



**REPUBLIC OF SERBIA
NEGOTIATION GROUP FOR CHAPTER 23**

ACTION PLAN

CHAPTER 23

JUDICIARY AND FUNDAMENTAL RIGHTS

July 2020

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INTRODUCTION

1. Need for the revision of the Action Plan for Chapter 23 and commitment to European values

The Action Plan for Chapter 23 was adopted on 27 April 2016 by the Government of the Republic of Serbia. It is clear that, after four years of its implementation, the Action Plan requires a revision, a review of what has been achieved, for the purpose of defining the next steps that need to be taken in order to fully meet the Screening Report recommendations as well as Interim Benchmarks.

A revision of the Action Plan for Chapter 23 is needed to:

- Make an overview of activities that clearly indicate the future direction (with the setting of new realistic deadlines);
- Make interventions in the formulation of activities so that they properly reflect the recommendations from the screening report and Interim Benchmarks
- Remove the observed difficulties in the implementation and monitoring of the implementation of activities.

The Ministry of Justice and the Negotiating Group for Chapter 23 revised the Action Plan so that activities can be divided into several groups:

- normative regulation and harmonization (amendments to the Constitution, amendments to the legislative framework, adoption of strategic documents - other strategies and action plans, guidelines, instructions) at different levels and by different stakeholders;
- strengthening the institutional and administrative capacities of all institutions involved in the process of implementation of the activities, their mutual cooperation and communication;
- improvement of skills and competences through the implementation of appropriate training programs, including raising awareness in specific areas.

During the revision process, the aim was for the interventions to properly reflect the recommendations of the Screening Report and Interim Benchmarks, taking into account the assessment of the fulfillment of the activities provided by the Council for the implementation of the Action Plan for the negotiations for Chapter 23, the contributions provided by the responsible entities listed in the Action Plan for Chapter 23, as well as the difficulties encountered in the implementation and monitoring of the implementation of activities.

In the review process, we believe that the Action Plan should reflect Serbia's commitment to align its legal acts and procedures in the area of judiciary, anti-corruption and fundamental rights with EU acquis, which largely consists of generally accepted European and international standards, expressed through the documents and bodies of the EU, UN and the CoE, particularly Venice Commission, but also GRECO, CEPEJ, Consultative Council European Judges, the Consultative Council of European Prosecutors and the European Judicial Council Network. While implementing these standards it was important, as well, to consider the legal heritage of the Republic of Serbia, as well as socio-economic factors conditioning the applicability of the solutions that provide good results in other legal systems.

2. Methodology and course of revision of the Action Plan for Chapter 23

The Government of the Republic of Serbia expresses its deep commitment to the reform process in the rule of law as it is aware that it represents the core value of each democratic society and one of the key areas of European Union policy. Having that in mind, the Republic of Serbia is putting a great attention to the fulfilling commitments prescribed within the Chapter 23 – Judiciary and Fundamental Rights. At the third EU-Serbia Intergovernmental Conference held in Brussels on 18 July 2016, the Republic of Serbia opened negotiating chapter 23 and chapter 24. The opening of these chapters represented a crucial step in the Republic of Serbia's European integration process, because the aim of these chapters is alignment with the *acquis* in the rule of law domain.

Following the EC recommendations from the Screening Report for Chapter 23 based on conclusions from the Explanatory and Bilateral Screening meetings and after the wide consultations with all relevant stakeholders and civil society, in April 2016 the Government of the Republic of Serbia adopted the Action Plan for the implementation of Chapter 23 (AP23), previously approved by the European Commission. Precisely one of the recommendations of the EC for Serbia was to deliver one or more detailed action plans with a coordinated schedule, clear goals and timelines, as well as the necessary institutional framework and adequate cost estimates and financial allocations in the following areas: the judiciary, the fight against corruption and fundamental rights. After the adoption of the AP CH23 in July 2016 accession negotiations on Chapter 23 commenced. At the abovementioned Conference EU General Position on Accession Negotiations with the Republic of Serbia was presented, including 50 interim benchmarks (IBM) for Chapter 23 defined to assess further progress of Serbia.

Most of the activities established within the Action Plan for the implementation of Chapter 23 are being carried out continuously with the success and progress. However, there are also activities with whose implementation some difficulties have arisen. The decision on the revision of the Action plan was made upon the conclusion that after four years of its implementation, the Action Plan requires an audit with an overview of what has been achieved and the definition of the next steps that need to be taken in order to fully meet the recommendations from the Screening Report, i.e. that are fit for purpose, now supplemented with the interim benchmarks, with prescribed realistic timelines.

The following steps were taken in terms of revising a document:

- The Interim Benchmarks have been added in the document. Where possible, recommendations as the basis for defining the activities have been deleted from the document and corresponding interim benchmarks have been listed instead along with relevant activities belonging to the specific Interim Benchmark. Where the recommendation has not been fully fulfilled or its content does not fully coincide with the Interim Benchmark, the recommendation has remained and is now supplemented by corresponding Interim Benchmark;
- Each subchapter begins with an introduction and a description of what has been done. Through an overview of the current state of play by subchapters, the introductory part describes the activities that have been fully implemented, and which are therefore deleted from the Action Plan (table);
- The activities that were partially implemented are described through the introductory parts, while the part of the activities that was not realized is predefined and retained in the Action plan (table);
- Continuous activities, i.e. activities for which the deadline for the implementation is stated as “continuous” are retained in the Action Plan;
- Activities that have not been implemented, with the necessary changes, are retained in the Action Plan;
- New activities are added where it was necessary to respond to the Interim Benchmark;
- Impact indicators / results have been improved at the level of the entire Action Plan;
- Deadlines for the implementation of individual activities have been revised and realistically set.

