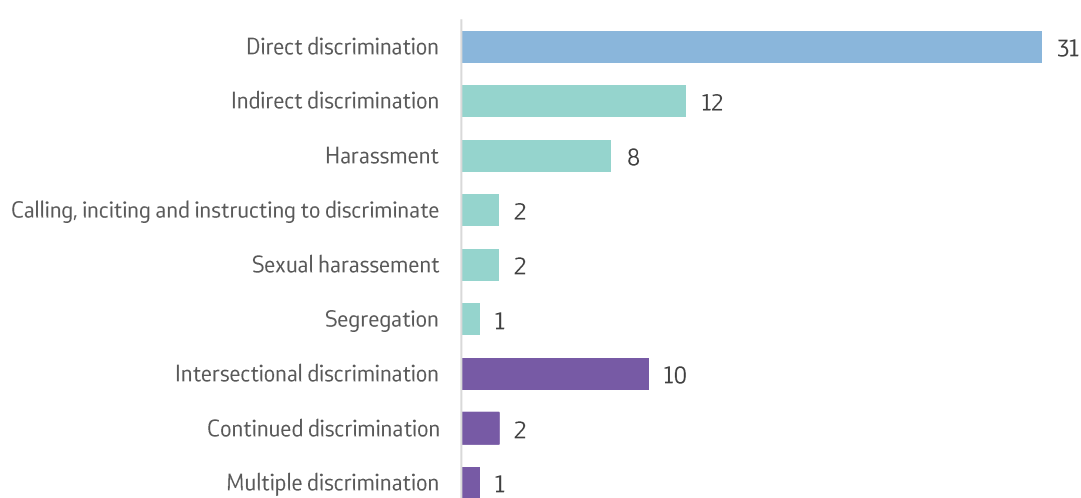


Chart 18

Grounds of discrimination in cases determined in 2025

National or ethnic origin are the most frequently identified grounds for discrimination in the Commission's opinions in 2025, in 29% of the total identified cases. This is followed by the following grounds: other grounds (25%), sex (16%), disability (14%), personal characteristic and social status (14%), gender (13%) and political conviction (13%). Discrimination was also found on 10 other grounds of discrimination, which are represented in less than 5% of the opinions adopted by the Commission. In 62% of the opinions, the CPPD found discrimination on one ground, and in the remaining 38%, discrimination on two or more grounds was found. The complete overview of the number of opinions in which each of the grounds of discrimination was found is given in Chart 19.

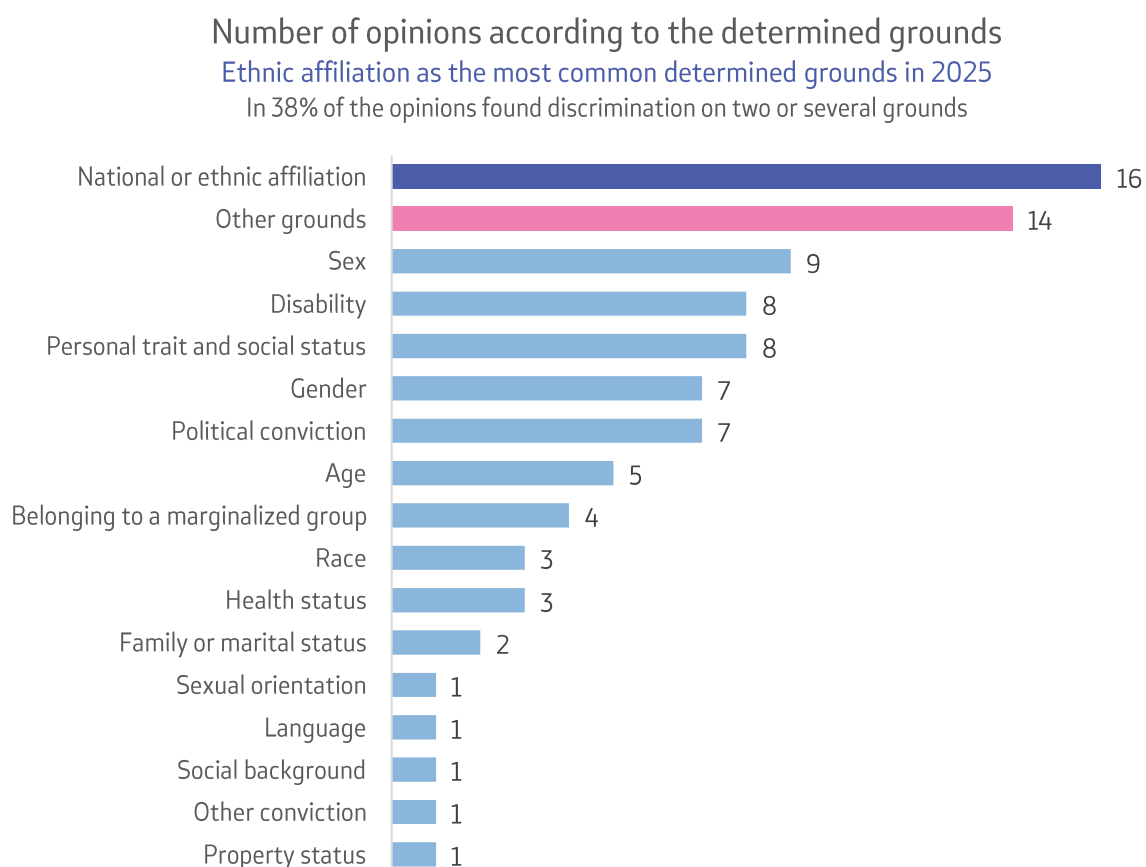


Chart 19

Regarding the opinions with other grounds of discrimination, in 6 cases the grounds stated were *membership or non-membership in a trade union organization*, and in 5 opinions the grounds were: pregnancy, childbirth and motherhood. In the remaining cases of discrimination on other grounds, the place of residence and social status were indicated.

Areas of discrimination in cases determined in 2025

As in the previous year, in the opinions of the CPPD in 2025, **discrimination was most often found in the area of work and labour relations, in 29 cases or 52% of the total number of opinions adopted.** This was followed by cases of discrimination found in the areas of education, science and sports (9 opinions or 16%), access to goods and services (9 opinions or 16%) and public information and media (7 cases or 13%). The full overview of the number of opinions by area is given in Chart 20.

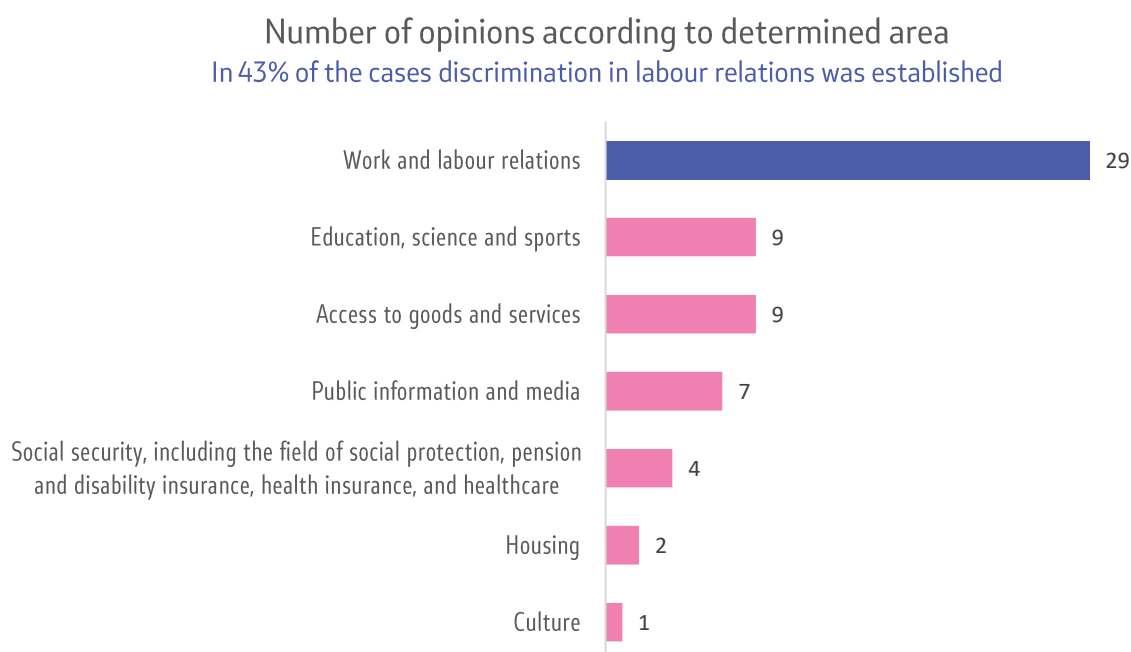


Chart 20

In 5 of the 56 opinions adopted, the Commission found that discrimination had occurred in two areas, of which two cases were in the areas of education, science and sports and access to goods and services, one in the areas of housing and access to goods and services, one in the areas of work and labour relations and education, science and sports, and one case in the areas of work and labour relations and access to goods and services.

Just like in the previous year, **the largest number of identified cases of discrimination in 2025 were in public sector institutions (39 cases or 70%),** and the perpetrators were the institutions, their managers and other authorized and employed persons, as well as certain regulations that regulate the competence, i.e. the performance of the activities of the institutions (Chart 21). Most of them were in the area of work and labour relations (19 cases), followed by the areas of education, science and sports (9 cases) and access to goods and services (7 cases, of which 4 relate to the right to access adequate housing and access to communal and other infrastructure), as well as the areas of social security, including the areas of social protection, pension and disability insurance, health insurance and health care (3 cases), and culture (1 case). The most common ground for discrimination in the area of **labour relations** in the public sector is political

conviction, which was established in 6 cases, followed by national or ethnic affiliation in 4 cases, further 3 cases of discrimination based on trade union membership, 2 cases of discrimination against pregnant workers, and the remaining 4 cases were based on other protected traits. In the area of **education**, the following grounds for discrimination were established: ethnic affiliation (4 cases), disability (2 cases), age (2 cases) and language (1 case). In the area of **access to goods and services**, 4 were cases of discrimination on ethnic grounds in access to adequate housing and communal infrastructure, and in the remaining cases of discrimination in access to goods and services, the grounds for disability, age and other protected characteristics were established.