On 13 February 2018 the first meeting of the Negotiation Group for Chapter 23 was held on the topic of the possible revision of the Action Plan. On that occasion all participants were informed that revision would be made through the correction of existing activities and possibly addition of the new ones where necessary but without changing the essence and the structure of the current Action plan. Also, all stakeholders were invited to submit an internal analysis of the state of implementation of their activities with proposals of the next steps. On the basis of internal analysis provided by stakeholders and the regularly quarterly reports of the Council for the implementation of the Action Plan for the negotiations for Chapter 23 *the working (zero) draft of the revised AP23* was made. Simultaneously, bilateral meetings were held with representatives of stakeholders in all three sub-chapters.

On 13 December 2018 the working (zero) draft of the revised AP CH23 was submitted to all stakeholders responsible for its implementation for further discussion. Second meeting of the Negotiation Group for Chapter 23 was held on 17 December 2018 in order to constructively discuss the interventions made in the revised AP CH23. Almost all stakeholders sent their writing comments on the text and several more bilateral meetings with the institutions were organized where needed. Following the implementation of the suggestions made by the institutions, the *first draft of the revised Action Plan* was published on the website of the Ministry of Justice on 21 January 2019. The draft was published with the public call for the civil society organizations and public at large to submit proposals and suggestions. At the same time, the public call was published by the Office for cooperation with civil society as well.

In order to have the opportunity to exchange the views and to clarify all procedural and substantive aspects of the revision, on 6 February 2019 the Ministry of Justice organized the roundtable supported by the IPA 2015 project “EU for Justice – Support to Chapter 23” where the official presentation of the document was delivered. The round table gathered representatives of relevant Serbian institutions, civil society organizations, and international partners. The presentation was followed by lively and fruitful debate of all participants. The same day, Serbian and English versions of the presentation was put on the web site of the Ministry of Justice.

The Ministry of Justice received more than 25 written comments from the various state authorities and civil society organizations. Particular attention has been paid to the joint comments of the NKEU which was composed of the conclusions and suggestions of several civil society organizations within NKEU. The separate meetings with NKEU were organized on 20 February and 19 April 2019 with an aim to discuss all three Subchapters. The First Draft of the Revised AP CH23 was thoroughly discussed in a constructive atmosphere. The meeting was particularly beneficial, given that a number of comments prepared by the CSOs were addressed and clarified, while certain changes of the AP were explained. All received comments and submitted suggestions have been reviewed. During the development of the second draft of the revised Action Plan for Chapter 23, the Report on the conducted public consultations has been made as well. The report presents what suggestions were made during the public consultations, whether and in what way those suggestions were integrated into the draft of the AP CH23 and the reasons why some of the suggestions were not accepted. This draft of the revised Action Plan for Chapter 23 together with the Report on the conducted public consultations was published and sent to the European Commission.

After receiving the opinion of the European Commission in October 2019, its comments have been thoroughly analyzed and forwarded to the relevant state authorities within the Chapter 23. Also, for the sake of respect for the principles of inclusivity and transparency, they were also forwarded to the NKEU for information and timely preparation for the continuation of the consultation process.

On 22 October 2019 the meeting of the Negotiation Group for Chapter 23 was held on the topic of the implementation of EC comments. The institutions were asked to submit written contributions which would address EC recommendations regarding activities related to specific institution.

The draft of the revised Action Plan for Chapter 23 was shared with civil society organizations for the second round of consultations. On 27 December 2019 (Fundamental Rights) and

25 February 2020 (Judiciary and Anti-corruption), the meetings with NKEU were held in order to discuss all three subchapters from the third draft of the revised Action Plan for Chapter 23. After receiving and reviewing the new joint comments of the NKEU, the draft was revised again implementing the suggestions. The new Report on the conducted public consultations has been prepared and published as well. On the basis of all written contributions, the conclusion from the meetings held afterwards with institutions and the civil society, the work on the final version of the Revised Action plan for the implementation of Chapter 23 continued in order to improve the text and align it with the EC comments and recommendations. In parallel, the constructive and fruitful dialogue with the EC was conducted with the aim to clarify all relevant issues.

It should be underlined that the process of the adjustment of the final draft has been conducted with fully inclusiveness and with continuing communication and cooperation with all stakeholders and institutions responsible for the implementation of the activities.

In the process of drafting the Action Plan for Chapter 23 in 2016, the negotiating Group for Chapter 23 followed the principles of full transparency and inclusiveness. The current process of the revision of this Action Plan is following the same path respecting the same principles. In that respect, Serbia will closely pay attention to IBM from the EU Common Position, that is, throughout the document, *“Serbia will fully recognise the importance of inclusive and evidence-based policy-making and of making the best use of civil society expertise and therefore to engage in inclusive consultations on legislative and policy proposals with civil society and other stakeholders and to ensure systematically access to information.”*

3. Mechanisms for implementation of the Action Plan

3.1. Subjects responsible for monitoring the implementation of the Action Plan

The responsibility for monitoring the implementation of the activities envisaged in the Action Plan will be entrusted to the Coordination Body for implementation of the Action Plan for Chapter 23 (hereinafter: Coordination Body). Expert and administrative- technical support to the Coordination Body will be provided by the Secretariat of the Coordination Body for implementation of the Action Plan for Chapter 23 (hereinafter: Secretariat).

Government of the Republic of Serbia shall render the Decision on establishing of the Coordination Body together with the adoption of the revised Action Plan. Government shall appoint members of the Coordination Body among the highest rank public office holders/ heads of institutions in charge of the implementation of the main portion of the activities from the Action Plan.¹ Every member of the Coordination Body shall be accompanied with deputy member. Minister of Justice shall be President of the Coordination Body. Detailed rules and procedures of work of the Coordination Body shall be arranged by the Rules of Procedure of the Coordination Body.

Coordination Body:

- Monitors implementation of the Action Plan;

¹ Institutions and bodies represented in the Coordination Body shall be as follows: Ministry of Justice, Negotiation Group for Chapter 23, Ministry of European Integration, Ministry of Interior, Ministry of Public Administration and Local Self Government, Ministry of Finance, Office for the Human and Minority Rights, Supreme Court of Cassation, Republic Public Prosecutor’s Office, High Judicial Council, State Prosecutorial Council, Judicial Academy, War Crime Prosecutor’s Office, Anticorruption Agency, Ministry of Health, Ministry of Science, Education and Technology, Ministry of Labour, Employment, Veteran and Social Affairs, Office for Cooperation with Civil Society, Chamber of Public Enforcement Officers, Chamber of Notaries, Commissioner of Public Importance and Personal Data Protection, Ombudsman, Commissioner for Gender Equality.

- Analyses and discusses draft Reports on implementation of the Action Plan;
- Adopts Reports on implementation of the Action Plan;
- Reports to the European Commission, Government of the Republic of Serbia and the National Assembly on implementation of the Action Plan;
- Defines recommendation for improvements of the implementation of the Action Plan;
- Initiates an Early Warning Mechanism in case of delays or other problems in the implementation of the Action Plan;

Coordination Body semi-annually reports on the implementation of the Action Plan to:

- The European Commission through the Ministry of European Integration;
- The European Integration Chamber of the National Assembly;
- Government of the Republic of Serbia.

Reports on the implementation of the Action Plan shall be publicly available on the Ministry of Justice Webpage.

The Coordinating Body meets at least four times a year. The meetings of the Coordination Body are attended by representatives of the Secretariat. At the invitation of the Coordination Body, sessions may also be attended by representatives of other institutions and bodies responsible for the implementation of the Action Plan that do not have representatives in the membership of the Coordination Body, as well as representatives of other institutions and bodies whose presence is important for the more efficient work of the Coordinating Body.

The constituent session of the Coordination Body shall be held no later than 30 days after the establishment of the Coordination Body. The members of the Coordination Body are not compensated for their work.

The **Secretariat of the Coordination Body for the implementation of the Action Plan for Chapter 23** is the expert body that provides expert and administrative-technical support to the Coordinating Body. Independent experts with proven experience in the field of Chapter 23 shall be appointed to the Secretariat.

The Secretariat provides expert support to the Coordinating Body by:

- Analysis of the collected and consolidated data on the implementation of the Action Plan;
- Conducting a preliminary evaluation of the results of the implementation of the Action Plan in accordance with the indicators and Interim Benchmarks;
- Establishing a list of critical points in the implementation of the Action Plan under the Early Warning Mechanism;
- Adoption and an effective implementation of the Methodology for monitoring and evaluating the results of the implementation of the Action Plan and the training of focal points in institutions responsible for implementation of the Action Plan;
- Needs Assessment and initiation of the updates and revision of the Action Plan;

The Secretariat provides administrative support to the Coordinating Body by:

- Initiating and coordination of the collection, unification and processing of data on the implementation of the Action Plan;
- Drafting reports on the implementation of the Action Plan, as well as draft decisions of the Coordination Body;
- Timely publishing reports and other relevant information related to the implementation of the Action Plan;

- Organization of sessions of the Coordination Body, meetings of the Coordination Body with civil society organizations, as well as training of focal points.

The Secretariat begins its work within 30 days since the establishment of the Coordination Body. The funds for the work of the Secretariat shall be allocated from the donor projects and/or the Budget of the Republic of Serbia and the members of the Secretariat appointed accordingly.

3.2. The role of civil society in monitoring the implementation of the Action Plan

Bearing in mind that the mechanisms of cooperation with the civil society, created during the screening process, the preparation of the Action Plan and the monitoring of its implementation before the revision, resulted in significant progress terms of transparency and inclusiveness, but also showed certain shortcomings. After the adoption of the revised Action Plan, an improved consultation mechanism with civil society in the process of monitoring the implementation of the Action Plan will be developed. This new improved consultation mechanism will include the coordination with the Convent, as the body which gathers the representatives of high number of the civil society Organizations.

Not later than 30 days after the establishment of the Coordination Body, the Office for Cooperation with Civil Society will announce a public call for systematic, continuous and institutionalized inclusion of civil society organizations in the process of monitoring the implementation of the Action Plan for Chapter 23, which will include the establishment of an expert platform for continuous dialogue with the Coordination Body and institutions in charge of implementing the Action Plan. This will include, among others, at least semi-annual debates and round tables with representatives of relevant stakeholders to discuss reports on the implementation of the Action Plan and other relevant issues.

In addition to this, the Negotiating Group for Chapter 23, the Coordination Body and the Secretariat will continue to use consultative mechanisms that showed the great capacity and results in the previous period of the implementation of the Action Plan, including the announcement of public calls for submitting suggestions and comments on drafts of relevant documents.

3.3. The Early Warning Mechanism in case of delays and/or problems in implementation of the Action Plan

Within the scope of preparation of draft Reports on implementation of the Action Plan, the Secretariat prepares a dedicated report or appendix to the draft Report outlining critical points in implementation of the Chapter 23 Action Plan. This document would inform and urge the Coordination Body's actions under the early warning mechanism.

Where institutions (not represented in the Coordination Body) face difficulties in implementing activities envisaged in the Chapter 23 Action Plan, their representatives shall be invited to the Coordination Body's sessions for further discussion of the shortcomings and necessary measures.

The Coordination Body shall establish the follow-up reporting procedure of measures taken to address the issues that triggered the early warning mechanism.

In cases where reports in accordance with the follow up reporting procedure show that there is no progress or progress is not satisfactory, the Coordination Body shall inform the Government outside of the regular reporting timeframe in order to initiate the Government's intervention aimed at fostering implementation of the Action Plan.