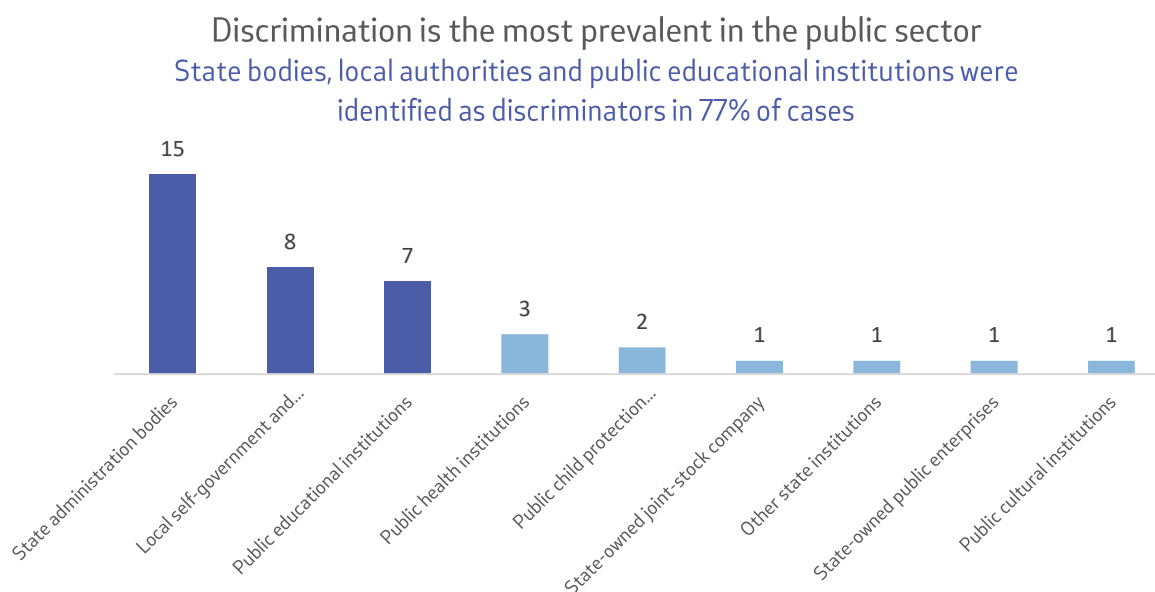


Chart 21

Discrimination in the private sector was found in 10 cases or 18% of the total opinions adopted, most often in the area of work and labour relations (8 cases), of which 3 against female workers on the basis of pregnancy, childbirth and maternity, 3 on the basis of membership in a trade union organization and 2 on other protected traits. The remaining 2 cases of discrimination in the private sector were in access to goods and services on the basis of disability and in the area of health care in a private health institution on the basis of health condition.

Discrimination in the media and social networks was determined in 7 cases or 13% of the total number of opinions adopted by the CPPD in 2025, namely as harassing or speech on discriminatory grounds that calls for, incites and gives instructions for harassment or discrimination. The grounds for discrimination in the field of public information and media were determined to be ethnic origin, sex, disability, sexual orientation, political convictions and belonging to a marginalized group. Of the 7 cases of discrimination in the field of public information and media determined, 2 were cases of sexual harassment.

Status of implementation of the Commission's recommendations

In accordance with Article 21, paragraph 1, item 17 of the Law on Prevention and Protection against Discrimination, the Commission monitors the implementation of opinions and recommendations on specific cases of discrimination until the recommendations are fulfilled. The person to whom the recommendation is addressed is obliged to act on the recommendation and eliminate the violation of the right within 30 days from the date of receipt of the recommendation or within a longer period if there are particularly justified reasons, but no longer than six months, and to notify the Commission thereof. If the person to whom the recommendation was addressed fails to act on the recommendation, the Commission shall submit a request for initiating misdemeanour proceedings before the competent misdemeanour court.

The CPPD monitored the implementation of the recommendations contained in the opinions of the cases determined in the current year, as well as those determined in the previous year, whose deadline for action expired in 2025. In the reporting period, the Commission concluded that the recommendations were implemented, i.e. discrimination was eliminated in a total of 13 cases, and in one case a request was submitted to the competent court to initiate a misdemeanour procedure for failure to act on the recommendations. In three cases, the procedure for monitoring the implementation of the recommendations was stopped due to an already initiated court procedure for protection against discrimination by the complainant.

In the coming year, the Commission will continue to participate in court hearings for cases for which the court, at the request of the CPPD, initiates misdemeanour proceedings and monitors the implementation of the recommendations and the remaining opinions whose deadline for action expires in 2025.

Involvement of the CPPD in court proceedings as an intervener and as a friend of the court "amicus curiae"

According to the Law on Prevention and Protection against Discrimination, the Commission has the authority to initiate and intervene in court proceedings for protection against discrimination, and also, at the request of the party or on its own initiative, the Commission may submit a request to the court so as to allow it to act as a friend of the court (*amicus curiae*).

In 2025, the CPPD did not submit a request for intervention in a court procedure before a competent civil court, in connection with a lawsuit for establishing discrimination.

Regarding the *amicus curiae* institute, the CPPD has submitted 3 requests to the competent courts.

The Basic Civil Court in Skopje has filed a request to act as a friend of the court in the court proceedings following a lawsuit for the determination of discrimination filed by the LEVICA Political Party against the Agency for Audio and Audiovisual Media Services. The lawsuit seeks the determination of direct discrimination on the basis of political conviction in access to funds for paid political advertising arising from the provisions of the Guidelines for Broadcasters for the 2025 Local Elections.

Another request to the same court was filed in the court proceedings initiated following a lawsuit by the QUEER CENTER Skopje Association, for the determination of discrimination and continued and repeated harassment on the basis of sex, gender identity, sexual orientation and belonging to a marginalized group against a natural person - perpetrator, and in relation to his actions on social networks against a group of persons, members of the LGTB+ community.

In the third case, the CPPD joined as a friend of the court in the court proceedings before the Basic Civil Court Skopje, initiated following a lawsuit by the Helsinki Committee for Human Rights, the Macedonian Association of Young Lawyers and a natural person as a damaged party. The lawsuit for the determination of repeated and continued direct discrimination on the basis of belonging to a marginalized group was filed against the RNM - Ministry of Health, and in relation to unequal treatment of health care between a group of persons - prisoners and users, dependants of psychotropic substances serving a prison sentence and the same group of persons who have been released.

Opinions of the CPPD on laws and other expert opinions

The Commission is a central national body for prevention and protection against discrimination, and one of its key competencies is to provide opinions on draft laws of significance for prevention and protection against discrimination, i.e. to contribute to amendments and supplements to the legal framework, with the aim of harmonizing it with the Law on Prevention and Protection against Discrimination in a way that the laws will include provisions for protection and prevention from all forms of discrimination.

In 2025, the CPPD did not provide expert opinions on laws, draft laws or other legal regulations, as well as in relation to other cases related to discrimination. However, in 2025, the CPPD submitted two pieces of information to the Assembly of the Republic of Macedonia regarding necessary legal amendments and supplements, to eliminate indirect discrimination from two laws. Regarding the Law on Higher Education, it was underlined that there was a need for amendments and supplements as a result of indirect discrimination established in 2024, towards employees in private healthcare institutions, in order to eliminate the afore-stated. The information indicates the indirect discrimination to the Assembly from the seemingly neutral criterion for performing higher education activities of healthcare professionals, which arises from the provisions of Article 174 of the Law on Higher Education. Such a criterion prevents doctors of medicine employed in private healthcare institutions from establishing a dual labour relationship compared to doctors from public healthcare institutions, regardless of whether they have also acquired a scientific title, i.e. a teaching-scientific, teaching-professional, teaching or associate title. Hence, such information emphasizes the systemic dimension of inequality and the need for appropriate amendments to the Law on Higher Education, in order to achieve de facto equality of both groups of persons. The other information refers to the Law on Culture, where the Commission in 2024 determined indirect and continued discrimination against holders of state awards in the field of culture and art. Indirect discrimination arises from Article 1 and Article 9 of the Law on Amendments to the Law on Culture ("Official Gazette of the RM" No. 11/2018), according to which holders of the same state awards awarded according to the same criteria for

the same type of contribution in the field of culture and art and who have achieved a pension, exercise and enjoy the right to a monthly allowance differently. The different treatment is based on the period/moment of acquiring a pension, where according to the disputed provisions a different methodology is applied for calculating the amount of the monthly allowance and in practice it divides the beneficiaries of the same state awards into two groups, one group of beneficiaries in a more favourable position with the old calculation methodology and another group in a disadvantaged position with the right to a monthly allowance calculated with a new methodology. Also, in 2025, the Commission was part of an interdepartmental working group for the preparation of the Law on Social Housing, providing expert support from the aspect of equality and non-discrimination in the field of social security and protection.

General recommendations of the Commission

The CPPD adopted a general recommendation in 2025. Municipalities were recommended to provide and implement systemic and non-discriminatory measures and activities so as to ensure adequate housing, implement urban planning, legalize housing, connect to public infrastructure, and provide administrative support and services to members of the population living in informal substandard settlements. At the same time, the Ministry of Local Self-Government was recommended to provide a methodology by which a mandatory portion of the funds allocated for infrastructure projects would be allocated to projects related to urbanization and construction of adequate infrastructure in these substandard settlements.

Preventive and other activities of the CPPD

Talks about equality

The Commission for Prevention and Protection against Discrimination, with the support of the "EU Support for the Rule of Law" project, funded by the European Union, organized the second edition of the annual event "Conversations for Equality", which in 2025 was dedicated to the topic **"Roma Housing Right"**. The event was held at the Members of Parliament Club in Skopje and was aimed to encourage an open and inclusive dialogue on systemic challenges related to equality and non-discrimination in the area of housing.

The event was attended by Gordana Siljanovska Davkova, President of the Republic of North Macedonia, Michalis Rokas, Ambassador of the European Union to North Macedonia, Limko Bejaroski, President of the Commission for Prevention and Protection from Discrimination, Ercan Selimi, Deputy Minister of Local Self-Government, and Barbara Liegl, Leader of Component 4 of the "EU Support to the Rule of Law" project.