3.4. Monitoring and evaluation mechanism: relationship between the Action Plan for Chapter 23 and the Judicial Development Strategy for the period 2020-2025

The process of drafting Judicial Development Strategy for the period 2020-2025 and the process of revision AP 23 are two parallel processes, and their content is as far as possible harmonized. These simultaneous processes are being seen as an opportunity to improve the quality of each aspect of these strategic documents including the mechanism for their monitoring and reporting. The main goal is to establish a coordination of implementation of the strategic framework. This will help us avoid the earlier dualism of strategic documents

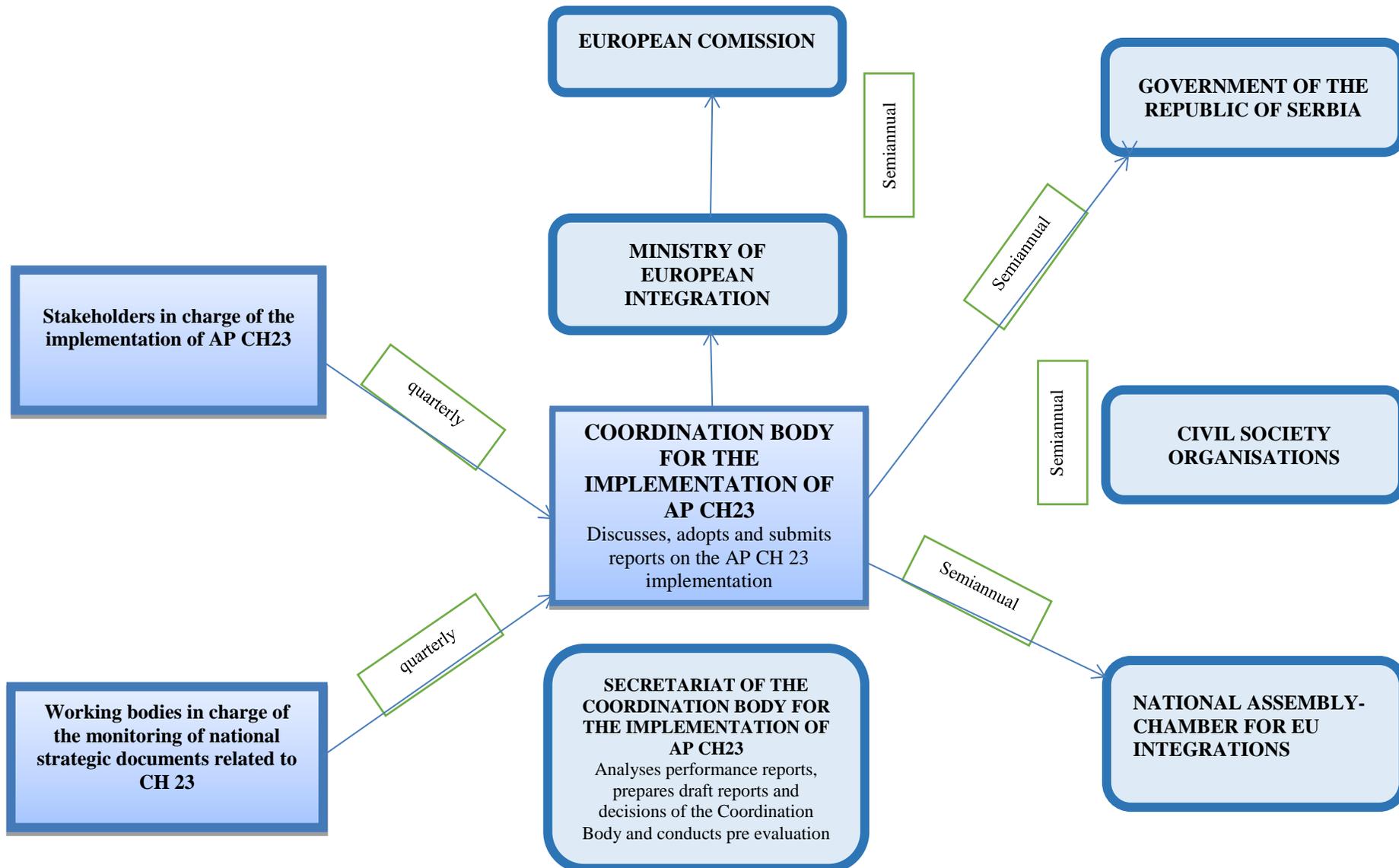
in the sector of judiciary, which was highlighted as a problem in the previous analyses and reports of domestic authorities and institutions.

Monitoring of the implementation of the measures from the Judicial Development Strategy for the period 2020-2025 will be placed under the responsibility of the body charged with monitoring the implementation of the activities in the Action Plan for Chapter 23- the Coordination Body for implementation of the Action Plan for Chapter 23 and in accordance with the methodology provided for in this strategic document in order to avoid duplication of work and unnecessary burdens in reporting by the same institutions. Expert and administrative-technical support to the Coordination Body will be provided by the Secretariat of the Coordination Body for implementation of the Action Plan for Chapter 23, currently performed by the Council for AP 23 consisted of external experts/consultants.

Such an approach should result in achieving the maximum efficiency of the mechanism for monitoring the development of the judiciary, providing objective reports and strengthening accountability for the results of development and implementation of reforms with the relevant stake holders.

The deadlines set by the AP23 will be the deadlines for implementing the measures in the Strategy. The same applies to the impact indicators at the level of the recommendation, and the Interim Benchmark and the indicators of the results at the level of measure or activity. The results indicators are set in relation to each activity individually, so as to facilitate the way in which the implementation of the Action Plan is monitored, in quantitative and qualitative terms.

MONITORING & EVALUATION MECHANISM



1. JUDICIARY

CURRENT STATE OF PLAY

Legislative and institutional framework for the judiciary in the Republic of Serbia comprises the following:

National Judicial Reform Strategy for the period 2013-2018 ("Official Gazette of the RS", No. 57/13);

Action plan for the implementation of the National Judicial Reform Strategy for the period 2013-2018 ("Official Gazette of the RS", No. 71/13, 55/14 and 106/16);

The Constitution of the Republic of Serbia ("Official Gazette of the RS", No. 98/06);

Law on the Constitutional Court ("Official Gazette of the RS", No. 109/07, 99/11, 18/13 – Decision of the Constitutional Court, 40/15 and 103/15);

Law on the High Judicial Council ("Official Gazette of the RS", No. 116/08, 101/10, 88/11 and 106/15);

Law on the State Prosecutorial Council ("Official Gazette of the RS", No. 116/08, 101/10, 88/11 and 106/15);

Law on Judges ("Official Gazette of the RS", No. 116/08, 58/09 – decision of the Constitutional court, 104/09, 101/10, 8/12 – decision of Constitutional court, 121/12 and 101/13, 106/15, 63/16- decision of the Constitutional court and 47/17);

The Law on Public Prosecutor's Office ("Official Gazette of RS", No. 116/08, 104/09, 101/10, 78/11 – state law, 101/11, 38/12 – decision of the Constitutional court, 121/12 and 101/13, 106/15 и 63/16 – decision of the Constitutional court);

Law on Organization of Courts ("Official Gazette of the RS", No. 116/08, 104/09, 101/10, 31/11 – state law, 78/11 – state law, 101/11 and 101/13, 106/15, 40/15 –state law, 13/16, 108/16, 113/17 and 65/18 – decision of the Constitutional court);

Law on the Seats and Territorial Jurisdictions of Courts and Public Prosecutors' Offices ("Official Gazette of the RS", No. 101/13);

Law on the Judicial Academy ("Official Gazette of RS", No. 104/09 and decision of Constitutional court No. 32/14 – decision of the Constitutional court and 106/15);

Criminal Procedure Code ("Official Gazette of the RS", No. 72/11, 101/11, 121/12, 32/13, 45/13 and 55/14);

Civil Procedure Law ("Official Gazette of the RS", No. 72/11 49/13 – decision of Constitutional court, 74/13 – decision of Constitutional court, 55/14);

Law on Non-Contentious Proceedings ("Official Gazette of the RS", No. 25/82 and 48/88 and "Official Gazette of the RS", No. 46/95 – state law, 18/05 – state law, 85/12, 45/13 – state law and 55/14, 6/15 и 106/15 – state law);

Law on Enforcement and Security ("Official Gazette of the RS", No.106/15, 106/16 – authentic interpretation and 113/17 – authentic interpretation and 54/2019);

Law on Public Notaries ("Official Gazette of the RS", No. 31/11, 85/12, 19/13, 55/14 – state law and 106/15);

Law on Mediation ("Official Gazette of the RS", No. 55/14);

Law on the Bar Exam ("Official Gazette of the RS", No. 16/97);

Law on Misdemeanors ("Official Gazette of the RS", No. 65/13, 13/16 and 98/16 – decision of Constitutional court);

Law on the Public Attorney's Office ("Official Gazette of the RS", No. 55/14).

The institutional framework encompasses: the High Judicial Council, the (High) State Prosecutorial Council, Ministry of Justice, Judicial Academy, Supreme Court of Cassation, four appellate courts, 25 higher courts, 66 basic courts with 29 court units, Misdemeanor court of appeal with three departments, 44 misdemeanor courts, Commercial Court of Appeal, 16 commercial courts, Administrative Court with three departments, the Republic Public Prosecutor's Office, four appellate public prosecutors' offices, 25 higher public prosecutors' offices, 58 basic public prosecutors' offices. The judicial system in the Republic of Serbia, as of January 1st 2020, encompasses 2703 judges, 68 public prosecutors and 716 deputy public prosecutors.

National Assembly of the Republic of Serbia had enacted the National Judicial Reform Strategy for the period 2013-2018 on July 1st 2013, which had determined priorities, strategic goals and strategic guidelines of reform measures. The Government of the Republic of Serbia had adopted an Action plan for implementation of the Judicial Reform Strategy for the period 2013- 2018 on July 31st which had envisaged concrete measures and activities for implementation of strategic objectives, defined the deadlines and competent authorities for its implementation and financial sources. Following adoption of the Action plan for Chapter 23, the Government passed the Conclusion on the adoption of the revised Action Plan for the implementation of the National Judicial Reform Strategy in December 2016.

The Strategy had envisaged independence, impartiality, competence, accountability and efficiency of the judiciary, as five basic principles and defined priorities, strategic objectives and strategic guidelines of reform measures.

The National Judicial Reform Strategy for the period 2013-2018 had stipulated implementation of measures aimed at improvement of impartiality, ethics and integrity of the judicial office holders as well as at the alignment and complete accessibility to the case law and the full realization of the right to the natural judge. The same strategic document had also stipulated the establishment of a system of appointment and promotion of judges and public prosecutors according to clear, objective and criteria determined in advance. Following measures in the reform of Judicial Academy had been set forth as the strategic approach: Improving initial and continuously training of judges' and public prosecutors' associates and assistants, and judicial office holders as well as of representatives of legal professions, along with the system of development of a comprehensive annual training programs and assessment of attendees. In order to achieve these objectives, a comprehensive analysis of the position and directions of the development of the Judicial Academy had been conducted. In that purpose, the Judicial Academy adopted the Strategic Plan for the Development of the Judicial Academy for the period 2016-2020 which set four main goals: further strengthening the capacity of the Judicial Academy in order to achieve an effective training and research institution; development of sustainable training programs for the holders of judicial functions, both for initial and continuous training; supporting the development of a system of appointment and promotion of judges and public prosecutors according to clear, objective and criteria system; further networking and external strengthening of the cooperation with partners.

On the requirement of the first IBM for an impact assessment of the National Judicial Reform Strategy 2013-2018 and following the fact that the National Judicial Reform Strategy for the period 2013-2018 expired at the end of 2018, the assessment of its implementation has been done with the support of USAID Rule of Law Project. The USAID document "Assessment of the implementation of the National Judicial Reform Strategy 2013-2018 from November 2018 is the result of a process of consultation and research in the area of judicial reform. The aim of this assessment was to contribute to a better understanding of the reforms that have been implemented so far, as well as to point out the possible directions of future strategic activities in the field of judicial reform. Within each principle of the NJRS 2013-2018, the implementation of measures and activities for achieving the defined goals and guidelines of the reform was analyzed in detail, which gave decision-makers a clear insight into the status of the achieved results under individual guidelines and measures from the respective Action plan.