Through panel discussions and exchange of views between representatives of institutions, civil and international organizations and experts, the structural causes of discrimination in housing and the possibilities for improving policies and practices at local and national levels were examined. The CPPD highlighted the importance of housing as one of its strategic areas, emphasizing that ensuring equal access to adequate housing is a prerequisite for a dignified life and the full enjoyment of other human rights. The Commission for Prevention and Protection against Discrimination issued a General Recommendation to municipalities, calling on them to undertake systemic and non-discriminatory measures and activities so as to ensure adequate housing, urban planning, legalization of homes, connections to public infrastructure, as well as administrative support and services for members of the population living in informal and substandard settlements, especially Roma.

Thematic report "Multiple and intersectional discrimination in the field of work and labour relations of Roma women"

In 2025, the CPPD, with the support of the project "EU Support for the Rule of Law", prepared the Report "Multiple and Intersectional Discrimination in the Field of Work and Labour Relations of Roma Women". This report represents a significant step towards identifying and addressing the systemic barriers and discriminatory practices that Roma women face in the labour market. Through an analysis of the situation, experiences and institutional challenges, the report contributes to improving access to equal treatment, decent work and effective protection from discrimination for one of the most vulnerable groups in society.

The recommendations arising from the report are aimed at improving the protection of Roma women from discrimination in the field of work and labour relations, by increasing awareness and encouraging the use of available legal protection mechanisms, as well as by strengthening the role and capacities of the competent institutions. Special emphasis is placed on the need for

consistent and intersectional application of anti-discrimination and labour legislation, improving institutional records and practices, as well as enhanced preventive and educational activities, including cooperation with employers and relevant stakeholders, in order to ensure more effective and equal protection of the rights of this marginalized group.

The key findings and recommendations of the report aim to contribute to more effective protection against discrimination of Roma women in the field of work and labour relations, by improving access to mechanisms for the protection of rights, strengthening institutional capacities, consistent and intersectional application of legislation, as well as encouraging inter-institutional cooperation and preventive activities.

"One Team for Every Child – Zero Discrimination."

On World Children's Day, the Commission for Prevention and Protection from Discrimination, the Ministry of Education and Science, the Ministry of Sports, the Football Federation of Macedonia and UNICEF launched the campaign "One Team for Every Child - Zero Discrimination". An event was held to launch the campaign, which was attended by the Minister of Education and Science, Ms. Vesna Janevska, who, among other things, emphasized that through curricular and extracurricular activities we lay the foundations for healthy sports ethics, for respecting diversity and for encouraging the participation of all children - girls, members of the Roma community and children with disabilities. At the event, children and young athletes had the opportunity to participate in an open panel discussion with football players who shared their experiences with discrimination in sports.

The initiative aims to promote fair play, inclusion and respect for every child – with a particular focus on girls, Roma children and children with disabilities.

The initiative aims to promote fair play, inclusion and respect for every child, with a particular focus on girls, Roma children and children with disabilities. In this regard, the campaign unites children, football players, coaches, parents and teachers, with the aim of raising awareness about discrimination, prejudice and stereotypes. Through these activities, it contributes to strengthening awareness and capacities for recognizing, responding appropriately and reporting discrimination through the official mechanisms of the Commission.

The implementation of activities as part of the campaign continues in 2026.

National campaign "1 out of 5 – Stop Sexual Violence against Children"

Within the framework of the project "EU Support for the Rule of Law" and in partnership with the Commission for Prevention and Protection against Discrimination and the Ombudsman, with the support of the Bureau for Education Development, the national campaign "1 out of 5 - Stop Sexual Violence against Children" was launched. On the occasion of the World Day for Prevention of Sexual Exploitation, Abuse and Violence against Children, the national campaign officially started on 18 November 2025, the beginning of which was marked by a promotional event at "Europe House" - Skopje. The event promoted videos, posters and educational materials that will be used in schools and kindergartens across the country, aimed at raising public awareness of

recognizing sexual abuse and sexual violence against children, as well as promoting protection mechanisms. The materials from the international campaign "1 out of 5" of the Council of Europe have been adapted in accordance with national legislation.

The campaign, implemented with the permission of the **Council of Europe**, aims to raise public awareness, encourage children to speak out, and provide adults with the knowledge and tools to recognize, prevent, and effectively protect from sexual violence against children.

Cooperation Council of Europe

The Commission for Prevention and Protection against Discrimination, in cooperation with the Agency for of Community Rights Realization and with the support of the project "Fighting Hate and Intolerance" of the Council of Europe and the European Union, in 2025 organized workshops and discussions on the topic "Exercise of Civil Rights and Protection from Discrimination" in Prilep, Kumanovo and Kichevo. The activities were aimed at educating citizens and local representatives about the mechanisms for the protection of their rights, as well as for the prevention of all forms of discrimination. With these initiatives, the Commission strengthened the capacities of participants to recognize discriminatory practices and to react, with the aim of creating more inclusive and equal local communities.

Trainings from the Parliamentary Support Program

The Commission for Prevention and Protection against Discrimination, as part of its activities to promote the principle of equality, conducted two trainings for MPs' assistants in the offices for contact with citizens in 2025. These trainings were organized in Western and Eastern Macedonia, with the aim of deepening the cooperation between the Commission and the assistants, who represent a key link in the direct communication with citizens across the country.

Through detailed sessions, participants were introduced to the legal framework for prevention and protection against discrimination, the basic concepts and principles of equality, as well as the competencies and procedures implemented by the Commission. The trainings focused on recognizing the different forms of discrimination, identifying risky situations and introducing the protection mechanisms available to citizens.

Strengthening the capacities of assistants is of particular importance because they are at the forefront of dealing with citizens and are often the first point of contact when reporting injustice, unequal treatment or violation of rights. By improving their knowledge and practical skills, a basis is created for more effective guidance, support and information of citizens about the procedures before the Commission.

These trainings were part of the cycle of trainings organized within the framework of the Parliamentary Support Program, a project implemented by NDI North Macedonia, the Change Management Center (CMC) and the Institute for Democracy Societas Civilis (IDSC), supported by the Swiss Embassy through the Swiss Development Agency.

Trainings with schools (American College)

The Commission for Prevention and Protection against Discrimination held a training in a secondary school, with the aim of familiarizing students with the mechanisms for protection against discrimination, the competencies and work of the Commission for Prevention and Protection against Discrimination, as well as the procedure and manner of submitting a complaint to the Commission. The activity was carried out as part of the promotional activities of the Commission for Prevention and Protection against Discrimination, with a focus on improving information among young people and strengthening awareness about equality and non-discrimination.

Secondary School of Economics and Law of the City of Skopje "Arseni Jovkov" - Skopje

As part of the Memorandum of Cooperation concluded between the Commission for Prevention and Protection from Discrimination and the Secondary School of Economics and Law of the City of Skopje "Arseni Jovkov" - Skopje, a training was implemented for students, dedicated to recognizing, preventing and protecting against discrimination.

The training aimed to strengthen students' knowledge and awareness of the principle of equality and non-discrimination, to introduce them to the legal framework and mechanisms for protection against discrimination, as well as to contribute to developing the capacities for recognizing different forms of discrimination in everyday life. Through an interactive approach and practical examples, students were encouraged to actively participate and deepen their knowledge in this area.

The Commission for Prevention and Protection against Discrimination will continue to implement such educational activities, with the aim of promoting a culture of equality and respect for human rights, especially among young people.

NBRNM training

As part of the Memorandum of Cooperation concluded between the Commission for Prevention and Protection against Discrimination and the National Bank of the Republic of North Macedonia, the Commission implemented training for the employees of the Bank. The purpose of the training was to improve the knowledge and capacities of the employees to recognize, prevent and appropriately act in cases of discrimination, as well as to strengthen awareness of the application of the principles of equality and non-discrimination in their everyday work, in accordance with the applicable legal framework.

Initiative to complete the already initiated procedure for adopting the Draft Law on Amendments and Supplements to the Law on Health Insurance

The Commission for Prevention and Protection against Discrimination expressed its concern and dissatisfaction in March 2025 due to the stalled procedure for adopting the Draft Law on

Amendments and Supplements to the Law on Health Insurance. Although, on 10 May 2023, the Members of Assembly voted for the need to adopt a Draft Law on Amendments and Supplements to the Law on Health Insurance that would enable paid maternity leave for female farmers, even after a long time since the vote, it had not yet passed the legislative procedure in the Assembly, which meant that female farmers could not yet obtain a systemic solution for the right to paid maternity leave, i.e. they were still victims of systemic discrimination. The purpose of the amendments to the Draft Law on Amendments to the Law on Health Insurance was to introduce provisions that would provide for the right to compensation during temporary inability to perform agricultural activity due to pregnancy, childbirth and maternity and the right to compensation during temporary inability to perform agricultural activity due to illness and injury for individual female farmers as health insured persons, in order to eliminate the unequal treatment of individual female farmers - health insured persons in exercising their rights under health insurance - the right to salary compensation during absence from work due to pregnancy, childbirth and maternity and temporary inability to work due to illness.

The Commission for Prevention and Protection against Discrimination has direct legal authority to provide comments and opinions on laws from the perspective of equality and non-discrimination and to participate in their adoption.

Therefore, we appealed to the Assembly of the Republic of North Macedonia to complete the procedure for adopting the Draft Law on Amendments and Supplements to the Law on Health Insurance as soon as possible.

Participation in the Interdepartmental Body for Human Rights

In accordance with the Decision of the Government of the Republic of North Macedonia on the establishment of the Interdepartmental Body for Human Rights, whose main goal is to promote, coordinate and monitor the situation in the field of human rights, as well as ensure compliance of national policies with international standards, the Commission actively engaged in the work of this body during 2025.

Namely, the Commission nominated its representatives who participated in the work of the Interdepartmental Body and attended the meetings held in the course of the year. With this engagement, the Commission confirmed its commitment to participating in the processes at the national level aimed at improving the system for the protection of human rights.

Participation in the Multisectoral Working Body

In 2025, the Commission actively engaged in the work of the Multisectoral Working Body established as part of the project "Femicide Observatory - Prevention and Monitoring of Femicide and Femicide Attempts in North Macedonia", which is implemented by the Helsinki Committee for Human Rights in partnership with the National Network to End Violence against Women and Domestic Violence "Voice against Violence", and with the support of the OSCE Mission in Skopje.

Through its representatives, the Commission actively participated in the work of the multisectoral body, contributing to the establishment of a systemic approach concerning the prevention and monitoring of femicide and femicide attempts, as well as to the strengthening of institutional coordination and information exchange. With this participation, the Commission confirmed its commitment to promoting protection from gender-based violence and strengthening mechanisms for the prevention of the most severe forms of violence against women.