The USAID Assessment gave an overview of the most important areas of progress made during the implementation of the Strategy, areas where progress has been made and areas that require additional efforts. The development of the new Judicial Development Strategy (JDS) for the period 2020-2025 was preceded by this assessment and the new strategic document will rely on the assessment of the previous one, its advantages and disadvantaged experienced during implementation.

The development of the new Judicial Development Strategy (JDS) for the period 2020-2025 began timely in January 2019 when the Ministry of Justice formed a Working Group that drafted and adopted the first draft of the document at the meeting held on 24 April 2019. As part of the consultative process that was conducted, four round tables were held on May 22 in Kragujevac, June 4 in Novi Sad, June 6 in Nis and June 24 in Belgrade, where the Working Text of the Judicial Development Strategy for 2020-2025 was presented. At the same time, all interested stakeholders were invited to submit further suggestions and proposals until 15 July 2019. After the analysis and implementation of the received comments and suggestions, a new version of the Working Text of the Judicial Development Strategy for the period 2020-2025 was published on the website of the Ministry of Justice at the end of July 2019. Also, a Report on the course and results of consultations with interested stakeholders was published. The Committee on Legal System and State Bodies of the Government, at the proposal of the Ministry of Justice, adopted Conclusion 05 No: 021-11621 /2019 from 21 November 2019, authorizing the holding of a public debate on the Draft of National Judicial Development Strategy (NJDS) for the period 2020-2025. The Public Debate was conducted from 21 November to 10 December 2019. The Ministry of Justice collected and consolidated the opinions of the State authorities. The Report on the Public Debate was published on the Ministry of Justice's website.

The National Assembly adopted the Law on the Planning System of the Republic of Serbia ("Official Gazette of RS", No 30/18) on 19 April 2018. The Law came into force on 28 April 2018 and applies as of 29 October 2018. The motive for adopting this law was the need to establish an efficient, transparent, coordinated and realistic planning system for the Republic of Serbia, autonomous provinces and local self-government units. Passage of the Law on Planning System was followed by the adoption of the Regulation on Public Policy Management Methodology, Regulatory Impact Assessment and Contents of Individual Documents.

Judicial Development Strategy for the period 2020-2025 was drafted to be in line with the relevant strategic principles contained in the Law on the Planning System of the Republic of Serbia. During the drafting process, Articles 23 and 49 of the Law were considered since the documents drawn up in the process of accession negotiations of the Republic of Serbia to the European Union are considered a special type of planning documents and are drafted in accordance with the legal framework for conducting accession negotiations, or in form, with content, according to the procedure and within the deadlines provided by the methodological recommendations of the EC and in accordance with the needs arising from the accession process, and therefore may contain special elements not prescribed by the Law on the Planning System of the Republic of Serbia.

With regards to the Action Plan for the JDS, the Law on the Planning System (Article 18, paragraph 7) leaves the possibility to regulate the implementation of strategies through several action plans with a shorter implementation period. Accordingly, JDS 2020-2025 will be partly implemented through a revised Chapter 23 Action Plan aimed at reaching transitional benchmarks. It is expected that, during the implementation of the Strategy, the Republic of Serbia in the negotiation process for accession to the European Union will receive the final benchmarks, which will be contained in the new, or subsequently revised, Action Plan for Chapter 23. Implementation and monitoring of the JDS 2020-2025 will be consolidated in this way. For these reasons, monitoring the implementation of JDS 2020-2025 will be the responsibility of the body in charge of monitoring the implementation of AP23 and in accordance with the methodology foreseen by that strategic document, and in full compliance with the standards defined in the Law on Planning System of the Republic of Serbia, which provides for *ex-post* analysis of the effects of the strategy no later than 120 days after the end of each third year from the date of adoption, as well as the final report to be submitted no later than six months after the end of the strategy's implementation.

Pursuant to Article 77 of the Law on State Administration, as well as the procedural and methodological framework contained in the Law on the Planning System of the Republic of Serbia, the process of adoption of the JDS 2020-2025 was preceded by a lengthy and comprehensive consultative process involving all judicial institutions, professional associations, civil society organizations and the group of external experts in the field of justice.

Reform activities in the Republic of Serbia will continue to be based on the new Judicial Development Strategy for the period 2020-2025. Strategic goals from the JDS 2020-2025 will follow the determination of Serbia for full membership in the EU. Thus, in the next five-year period, the strengthening of the independence and autonomy, impartiality, efficiency, competence and accountability of the judiciary, as well as the strengthening the public confidence in the work of the judiciary, will be priority of all stakeholders. As the process of the revision of the Action plan for Chapter 23 and of drafting Judicial Development Strategy for the period 2020-2025 are being conducted simultaneously, a particular attention was given to obtain two strategic documents dealing with judiciary that will be complementary and harmonized among themselves. The highest level of coherence of the two strategic documents is important not only regarding envisaged key activities, but also in respect of monitoring and evaluation mechanism that will be established in order to facilitate the oversight of the implementation of the reform.

The table composed of the Comparative analysis that presents which activities in the AP23 will implement which measure of the new JDS 2020-2024 can be found as annex I of this document.

INDEPENDENCE /IMPARTIALITY /ACCOUNTABILITY/ PROFESSIONALISM/COMPETENCE/EFFICIENCY

Concerning the independence of judiciary, the National Judicial Reform Strategy for the period 2013-2018 had identified the need of amending the Constitution in the part which deals with the interference of legislative and executive powers in the process of appointment and dismissal of judges, court presidents, public prosecutors and deputy public prosecutors, elected members of the High Judicial Council and State Prosecutorial Council, and the need for strengthening the role and status of Judicial Academy, as mechanism for entry to judiciary.