Memoranda of Cooperation with institutions and organizations

In the course of 2025, the Commission for Prevention and Protection against Discrimination concluded several memorandums of cooperation with relevant institutions, academic institutions and civil society organizations, with the aim of strengthening institutional capacities, promoting equality and more effective protection against discrimination.

1. Ministry of Internal Affairs of the Republic of North Macedonia

The memorandum aims to promote inter-institutional cooperation through the exchange of information, data, experiences, trainings and personnel, thus enabling a more efficient and coordinated implementation of the legal competences of both institutions in the area of prevention and protection against discrimination.

2. Faculty of Law "Justinianus Primus" – Skopje

The cooperation is aimed at connecting theoretical knowledge with the practical application of the law, especially in the areas of constitutional, administrative and labour law. The goal is to raise awareness and promote equality before the law, as well as to strengthen mechanisms for preventing and protecting against all forms of discrimination in the Republic of North Macedonia.

3. Republic Center for Support of Persons with Intellectual Disabilities – PORAKA

The Memorandum envisages the enhancement of cooperation in securing and promoting the rights of persons with intellectual disabilities and their families. The cooperation includes activities aimed at promotion, protection and prevention of discrimination, initiating systemic changes and encouraging the overall inclusion of these persons in social processes.

4. Helsinki Committee for Human Rights, Coalition for Sexual and Health Rights of Marginalized Communities "Margins" and HOPS - Healthy Options Project Skopje

The cooperation is implemented as part of the project "Equality Now - Strengthening Marginalized Communities for Social Inclusion and Non-Discrimination", by providing support and legal assistance in the fight against discrimination in the Skopje Planning Region, as well as through joint activities for strengthening the capacities of the communities.

5. BRAINSTER NEXT – Skopje

The memorandum envisages establishing cooperation in the field of education, practical teaching and the development of modern approaches, through the involvement of students and academic staff in activities of mutual interest.

6. Reactor – Research in Action

The cooperation is aimed at promoting and advancing equality and non-discrimination through research, analysis, advocacy and organizing meetings, study visits, workshops, round tables, conferences, preparation of reports and educational activities, in accordance with current social needs.

7. National Alliance for Rare Diseases of the Republic of North Macedonia

The Memorandum aims to enhance cooperation in securing and promoting the rights of people with rare diseases and their families. The emphasis is on promotion, protection and prevention of discrimination, initiating systemic changes and encouraging their active involvement in social processes.

8. Institute for Media and Analysis IMA – Skopje

The cooperation aims to improve protection against discrimination, promote human rights and raise public awareness in the field of media and public information, through joint analyses, public events and educational activities.

International reporting and advocacy

9th Regional Conference of Equality Bodies

(22–23 September, Split, Republic of Croatia)

The member of the Commission for Prevention and Protection against Discrimination, Dushan Tomshikj, participated in the 9th Regional Conference of Equality Bodies from the countries of South-Eastern Europe, which was held on 22 and 23 September in Split, Republic of Croatia. The conference focused on the topic "Strengthening Cooperation between Equality Bodies and Civil Society Organizations".

In his address, Tomshikj referred to two significant annual events organized by the Commission: namely, the "Conversations for Equality" initiative, implemented in partnership with civil society organizations, as well as the theater play "8%", performed throughout 2024. The play was based on authentic testimonies of people from several vulnerable groups in society and aimed to raise public awareness about discrimination and inequality.

ECRI's annual seminar with Equality Bodies for 2025

(23–24 October, Strasbourg)

The European Commission against Racism and Intolerance (ECRI) held its 2025 annual seminar with equality bodies on 23 and 24 October in Strasbourg. The seminar was organised in

cooperation with the European Network of Equality Bodies (Equinet) and the Sectioned Nations Committee on the Elimination of Racial Discrimination (CERD).

The event, entitled “Advancing Equality in an Era of Democratic Backsliding”, brought together more than 60 representatives of equality bodies, civil society organisations and academia, as well as representatives of the Parliamentary Assembly and the Commissioner for Human Rights of the Council of Europe, the European Court of Human Rights, the European Union and the United Nations. The discussions focused on protecting and promoting equality and human rights in a context of increasing social polarisation and shrinking civic space.

The Commission for Prevention and Protection against Discrimination was represented at the seminar by Commission member Limko Bejaroski.

Presence of the Commission for Prevention and Protection from Discrimination in the Media

Public visibility and information

During the reporting year, the Commission for Prevention and Protection against Discrimination achieved significant public visibility through casework, public announcements, partnerships, events and campaigns to raise awareness about equality and non-discrimination.

Action and public reactions

- The Commission for the Protection of Personal Data (CPPD) determined that the Mayor of the Municipality of Struga had harassed the residents of the municipality by placing a plaque glorifying the fascist occupation. The Commission assessed that that was an insult to anti-fascist values and demanded the immediate removal of the plaque, a public apology and an end to the discriminatory procedures.
- The Commission also found direct discrimination based on disability by a taxi driver in Skopje, and initiated ex officio proceedings against psychiatric hospitals and the Ministry of Health due to suspected discrimination against patients based on health status.

Strategic partnerships and collaboration

- During the Rare Disease Month, the CPPD signed a Memorandum of Cooperation with the National Alliance for Rare Diseases, aiming to protect and promote the rights of people with rare diseases and their families.

The Commission held numerous meetings with domestic and international institutions, including:

- The President of the Assembly of the RNM;
- The Minister of Interior;
- The Commissioner for Human Rights of the Council of Europe;
- The Delegation of the PACE Monitoring Committee;
- Diplomatic representatives and international partners.

The focus of the discussions was on the financial independence of the CPPD, institutional capacities, systemic forms of discrimination and harmonisation with European standards.

Campaigns and celebrations of international days

The CPPD actively participated in the celebration of important international dates, including:

- 1 March – World Day for Zero Discrimination;
- 8 March – International Women's Day;
- 8 April – International Roma Day;
- 18 June – International Day Against Hate Speech;

- 3 December – International Day of Persons with Disabilities;
- 10 December – International Human Rights Day;
- 16 days of activism against gender-based violence.

The need to combat all forms of discrimination, hate speech and inequality, as well as the importance of institutional and individual responsibility was emphasized through public messages and activities.

Education and prevention

The Commission implemented educational activities and trainings, including:

- Awareness programs for youth in secondary schools;
- Anti-discrimination trainings for over 400 police candidates;
- Workshops for local authorities and communities in several cities;
- Participation in international projects and networks for equality.

Gender equality, housing and social inclusion

In the course of the year, the CPPD paid particular attention to:

- Discrimination against women, including cases related to employment, motherhood and in vitro fertilization;
- The right to housing, especially among the Roma community, through general recommendations to municipalities and public events;
- Intersectional discrimination, with the presentation of thematic reports and initiation of institutional dialogue.

Public information

The Commission presented the Annual Report about its work in 2024 and regularly informed the public through media, announcements and digital channels about its activities, recommendations and actions.

The CPPD is present in the public on a daily basis through its:

Website: <https://kszd.mk/>

As well as through its profiles:

Facebook: <https://www.facebook.com/kszd.mk>

Instagram: https://www.instagram.com/kszd.mk?igsh=czl3cjEwY2YxNDlk&utm_source=qr

X: https://x.com/kszd_mk?s=21

Budget and financial operations

In 2025, the budget of the Commission for Prevention and Protection against Discrimination, which is managed as Program 20, in accordance with the 2025 Budget Circular, the budget was projected with a total value of MKD 67,436,958, of which MKD 32,739,000 were projected by the Ministry of Finance when creating the Budget for 2025 for the program of the Commission for Prevention and Protection against Discrimination.

In order to more efficiently execute the Commission's work program, implement the strategic priorities and activities planned for 2025, as well as enable the smooth functioning of the Professional Service, there was a need for certain repurposing, as follows:

- reallocation of funds for the publication of a public procurement notice for maintenance services of the DMS (Document Management System), in the amount of MKD 155,000;
- reallocation of funds for contractual services in the amount of MKD 207,000;
- repurposing funds for current maintenance in the amount of MKD 30,000 and
- repurposing funds for current expenses in the amount of MKD 70,000.

During the reporting year, the Commission's budget was not increased with additional funds, neither by the redistribution of funds among budget users in the second quarter, nor by the budget rebalance for 2025.

At the request of the Ministry of Finance in the fourth quarter (the last month of the year), a table with data on the redistribution of financial resources among budget users and funds was submitted. Due to the small budget and exhausted funds, the Commission was not able to transfer part of the remaining amounts of the items, except for the materials and small inventory account, from which MKD 30,000 were transferred.

Below is a table overview of the allocated, planned and spent funds by item, during 2025, including the percentage of execution:

Description of the budget sections	Item number	Budget	Plan	Spent funds	% of execution
Basic salaries	401	20,602,000.00	20,157,396.00	20,117,581.00	97.65
Social security contributions	402	7,877,000.00	7,829,001.00	7,811,479.00	99.17
Fees	404	300,000.00	240,391.00	240,391.00	80.13
Travel and daily expenses	420	480,000.00	480,000.00	387,081.00	80.64
Utilities, heating, communication and transport	421	1,190,000.00	1,190,000.00	1,133,970.00	95.29
Materials and small inventory	423	190,000.00	190,000.00	171,401.00	90.21
Repairs and ongoing maintenance	424	425,000.00	425,000.00	423,972.00	99.76
Contract services	425	985,000.00	985,000.00	984,912.00	99.99
Other current expenses	426	570,000.00	570,000.00	569,961.00	99.99
Various transfers	464	100,000.00	100,000.00	90,932.00	90.93
Purchase of equipment and machinery	480	116,000.00	116,000.00	114,455.00	98.67
Investments and non-financial assets	485	490,000.00	490,000.00	478,892.00	97.73
TOTAL		33,325,000.00	32,772,788.00	32,525,027.00	97.60

Appendix 1: Case studies

Segregation of Roma students in Veles

The Commission for Prevention and Protection from Discrimination has determined the existence of segregation based on racial and ethnic affiliation in the field of education, implemented by the Primary School "Panko Brashnarov" - Veles and the Municipality of Veles, targeting Roma students.

In order to overcome this situation, the Commission makes several recommendations:

The school should take specific measures to desegregate classes and establish a regular practice of holding extracurricular activities with educational and inclusive content, which will encourage social interaction between Roma students and students from other ethnic communities.

The Municipality of Veles, when creating the regionalization plan, should be careful that the distribution of Roma students does not result in their concentration in one school and should stop the practice of approving enrolment in schools outside the designated region.

Additionally, the municipality should organize awareness-raising training for employees in the education sector and management teams in primary schools, in order to raise awareness and prevent incidents of racial and ethnic discrimination, including segregation.

The Commission will continue to monitor the implementation of these recommendations and expects cooperation from all stakeholders in the interest of every child, equally and with dignity.

Read more about the case on the following [link](#).

Direct discrimination based on disability in access to notary services

The Commission for Prevention and Protection against Discrimination has determined the existence of direct discrimination based on disability in access to notary services, as well as harassment by a notary public in her approach to a person with disability.

In order to overcome this injustice and ensure equal treatment, the Commission makes the following recommendations:

The Ministry of Justice should propose amendments to the Law on Notaries, which would eliminate discriminatory provisions and enable equal access to notary services for persons with disabilities.

To make changes to the Notary Tariff, so that persons with disabilities have the same financial costs when using notary services as other citizens.

The Notary Chamber should prepare a Manual on the Conduct of Notaries with clients with various types of disabilities, which will assist notaries in practically ensuring accessibility and respecting the dignity of all citizens. The Chamber should also amend the provisions of the Code

of Professional Ethics for Notaries, in order to align it with the Law on Prevention and Protection from Discrimination and clearly define the obligations for non-discriminatory treatment.

The Commission will continue to closely monitor the implementation of these recommendations and expresses the hope that the institutions will act with seriousness and responsibility, in the interest of promoting the rights and dignity of persons with disabilities.

Read more about the case on the following [link](#).

The Commission found indirect discrimination against students with disabilities

The Commission for Prevention and Protection from Discrimination has determined that students with disabilities at public and private universities face indirect discrimination, as the Ministry of Education and Science (MES) has not provided scholarships for them. Although this is a small number of students, their needs and rights must not be neglected. These people, as a special category, are entitled to scholarships during secondary education, but such support is not provided to them at the university level.

In order to eliminate this injustice, the Commission recommended that the Ministry of Education and Science prepare and submit to the Assembly of the Republic of North Macedonia draft amendments to the Law on Student Standards, which would provide for at least 1% of the total number of student scholarships to be awarded to full-time students with disabilities - at public and private universities, as well as independent higher vocational schools.

This recommendation aims to enable access to scholarships on an equal basis for all students, regardless of their disability, and to encourage true inclusion in higher education.

The Ministry has been given a deadline of 180 days to act on the recommendation.

Read more about the case on the following [link](#).

Established discrimination by the Public Transport Enterprise against a lawyer and against people with physical disabilities and adults

The Commission for Prevention and Protection against Discrimination has determined direct discrimination in the area of work and labour relations against a lawyer, as well as multiple discrimination against his mother, a person with a disability and in advanced years, by the Public Transport Enterprise - Skopje.

The case concerns the lawyer's attempt, in his capacity as a proxy, to authenticate the personalized pension card for his mother, so that she could use public transportation services. The Public Transport Enterprise denied him the opportunity to complete the procedure on her behalf, thereby violating the provisions of the Law on Advocacy, as well as the basic principles of the Law on Prevention and Protection against Discrimination.

Additionally, the Commission found indirect discrimination against the mother, who, due to her disability, is unable to independently come and personally complete the necessary procedure, and the Public Transport Enterprise failed to provide accessibility and reasonable

accommodation. Thus, not only was she denied the right to use public transportation, but this access also affected other pensioners with similar needs.

The Commission recommended that the Public Transport Enterprise:

should not obstruct lawyers in the performance of their professional work;

within 180 days to take specific measures to ensure equal access to ticket validation offices for all citizens, including persons with disabilities.

the protection of the dignity and rights of every individual, especially the elderly and people with disabilities, must be a priority for all public institutions.

Read more about the case on the following [link](#).

Direct discrimination in access to employment based on sex, age and family status

The Commission found that direct discrimination was committed on the basis of sex, gender, age, maternity and family or marital status in the area of access to employment. The discrimination arises from a public employment advertisement published by a private company, which excludes certain categories of potential candidates from the opportunity to apply – persons under 24 and over 40 years of age, men, parents with a new-born baby, as well as persons intending to become parents.

Such an advertisement limits equal access to employment and violates the principle of non-discrimination established in the Law on Prevention and Protection from Discrimination and the Law on Labour Relations.

The company is recommended to refrain from publishing advertisements with discriminatory content in the future and to ensure equal access to jobs for all potential candidates, regardless of their sex, age, marital status, or parental status.

Read more about the case on the following [link](#).

Continued discrimination and inadequate conditions in psychiatric health facilities

Continued discrimination in access to healthcare for patients housed in psychiatric health facilities has been identified. Despite legal obligations for equal access to healthcare, conditions in these facilities remain inadequate, with insufficient infrastructure, staff shortages and limited resources.

To overcome this situation, the Commission made several recommendations aimed at the Ministry of Health and psychiatric hospitals, as follows:

The Ministry of Health should allocate funds in the 2026 Budget for the urgent rehabilitation of the institutions and prepare an action plan.

The Ministry should provide vehicles specifically intended for psychiatric health institutions as part of the procurement of emergency medical vehicles.

The Ministry should develop a National Action Plan for the construction and reconstruction of facilities, whereby priority should be given to the forensic psychiatric ward in Skopje and a new building for the geriatric and chronic ward in Demir Hisar.

In cooperation with the Ministry of Finance, the Ministry should enable new employment according to needs in all psychiatric institutions.

The psychiatric hospitals in Skopje, Demir Hisar and Negorci should submit requests for new employment and prepare plans for the renewal of basic inventory and equipment.

The same institutions should prepare plans for preventive and corrective maintenance, asset management, financial planning, and emergency preparedness.

The implementation of these measures will contribute to improving conditions in psychiatric institutions and ensuring equal access to healthcare for all patients.

Read more about the case on the following [link](#).

Discrimination against pensioners

The Commission for Prevention and Protection against Discrimination has determined indirect discrimination against pensioners who do not live in the Republic of North Macedonia, which arises from the amendments to the Law on Pension and Disability Insurance, which deny pensioners who live outside the country the right to a pension increase.

The CPPD recommended that the Ministry of Social Policy, Demography and Youth, in cooperation with the Assembly of the Republic of Macedonia, within 180 days, should take measures to amend the articles of the Law on Pension and Disability Insurance that caused unequal treatment of pensioners who do not live on the territory of the country.

Read more about the case on the following [link](#).

Discrimination against employees who are not trade union members

An employee of a kindergarten in Vinica, after completing 10 years of work experience in the same institution, submitted a request for exercising the right to a jubilee award. Unlike other employees, who were issued a decision to pay a jubilee award in the amount of one average net salary in RNM, the applicant was issued a decision for a compensation in the amount of 50% of the average net salary because, according to the explanation of the director of the institution, who issued the decisions, the employee was not a member of a trade union.

The Commission determined that such conduct constitutes direct discrimination in the area of work and labour relations, based on non-union membership, and recommended that the employer make a uniform payment of the jubilee award to the applicant, as well as to all other employees who are not members of the trade union and have exercised their right to a jubilee award.

Read more about the case on the following [link](#).

Attachment 2: Final Account

Период

Контролор

5	1	0
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1	2	3
Вид работа		

7	4	8	3	7	8	3	0
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Идентификационен број (ЕМБС)

0	2	0	1	1	6	2	9	4	4	6	3	7	1	6
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Резервни кодекси

Назив на субјектот

Комисија за спречување и заштита од дискриминација

Адреса, седиште и телефон

Даме Груев бр.1 Скопје

Скопје

02 3232368

Единствен даночен број

4	0	8	0	0	2	1	5	9	5	6	6	5
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Адреса за е-пошта

contact@kszd.mk

(корисници на средства од Буџетот)

ПРИХОДИ И РАСХОДИ

во текот на годината - Биланс на приходите и расходите

од 1 јануари до **31.12. 2025** година

(во денари)

Ред. бр.	Група на сметки или сметка	ПОЗИЦИЈА	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
		РАСХОДИ:			
		I. ТЕКОВНИ РАСХОДИ (002+007+012+020+024+029+033+040)	001	30.328.800	31.924.481
		а) ПЛАТИ И НАДОМЕСТОЦИ (од 003 до 006)	002	26.502.577	28.169.451
1.	401	Плати и надоместоци	003	18.939.149	20.117.581
2.	402	Придонеси за социјално осигурување	004	7.354.007	7.811.479
3.	403	Останати придонеси од плати	005		
4.	404	Надоместоци	006	209.421	240.391
		б) РЕЗЕРВИ И НЕДЕФИНИРАНИ РАСХОДИ (од 008 до 011)	007	0	0
5.	411	Финансирање на нови програми и потпрограми	008		
6.	412	Постојана резерва (непредвидливи расходи)	009		
7.	413	Тековни резерви (разновидни расходи)	010		
8.	414	Резерви за капитални расходи	011		
		в) СТОКИ И УСЛУГИ (од 013 до 019)	012	3.478.995	3.664.098
9.	420	Патни и дневни расходи	013	577.383	379.882
10.	421	Комунални услуги, греење, комуникација и транспорт	014	1.280.939	1.133.970