Although due to various reasons deadlines concerning constitutional changes prescribed at the APCH23 have not been fully met, in previous years the Republic of Serbia made substantial progress as regards the revision of its Constitution in order to strengthen the independence and accountability of the judiciary.

The base for the commencement of the process regarding the constitutional amendments was the Analysis of the Constitutional Framework on the Judiciary in the Republic of Serbia done by the Working Group consisted of the professors of Constitutional law. This Working group was established by the Commission for the Implementation of the National Justice Reform Strategy for the period 2013-2018 on which session the Analysis was presented and discussed. On 29 November 2016 the Supreme Court of Cassation organised the conference devoted to the presentation of the Analysis. The Conference was attended by the presidents of all courts in the Republic of Serbia, representatives of the Working Group, representatives of the MoJ, international Organizations and institutions, professional associations and the non-governmental sector.

On 19 May 2017 the Ministry of Justice in cooperation with the Office for Cooperation with Civil Society had issued a public invitation for the participation of civil society Organizations in a consultative process inviting the non-governmental sector to submit its proposals for amending the Constitution in the part relating to the judiciary. In order to ensure full transparency the proposals were published in the websites of the Ministry of Justice and Office for Cooperation with Civil Society. All of the proposals regarding constitutional changes in judiciary were analysed, the offered solutions for the future amendments were compared and they were taken into account during a drafting of the working texts of the constitutional amendments. As a part of the Consultative Process the MoJ organised six roundtables in the period from July to November 2017. After a series of roundtables organized throughout Serbia where the most important topics related to the future amendments were discussed and in consultation with the expert of the Council of Europe, the first Working Version of the Draft Amendments to the Constitution of the Republic of Serbia was drafted and published on the website of the Ministry of Justice on January 22, 2018. All interested stakeholders (as well as public in large) had been invited to submit their opinions and reasoned comments regarding the Working text and the new roundtable series was organised. In line with received comments and suggestions, and on the basis of the conclusions from the public debate, the Working text has been revised by the Ministry. The second version of the Draft Amendments to the Constitution was published on April 13, 2018 and sent to the Venice Commission on opinion. At the plenary session held on June 22, 2018, the

Venice Commission adopted the opinion on the Working Draft Amendments to the Constitution of the Republic of Serbia in the field of judiciary. Since the APCH23 clearly stipulates that constitutional changes have to be done in accordance with the European standards as promulgated by the Venice Commission, the recommendations given in the Opinion have been implemented in the revised working draft of the amendments and such a third text was published on September 11, 2018 by the MoJ. Taking into account the views and suggestions of representatives of relevant state authorities, professional associations and civil society at the round table held on September 18, as well as the conclusions from the Analysis of the Constitutional Framework on the Judiciary in the Republic of Serbia, the Ministry of Justice revised the third working text of the constitutional amendments and published the final fourth version on October 15, 2018.

The Venice Commission on 22nd October published the *Secretariat Memorandum on the compatibility of the draft Amendments to the Constitutional Provisions on the Judiciary as submitted by the Ministry of Justice of Serbia on 12 October 2018 (CDL-REF(2018)053) with the Venice Commission's Opinion on the draft Amendments to the Constitutional Provisions on the Judiciary (CDL-AD(2018)011)*. In the Memorandum the Venice Commission concluded that the recommendations formulated by the Venice Commission in its opinion were followed by Serbian authorities in the final draft Amendments to the Constitutional Provisions on the Judiciary.

Transparency and inclusiveness of all stakeholders including civil society and professional Organizations were the guiding principles for the Ministry throughout the entire process of drafting the amendments as the basis for initiation of the official procedure that will be continued in the Parliament.

The official procedure commenced at the end of 2018. The Government has established on its 113th session held on 29 November 2018 the Proposal for Amendments to the Constitution of the Republic of Serbia and made a conclusion, pursuant to Article 203 paragraph 1 of the Constitution of the Republic of Serbia and Article 142 of the Rules of procedure of the National Assembly ("Official Gazette of RS", 20/12 – corrigendum) to propose to the National Assembly amendments to the Constitution of the Republic of Serbia. The Government submitted a Proposal for Amending the Constitution of the Republic of Serbia to the National Assembly on 30 November 2018.

At its 111th sitting, held on 14 June 2019, the Committee on Constitutional and Legislative Issues of the National Assembly discussed this Proposal and established that the Proposal had been submitted by a proposer authorised by the Constitution and that it had been submitted in a prescribed form, which the Committee reported to the National Assembly where the official process now will be continued.

Having in mind the importance of the alignment of the subsequent judicial legislation with new constitutional provisions, the Ministry of Justice has already formed four Working groups (Working group for the preparation of the Draft Law on Judicial Academy; Working group for the preparation of the Draft Law on High Judicial Council, the Draft Law on Court Organization and Draft Law on Judges; Working group for the preparation of the Draft Law on High Prosecutorial Council and the Draft Law on Public Prosecution; Working group for the division of the competences between the Ministry of Justice and Judicial and Prosecutorial Councils) which have started to meet and work. Their task is, on the one hand, to harmonize the judicial legislation with the future amendments to the Constitution, and, on the other hand, to improve current legislative solutions where it is recognized as necessary and welcoming. The Venice Commission will be consulted on this legislation and its opinion will be valuable for taking next steps.

During the period of the implementation of the APCH23 and the NJRS 2013-2018 the National Assembly appointed the remaining court presidents at the proposal of the High Judicial Council. Presently, the procedure for the nomination and the election of the candidates for the court presidents is being conducted regularly, according to law, without delay and with a clear selection procedure applied. Improved rules for evaluating professional performance of judges and public prosecutors have been adopted and are being successfully applied. Through the legislative changes and new bylaws, clear, measurable and objective criteria were defined for appointment to the function and evaluation of work of judges and public prosecutors. Progress has also been made in terms of transparency in that field, primarily through the availability of information relevant to the process and evaluation results on the High Judicial Council and State Prosecutorial Council websites. Since the adoption of the Rulebook on criteria, standards, procedures and authorities for the assessment of the work of

judicial assistants by High Judicial Council in 2016, the position of the judicial assistants has been improved to some extent as well.