Ред. бр.	Група на сметки или сметка	ПОЗИЦИЈА	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
11.	423	Материјали и ситен инвентар	015	199.362	171.401
12.	424	Поправки и тековно одржување	016	258.843	423.972
13.	425	Договорни услуги	017	804.280	984.912
14.	426	Други тековни расходи	018	358.188	569.961
15.	427	Привремени вработувања	019		
		г) ТЕКОВНИ ТРАНСФЕРИ ДО ВОНБУЏЕТСКИ ФОНДОВИ (од 021 до 023)	020	0	0
16.	431	Трансфери до Фондот за ПИОМ	021		
17.	432	Трансфери до Агенцијата за вработување	022		
18.	433	Трансфери до Фондот за здравствено осигурување	023		
		д) ТЕКОВНИ ТРАНСФЕРИ ДО ЕЛС (од 025 до 028)	024	0	0
19.	441	Дотации од ДДВ	025		
20.	442	Наменски дотации	026		
21.	443	Блок дотации	027		
22.	444	Дотации за делегирани одделни надлежности	028		
		ѓ) КАМАТНИ ПЛАЌАЊА (од 030 до 032)	029	0	0
23.	451	Каматни плаќања кон нерезидентни кредитори	030		
24.	452	Каматни плаќања кон домашни кредитори	031		
25.	453	Каматни плаќања кон други нивоа на власт	032		
		е) СУБВЕНЦИИ И ТРАНСФЕРИ (од 034 до 039)	033	347.228	90.932
26.	461	Субвенции за јавни претпријатија	034		
27.	462	Субвенции за приватни претпријатија	035		
28.	463	Трансфери до невладини организации	036		
29.	464	Разни трансфери	037		90.932
30.	464	Исплати по извршни исправи	037	347.228	
31.	466	Плаќања по гаранции	039		
		ж) СОЦИЈАЛНИ БЕНЕФИЦИИ (од 041 до 044)	040	0	0
32.	471	Социјални надоместоци	041		
33.	472	Плаќање на бенефиции од Фондот за ПИОМ	042		
34.	473	Плаќање на надоместоци од Агенцијата за вработување	043		
35.	474	Плаќање на надоместоци од Фондот за здравствено осигурување	044		

Ред. бр.	Група на сметки или сметка	ПОЗИЦИЈА	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
		II. КАПИТАЛНИ РАСХОДИ (од 046 до 055)	045	1.446.113	593.347
36.	480	Купување на опрема и машини	046	1.109.113	114.455
37.	481	Градежни објекти	047		
38.	482	Други градежни објекти	048		
39.	483	Купување на мебел	049		
40.	484	Стратешки стоки и други резерви	050		
41.	485	Вложувања и нефинансиски средства	051	337.000	478.892
42.	486	Купување на возила	052		
43.	487	Капитални трансфери до вонбуџетски фондови	053		
44.	488	Капитални дотации до ЕЛС	054		
45.	489	Капитални субвенции за претпријатија и невладини организации	055		
		III. ОТПЛАТА НА ГЛАВНИНА И ОДЛИВ (од 057 до 061)	056	0	0
46.	491	Отплата на главнина до нерезидентни кредитори	057		
47.	492	Отплата на главнина кон домашни институции	058		
48.	493	Отплата на главнина до други нивоа на власт	059		
49.	494	Одлив по дадени заеми кон институции	060		
50.	495	Одлив по гаранции	061		
		A. ВКУПНИ РАСХОДИ (001 + 045 + 056)	062	31.774.913	32.517.828
		Б. ОСТВАРЕН ВИШОК НА ПРИХОДИ - ДОБИВКА ПРЕД ОДАНОЧУВАЊЕ (106 минус 062)	063	0	0
51.	811, 812 и 813	В. ДАНОЦИ, ПРИДОНЕСИ И ДРУГИ ДАВАЧКИ ОД ВИШОКОТ НА ПРИХОДИТЕ - ДОБИВКАТА ПРЕД ОДАНОЧУВАЊЕ	064	0	0
		Г. НЕТО ВИШОК НА ПРИХОДИ - ДОБИВКА ПО ОДАНОЧУВАЊЕ (063 минус 064)	065	0	0
		Д. РАСПОРЕДУВАЊЕ НА НЕТО ВИШОКОТ НА ПРИХОДИТЕ - ДОБИВКАТА (од 067 до 069)	066	0	0
52.	830	За покривање на загуба	067		
53.	831	За поврат во буџетот односно фондот	068		
54.	833	За пренос во наредната година	069		
Рел	Група на		Ознака	Износ	

Ред. бр.	Сметки или сметка	ПОЗИЦИЈА	Сметка на АОП	Претходна година	Тековна година
1	2	3	4	5	6
		Г. ВКУПНО (062+063)=108 ако 064 е поголемо од 063 тогаш (062+064)=108	070	31.774.913	32.517.828
		ПРИХОДИ: I. ДАНОЧНИ ПРИХОДИ (од 072 до 079)	071	0	0
55.	711	Данок од доход, од добивка и од капитални добивки	072		
56.	712	Придонеси за социјално осигурување	073		
57.	713	Даноци од имот	074		
58.	714	Домашни даноци на стоки и услуги	075		
59.	715	Данок од меѓународна трговија и трансакции (царини и давачки)	076		
60.	716	Еднократни посебни такси	077		
61.	717	Даноци на специфични услуги	078		
62.	718	Такси за користење или дозволи за вршење на дејност	079		
		II. НЕДАНОЧНИ ПРИХОДИ (од 081 до 085)	080	0	0
63.	721	Претприемачки приход и приход од имот	081		
64.	722	Глоби, судски и административни такси	082		
65.	723	Такси и надоместоци	083		
66.	724	Други владини услуги	084		
67.	725	Други неданочни приходи	085		
		III. КАПИТАЛНИ ПРИХОДИ (од 087 до 090)	086	0	0
68.	731	Продажба на капитални средства	087		
69.	732	Продажба на стоки	088		
70.	733	Продажба на земјиште и нематеријални вложувања	089		
71.	734	Приходи од дивиденди	090		
		IV. ТРАНСФЕРИ И ДОНАЦИИ (од 092 до 095)	091	31.774.913	32.517.828
Ред.	Група на		Позначај	Износ	

бр.	сметки или сметка	ПОЗИЦИЈА	Сметка на АОП	Претходна година	Тековна година
1	2	3	4	5	6
72.	741	Трансфери од други нивоа на власт	092	31.774.913	32.517.828
73.	742	Донации од странство	093		
74.	743	Капитални донации	094		
75.	744	Тековни донации	095		
		V. ДОМАШНО ЗАДОЛЖУВАЊЕ (од 097 до 099)	096	0	0
76.	751	Краткорочни позајмици од земјата	097		
77.	753	Долгорочни обврзници	098		
78.	754	Друго домашно задолжување	099		
		VI. ЗАДОЛЖУВАЊЕ ВО СТРАНСТВО (од 101 до 103)	100	0	0
79.	761	Меѓународни развојни агенции	101		
80.	762	Странски влади	102		
81.	769	Други задолжувања во странство	103		
82.	771	VII. ПРОДАЖБА НА ХАРТИИ ОД ВРЕДНОСТ Продажба на хартии од вредност	104		
83.	781	VIII. ПРИХОДИ ОД ОТПЛАТА НА ЗАЕМИ Приходи од наплатени дадени заеми	105		
		A. ВКУПНИ ПРИХОДИ (071+080+086+091+096+100+104+105)	106	31.774.913	32.517.828
84.	890	Б. НЕПОКРИЕНИ РАСХОДИ (062+064 минус 106)	107	0	0
		В. ВКУПНО: (106+107=070)	108	31.774.913	32.517.828
85.		Г. ПОСЕБНИ ПОДАТОЦИ: Просечен број на вработени врз основа на часовите на работа во пресметковниот период (цел број)	109	25	24

Во Скопје
На ден 24.02. 2026 година

Лице одговорно
за составување
на билансот
Биљана Томевска

Биљана Томевска



Раководител
ДУШАН ТОМШИЌ

Душан Томшиќ

			Период			Контролор																			
5	1	0	7	4	8	3	7	8	3	0	0	2	0	1	1	6	2	9	4	4	6	3	7	1	6
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
Вид работа			Идентификационен број (ЕМБС)								Резервни кодекси														

Назив на субјектот

Адреса, седиште и телефон

Единствен даночен број

Назив на корисникот

Адреса за е-пошта

Комисија за спречување и заштита од дискриминација

Даме Груев бр.1 Скопје

Скопје 02 3232368

4	0	8	0	0	2	1	5	9	5	6	6	5
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БИЛАНС НА СОСТОЈБАна ден 31.12. 2025 година

(во денари)

Ред. бр.	Група на сметки или сметка	ПОЗИЦИЈА	Ознака на АОП	И з н о с			
				Претходна година	Тековна година		
					Бруто	Исправка на вредноста	Нето (6-7)
1	2	3	4	5	6	7	8
		А) АКТИВА: ПОСТОЈАНИ СРЕДСТВА (112+113+114+122+123)	111	1.528.762	3.713.562	2.720.001	993.561
1.	00	I. НЕМАТЕРИЈАЛНИ СРЕДСТВА	112				0
2.	010, 011, 012 и 015	II. МАТЕРИЈАЛНИ ДОБРА И ПРИРОДНИ БОГАТСТВА	113				0
		III. МАТЕРИЈАЛНИ СРЕДСТВА (115 ДО 121)	114	1.528.762	3.713.562	2.720.001	993.561
3.	020 и 029д	Градежни објекти	115		48.396	484	47.912
4.	21 и 029д	Станови и деловни објекти	116				0

Ред. бр.	Група на сметки или сметка	ПОЗИЦИЈА	Ознака на АОП	И з н о с			
				Претходна година	Тековна година		
					Бруто	Исправка на вредноста	Нето (6-7)
1	2	3	4	5	6	7	8
5.	022 и 029	Опрема	117	1.528.762	3.665.166	2.719.517	945.649
6.	023 и 029д	Повеќегодишни насаи	118				0
7.	024 и 029д	Основни стадо	119				0
8.	025 и 029	Други материјални средства	120				0
9.	026 и 029д	Аванси за материјални средства	121				0
10.	030	III - 1. МАТЕРИЈАЛНИ СРЕДСТВА ВО ПОДГОТОВКА	122				0
11.	04	IV. ДОЛГОРОЧНИ КРЕДИТИ И ПОЗАЈМИЦИ ДАДЕНИ ВО ЗЕМЈАТА И СТРАНСТВО И ОРОЧЕНИ СРЕДСТВА	123				0
		Б) ПАРИЧНИ СРЕДСТВА И ПОБАРУВАЊА (125+134+135+140+141+142+143+144+145+146)	124	2.622.088	7.840.838	0	7.840.838
		I. ПАРИЧНИ СРЕДСТВА (126 до 133)	125	0	5.181.884	0	5.181.884
12.	100	Сметка	126				0
13.	101	Благајна	127				0
14.	102	Издвоени парични средства	128				0
15.	103	Отворени акредитиви	129				0
16.	104	Девизна сметка	130		5.181.884		5.181.884
17.	105	Девизни акредитиви	131				0
18.	106	Девизна багајна	132				0

Ред бр.	Група на сметки или сметка	ПОЗИЦИЈА	Ознака на АОП	И з н о с			
				Претходна година	Тековна година		
					Бруто	Исправка на вредноста	Нето (6-7)
1	2	3	4	5	6	7	8
19.	108	Други парични средства	133				0
20.	11	II. ХАРТИИ ОД ВРЕДНОСТ	134				0
		III. ПОБАРУВАЊА (136 до 139)	135	0	0	0	0
21.	120	Побарувања од буџетот	136				0
22.	121	Побарувања од фондот	137				0
23.	122 и 129д	Побарувања од купувачи во земјата	138				0
24.	123 и 129д	Побарувања од купувачи во странство	139				0
25.	13	IV. ПОБАРУВАЊА ЗА ДАДЕНИ АВАНСИ, ДЕПОЗИТИ И КАУЦИИ	140		33.159		33.159
26.	14	V. КРАТКОРОЧНИ ФИНАНСИСКИ ПОБАРУВАЊА	141				0
27.	15	VI. ПОБАРУВАЊА ОД ВРАБОТЕНИТЕ	142				0
28.	16	VII. ФИНАНСИСКИ ПРЕСМЕТКОВНИ ОДНОСИ	143				0
29.	17	VIII. ПОБАРУВАЊА ОД ДРЖАВАТА И ДРУГИ ИНСТИТУЦИИ	144				0
30.	190 до 197	IX. АКТИВНИ ВРЕМЕНСКИ РАЗГРАНИЧУВАЊА	145				0
31.	198	Други активни временски разграничувања	146	2.622.088	2.625.795		2.625.795
		B) МАТЕРИЈАЛИ, РЕЗЕРВНИ ДЕЛОВИ И СИТЕН ИНВЕНТАР (148 до 153)	147	0	0	0	0
32.	31	Метеријали	148				0

Ред. бр.	Група на сметки или сметка	ПОЗИЦИЈА	Ознака на АОП	И з н о с			
				Претходна година	Тековна година		
					Бруто	Исправка на вредноста	Нето (6-7)
1	2	3	4	5	6	7	8
33.	32	Резервни делови	149				0
34.	36	Ситен инвентар	150				0
35.	60	Производство	151				0
36.	63	Готови производи	152				0
37.	65, 66 и 67	Стоки, аванси, депозити и кауции	153				0
		Г) НЕПОКРИЕНИ РАСХОДИ И ДРУГИ ДОЛГОРОЧНИ КРЕДИТИ И ЗАЕМИ (155 до 157)	154	0	0	0	0
38.	090	Непокриени расходи од поранешни години	155				0
39.	092	Непокриени расходи	156				0
40.	095	Примени долгорочни кредити и заеми	157				0
41.	08	III. ДРУГИ СРЕДСТВА	158				0
		ВКУПНА АКТИВА (111+124+147+154+158)	159	4.150.850	11.554.400	2.720.001	8.834.399
42.	990 до 994	ВОНБИЛАНСНА ЕВИДЕНЦИЈА-АКТИВА	160	97	97		97

Ред. бр.	Група на сметки или сметка	ПОЗИЦИЈА	Ознака на АОП	И з н о с	
				Претходна година (Почетна состојба) (Тековна година)	Износ на денот на билансирање
1	2	3	4	5	6
		I. ПАСИВА: ИЗВОРИ НА КАПИТАЛНИ СРЕДСТВА (162+163)	161	1.528.762	993.561
43.	900	Државен-јавен капитал	162	1.528.762	993.561
44.	901	Останат капитал (залихи на материјали, резервни делови, ситен инвентар и хартии од вредност)	163		
45.	91	II. Ревалоризациона резерва	164		
		III. ДОЛГОРОЧНИ ОБВРСКИ (166 до 172)	165	0	0
46.	920	Обврски по долгорочни кредити	166		
47.	922	Вложувања од странски лица	167		
48.	923	Кредити од банки во земјата	168		
49.	924	Други кредити во земјата	169		
50.	925	Кредити од странство	170		
51.	927	Долгорочни обврски за примени депозити и кауции	171		
52.	928	Други долгорочни обврски	172		
		IV. ТЕКОВНИ ОБВРСКИ (174+175+180+181+189+195+196+197+198)	173	2.622.088	7.840.838
53.	21	а) Краткорочни обврски по основ на хартии од вредност	174		

Ред. бр.	Група на сметки или сметка	П О З И Ц И Ј А	Ознака на АОП	И з н о с	
				Претходна година (Почетна состојба) (Тековна година)	Износ на денот на билансирање
1	2	3	4	5	6
		б) Краткорочни обврски спрема добавувачи (176 до 179)	175	392.205	251.407
54.	220	Обврски спрема добавувачи во земјата	176	337.760	196.807
55.	221	Обврски спрема добавувачи во странство	177		
56.	224	Обврски спрема добавувачи за нефактурирани стоки, материјали и услуги	178		
57.	225	Обврски спрема добавувачи - граѓани	179	54.445	54.600
58.	23	в) Примени аванси, депозити и кауции	180		5.181.884
		г) Краткорочни финансиски обврски (182 до 188)	181	0	0
59.	240	Обврски од заедничко работење со субјектите	182		
60.	241	Обврски за кредити во земјата	183		
61.	242	Обврски за кредити во странство	184		
62.	243	Обврски за вложени средства во земјата	185		
63.	245	Други краткорочни финансиски обврски	186		
64.	246	Обврски спрема работниците	187		
65.	247	Обврски по запирање на работниците	188		

Ред. бр.	Група на сметки или сметка	ПОЗИЦИЈА	Ознака на АОП	И з н о с	
				Претходна година (Почетна состојба) (Тековна година)	Износ на денот на билансирање
1	2	3	4	5	6
		д) Обврски спрема државата и други институции (190 до 194)	189	7.110	6.067
66.	250	Обврски за данок на додадена вредност	190		
	251	Обврски за акцизи	191		
67.	252	Обврски за царини и царински давачки	192		
68.	253	Обврски за даноци и придонеси по договор за дело и авторско дело	193	7.110	6.067
69.	255	Обврски за други даноци и придонеси	194		
70.	26	г) Финансиски и пресметковни односи	195		
71.	27	е) Обврски за даноци и придонеси од добивка	196		
72.	28	ж) Краткорочни обврски за плати и други обврски спрема вработените	197	2.222.773	2.368.321
73.	29	з) Пасивни временски разграничувања	198		33.159
74.	98	IV. ИЗВОРИ НА ДРУГИ СРЕДСТВА Извори на други средства	199		
		ВКУПНА ПАСИВА (161+164+165+173+199)	200	4.150.850	8.834.399
75.	955 до 999	ВОНБИЛАНСНА ЕВИДЕНЦИЈА - ПАСИВА	201		

Во Скопје
На ден 24.02. 2026 година

Лице одговорно за составување на билансот

Биљана Томевска

Биљана Томевска



Раководител
ДУШАН ТОМШИЌ

Душан Томшиќ

Образец „ДЕ“

Период

Контролор

5 1 0
1 2 37 4 8 3 7 8 3 0
4 5 6 7 8 9 10 110 2 0 1 1 6 2 9 4 4 6 3 7 1 6
12 13 14 15 16 17 18 19 20 21 22 23 24 25 26

Вид работа

Идентификационен број (ЕМБС)

Резервни кодекси

Назив на субјектот

Комисија за спречување и заштита од дискриминација

Адреса, седиште и телефон

Даме Груев бр.1 Скопје

Скопје

02 3232368

Адреса за е-пошта

contact@kszd.mk

Единствен даночен број

4 0 8 0 0 2 1 5 9 5 6 6 5

ПОСЕБНИ ПОДАТОЦИ

за државна евиденција за корисниците на средства
од Буџетот на фондовите

за 31.12. 2025

(во денари)

Ред. бр.	Група на сметки, сметка, д=дел	ПОЗИЦИЈА	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
		А. НЕМАТЕРИЈАЛНИ СРЕДСТВА			
1.	000	Набавна вредност на основачки издатоци	601		
2.	008 д	Вредносно усогласување (ревалоризација) на основачки издатоци	602		
3.	009 д	Акумулирана амортизација (исправка на вредноста) на основачки издатоци	603		
4.		Сегашна вредност на основачки издатоци (< или = АОП 112 од БС)	604	0	0
5.	001	Набавна вредност на издатоци во истражување и развој	605		
5.1.		Плата и надоместоци на плата на вработените кои директно работат на истражување и развој	606		
5.2.		Трошоци за материјали и услуги ¹ користени или потрошени при истражување и развој	607		

¹ Трошоци за сировини и материјал, трошоци за енергија, трошоци за ситен инвентар, трошоци за амбалажа, трошоци за резервни делови и материјали за одржување на објектите и опремата, интелектуални услуги и други услуги кои се услов за истражувањето и развојот за сопствени цели.

Ред. бр.	Група на сметки, сметка, д=дел	П О З И Ц И Ј А	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
5.3.		Амортизација на недвижности, постројки и опрема користени при истражување и развој	608		
5.4.		Амортизација на патенти и лиценци користени при истражување и развој	609		
6.	008 д	Вредносно усогласување (ревалоризација) на издатоци во истражување и развој	610		
7.	009д	Акумулирана амортизација (исправка на вредноста) на издатоци во истражување и развој	611		
8.		Сегашна вредност на издатоци за истражување и развој (< или = АОП 112 од БС)	612	0	0
9.	002 д	Набавна вредност на петенти, лиценци, концесии и други права	613		
10.	008 д	Вредносно усогласување (ревалоризација) на патенти, лиценци, концесии и други права	614		
11.	009 д	Акумулирана амортизација (исправка на вредноста) на патенти, лиценци, концесии и други права	615		
12.		Сегашна вредност на патенти, лиценци, концесии и други права (< или = АОП 112 од БС)	616	0	0
13.	002 д	Набавна вредност на софтвер со лиценца	617		
14.	008 д	Вредносно усогласување (ревалоризација) на софтвер со лиценца	618		
15.	009 д	Акумулирана амортизација (исправка на вредноста) софтвер со лиценца	619		
16.		Сегашна вредност на софтвер со лиценца (< или = АОП 112 од БС)	620	0	0
17.	002д	Набавна вредност на софтвер развиен за сопствена употреба	621		

Ред. бр.	Група на сметки, сметка, д=дел	П О З И Ц И Ј А	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
18.	008д	Вредносно усогласување (ревалоризација) на софтвер развиен за сопствена употреба	622		
19.	009д	Акумулирана амортизација (исправка на вредноста) на софтвер развиен за сопствена употреба	623		
20.		Сегашна вредност на софтвер развиен за сопствена употреба (< или = АОП 112 од БС)	624	0	0
21.	002д	Набавна вредност на набавени бази на податоци	625		
22.	008д	Вредносно усогласување (ревалоризација) на набавени бази на податоци	626		
23.	009д	Акумулирана амортизација (исправка на вредноста) на набавени бази на податоци	627		
24.		Сегашна вредност на набавени бази на податоци (< или = АОП 112 од БС)	628	0	0
25.	003д	Набавна вредност на бази на податоци развиени за сопствена употреба	629		
26.	008д	Вредносно усогласување (ревалоризација) на бази на податоци развиени за сопствена употреба	630		
27.	009д	Акумулирана амортизација (исправка на вредноста) на бази на податоци развиени за сопствена употреба	631		
28.		Сегашна вредност на бази на податоци развиени за сопствена употреба (< или = АОП 112 од БС)	632	0	0
29.	003	Набавна вредност на други нематеријални права	633		
30.	008д	Вредносно усогласување на други нематеријални права (ревалоризација)	634		
31.	009д	Акумулирана амортизација (исправка на вредноста) на други нематеријални права	635		

Ред. бр.	Група на сметки, сметка, д=дел	П О З И Ц И Ј А	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
32.		Сегашна вредност на други нематеријални права (< или = АОП 112 од БС)	636	0	0
		Б. МАТЕРИЈАЛНИ ДОБРА И ПРИРОДНИ БОГАТСТВА			
33.	010	Земјиште	637		
34.	018д	Вредносно усогласување (ревалоризација) земјиште	638		
35.		Сегашна вредност на земјиште (< или = АОП 113 од БС)	639	0	0
36.	011	Шуми	640		
37.	018д	Вредносно усогласување (ревалоризација) шуми	641		
38.		Сегашна вредност на шуми (< или = АОП 113 од БС)	642	0	0
39.	018	Вредносно усогласување (ревалоризација) на материјалните добра и природните богатства	643		
		В. МАТЕРИЈАЛНИ СРЕДСТВА			
40.	022д	Набавна вредност на информациска и телекомуникациска опрема ²⁾	644		
41.	028д	Вредносно усогласување (ревалоризација) на информациска и телекомуникациска опрема	645		
42.	029д	Акумулирана амортизација (исправка на вредноста) на информациска и телекомуникациска опрема	646		
43.		Сегашна вредност на информациска и телекомуникациска опрема (< или = АОП 117 од БС)	647	0	0
44.	22	Набавна вредност на компјутерска опрема ³⁾	648	1.874.561	2.018.072
45.	028д	Вредносно усогласување (ревалоризација) на компјутерска опрема	649	97.477	98.668

²⁾ Уреди со електронска контрола, како и електронски компоненти кои претставуваат дел од овие уреди (радио, телевизиска и комуникациона опрема и апарати)

³⁾ Хардвер и периферни единици, машини за обработка на податоци, печатари, скенери и слично.

Ред. бр.	Група на сметки, сметка, д=дел	П О З И Ц И Ј А	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
46.	029д	Акумулирана амортизација (исправка на вредноста) на компјутерска опрема	650	1.134.668	1.605.924
47.		Сегашна вредност на компјутерска опрема (< или = АОП 117 од БС)	651	837.370	510.816
48.	025	Набавна вредност на други материјални средства	652	1.402.044	
49.	028д	Вредносно усогласување (ревалоризација) на други материјални средства	653	72.647	
50.	029д	Акумулирана амортизација (исправка на вредноста) на други материјални средства	654	783.298	
51.		Сегашна вредност на други материјални средства (< или = АОП 120 од БС)	655	0	0
52.		Драгоцени метали и камења	656		
53.		Антиквитети и други уметнички дела	657		
54.		Други скапоцености	658		
		Г. КРАТКОРОЧНИ ОБВРСКИ ЗА ПЛАТИ И ДРУГИ ОБВРСКИ СПРЕМА ВРАБОТЕНИТЕ			
55.	280	Обврски за плати и надомести на плати (< или = АОП 197 од БС)	659	2.222.773	2.356.478
56.	281	Обврски за нето плати (< или = АОП 197 од БС)	660	1.462.294	1.558.810
57.	282	Надоместоци на нето плати (< или = АОП 197 од БС)	661		
58.	284	Даноци од плати и надомести (< или = АОП 197 од БС)	662	138.097	146.384
59.	285	Придонеси од плати и надомести од плати (< или = на АОП 197 од БС)	663	622.382	651.284
		Д. РАСХОДИ			
		І. Комунални услуги, греење, комуникација и транспорт			
60.	421д	Електрична енергија (< или = на АОП 014 од БПР)	664	217.550	275.361
61.	421д	Водовод и канализација (< или = на АОП 014 од БПР)	665	15.788	8.391
62.	421д	Пошта, телефон, телефакс и други трошоци за комуникација (< или = на АОП 014 од БПР)	666	307.702	314.119

Ред. бр.	Група на сметки, сметка, д=дел	П О З И Ц И Ј А	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
63.	421д	Горива и масла (< или = АОП 014 од БПР)	667		
		II. Материјали и ситен инвентар			
64.	423д	Униформи (< или = АОП 015 од БПР)	668		
65.	423д	Обувки (< или = АОП 015 од БПР)	669		
66.	423д	Прехранбени продукти и пијалоци (< или = АОП 015 од БПР)	670	31.900	38.790
67.	423д	Лекови (< или = АОП 015 од БПР)	671		
		III. Договорни услуги			
68.	425д	Провизија за платен промет и банкарска провизија (< или = АОП 017 од БПР)	672		3.300
69.	425д	Консултантски услуги (Издатоци за авторски хонорари) (< или = АОП 017 од БПР)	673	700.118	903.743
70.	425д	Осигурување на недвижности и права (< или = АОП 017 од БПР)	674	56.962	59.836
71.	425д	Плаќање за здравствено организации од Министерството за здравство (< или = АОП 017 од БПР)	675		16.800
72.	425д	Здравствени услуги во странство (< или = АОП 017 од БПР)	676		
		IV. Други тековни расходи			
73.	426д	Други оперативни расходи (< или = на АОП 018 од БПР)	677	207.273	266.617
		V. Разни трансфери			
74.	464д	Државни награди и одликувања (< или = на АОП 037 од БПР)	678		
75.	464д	Трансфери при пензионирање (< или = на АОП 037 од БПР)	679		90.932
		VI. Социјални надоместоци			
76.	471д	Еднократна парична помош и помош во натура (< или = на АОП 040 од БПР)	680		
77.	471д	Детски додаток (< или = на АОП 040 од БПР)	681		
78.	471д	Помош за здравствена заштита на растенија и животни (< или = на АОП 040 од БПР)	682		
79.	471д	Исхрана за бедомници и други социјални лица (< или = на АОП 040 од БПР)	683		

Ред. бр.	Група на сметки, сметка, д=дел	ПОЗИЦИЈА	Ознака на АОП	Износ	
				Претходна година	Тековна година
1	2	3	4	5	6
		Г. ПРИХОДИ			
		I. Такси и надоместоци			
80.	723д	Закупнини (< или = на АОП 079 од БПР)	684		
		II. Трансфери од други нивоа на власт			
81.	741д	Трансфери од Буџетот на Република Македонија (< или = на АОП 088 од БПР)	685		32.517.828
82	741д	Трансфери од буџетите на фондовите (< или = на АОП 088 од БПР)	686		
83.	741д	Блок дотации на општината по одделни намени (< или = на АОП 088 од БПР)	687		
		Е. ПОСЕБНИ ПОДАТОЦИ			
84.		Просечен број на вработени врз основа на состојбата на крајот на месецот	688	25	24

Во Скопје
 На ден 24.02. 2026 година

Лице одговорно за составување
 на образецот
Биљана Томевска

Одговорно лице

ДУШАН ТОМШИЌ

М. П. на ЦРМ и дата на приемот

Контролата ја извршиле:



			Период				Контролор																		
1	2	3	7	4	8	3	7	8	3	0	0	2	0	1	1	6	2	9	4	4	6	3	7	1	6
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
Вид работа			Идентификационен број (ЕМБС)								Резервни кодекси														

Назив на субјектот

Комисија за спречување и заштита од дискриминација

Адреса, седиште и телефон

Даме Груев бр.1 Скопје

Скопје

02 3232368

Адреса на е-пошта

contact@kszd.mk

Единствен даночен број

4 0 8 0 0 2 1 5 9 5 6 6 5

СТРУКТУРА НА ПРИХОДИ ПО ДЕЈНОСТИ (СПД-РЕКАПИТУЛАР)

во периодот од 1 јануари до 31.12. 2026

Датум: _____

НКД (Национална класификација на дејности)			Остварени приходи (во денари) ³
Ред. број	Класа ¹	Назив ²	
1.	84,11	Општи дејности на јавната управа	32.517.828
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			
11.			
12.			

НКД (Национална класификација на дејности)			Остварени приходи (во денари) ³
Ред. број	Класа ¹	Назив ²	
13.			
14.			
15.			
16.			
17.			
18.			

1) Во колоната за „Класа“ се внесува нумеричка ознака за класа согласно НКД за дејноста од која субјектот остварува приход.

2) Во колоната „Назив“ се внесува описно називот на дејноста според НКД од која субјектот остварува приход.

3) Во колоната „Остварени приходи“ се внесува износот на остварени приходи по дејности.

РЕГИСТРИРАНА ПРЕТЕЖНА ДЕЈНОСТ (Со назначување на шифра и назив на класа на дејноста утврдена со НКД)

8 4 . 1 1

Општи дејности на јавната управа

ОСТВАРЕНИ ПРИХОДИ ПРЕТЕЖНО ОД

Општи дејности на јавната управа

ДЕЈНОСТ-

8 4 . 1 1

(Со назначување на шифра и назив на класа на дејноста утврдена со НКД)

Лице одговорно за составување на образецот:

Име и презиме

Биљана Томевска

Потпис

Биљана Томевска

Во

Скопје

На ден

24.02. 2026 година



Име и презиме на законскиот застапник

ДУШАН ТОМШИЌ

Потпис

Душан Томшиќ

* За трговските друштва не е задолжителна употреба на официјалниот печат согласно Законот за трговските друштва.

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