The greatest progress at general has been made related to the transparent functioning of the High Judicial Council and State Prosecutorial Council, as bodies guaranteeing the independence and autonomy of courts and judges, public prosecutors and deputy public prosecutors. Namely, through the amendments and supplements to laws and adoption of bylaws, the publicity and transparency of work of the Councils has been significantly improved, making the judiciary and its work seem more accessible to the professional, as well as the general public.

When it comes to transfer of competences from the Ministry of Justice to the High Judicial Council and the State Prosecutorial Council, Serbia has seriously taken into account the changes that have taken place in the previous four years, since 2016 until present date, especially meaning the following: the reasons for the repetitive delays in the application of the provisions of the Law on Organization of Courts; the Decision of 25 October 2018 by which the Constitutional Court finally ruled that the provisions of Article 32 of the Law on Organization of Courts regarding transfer of competences were not in conformity with the Constitution; MDTF Functional Review 2014 for the Judiciary, part Finance – recommendation 34 which states the needs to *“Clarify the division of financial responsibilities in key areas of the budget. Articulate definitions of capital and current expenditures, and clarify which institution is responsible for each. Clarify the division of financial responsibilities for the costs of legal procedure between the courts and PPOs. Improve coordination with service providers (i.e. prison facilities, attorneys, expert witnesses, and enforcement agents). Clarity and coordination would improve the effectiveness of resource allocation by the High Judicial Council, State Prosecutorial Council and the Ministry of Justice. It would also improve operational efficiency and minimize unnecessary disruptions, reduce arrears and prevent duplicating and equivocation among courts and PPOs”*; NJRS 2013-2018 Strategic Guideline 1.2.2: *“Analysis and division of competences between the High Judicial Council and State Prosecutorial Council on one side and the Ministry of Justice on the other in regards to competences related with the budget”*; as well as the Opinion No.2 of the CCJE, which refers to the efficiency of the judiciary and to article 6 of the European convention on human rights. The same logic is followed by the ENCJ in the Report 2015-2016 Funding of the Judiciary. Among other recommendations in this Report, the one is that the *“courts must be resourced to a level which enables them to discharge their obligation to provide an effective and efficient system for the delivery of justice. Each State should therefore allocate adequate resources, facilities and equipment to the courts to enable them to function in accordance with the standards laid down in Article 6 of the European Convention on Human Rights and to enable judges and court staff to work efficiently.”* Also, recommendation No.2 of the Report is *“to ensure and strengthen the separation of powers, the Council for the Judiciary, or a body on which the Judiciary is represented, should be closely involved and fully informed at all stages in the budgetary process and should have an opportunity to express its views about the proposed budget to Parliament.”*

With this approach, Serbia has not moved away from its previously assumed commitments from 2016, but rather tries to explore and propose the most efficient system of material and financial arrangement, which would provide the judiciary with adequate resources for efficient operation. International standards allow each state to make a decision on the most suitable manner of financing of the judiciary and to regulate this issue by law. In the Revised AP23 the activities will finally lead to fully demarcate what is the jurisdiction of Ministry of Justice, Supreme Court of Cassation, High Judicial Council, and State Prosecutorial Council, taking into account the Constitutional Court arguments, therefore, without prejudice in any way to the principle of separation of powers and without prejudice to the independence of the judicial branch of government.

With the proposed activities from 1.1.3.1. to 1.1.3.4. under the IBM 1.1.3. Serbia will secure the most efficient system of material and financial arrangement, which would provide the judiciary with adequate resources for efficient operation, all in accordance with the international standards allowing *“each state to make a decision on the most suitable manner of financing of the judiciary and to regulate this issue by law.”*

Therefore, the working group for the division of the competences between Ministry of Justice and both Councils (established in January 2019) will propose the sustainable legislative solution regarding transfer of competences from the Ministry of Justice to the High Judicial Council, the Republic Public Prosecutor’s Office and State Prosecutorial Council, which will be in line with the Venice Commission opinion, but also in line with the international standards in the respected area of budgeting.

For the purpose of the establishment of an effective mechanism allowing the Councils to react against political interferences, The High Judicial Council, at the session held on 25 October 2016, adopted amendments to the Rules of Procedure of the High Judicial Council that stipulates the procedures of public reactions of the High Judicial Council in cases of political interference in the judiciary. Also, the State Prosecutorial Council adopted the Regulation on work of the State Prosecutorial Council in March 2017, which established the institute of the Commissioner for autonomy, stipulated that this function will be performed by the Deputy President of State Prosecutorial Council and prescribed the procedure of the State Prosecutorial Council public reactions in cases of political influence to work of public prosecution office, regularly (once in a year) and extraordinary (if needed). The Deputy of the President of State Prosecutorial Council started to perform duties of the Commissioner for autonomy in April 2017 and is being very active since then. The Commissioner for autonomy proceeded in several cases, he has been filing reports to the State Prosecutorial Council and has been informing the public on cases of forbidden influence to work of the public prosecution office, where, in opinion of certain prosecutorial office holders, were endangered independence of the public prosecution office and professional integrity of prosecutorial position holders.

In order to raise awareness that refraining from commenting court decisions (in particular by politicians) is an important component of strengthening the full respect of court decisions, the Government has adopted the Conclusion for passing the Code of conduct for Members of the Government of the Republic of Serbia, which regulates commenting judicial decisions and procedures in January 2016. The National Assembly has adopted the Code of conduct for members of Parliament (MPs) relating to restrictions on commenting on judicial decisions and proceedings in July 2017. In accordance with the new Law on Police (Article 45, paragraph 3) on the proposal of the Ministry of Interior, the Government of the Republic of Serbia adopted a completely new Police Code of Ethics. In this regard, the new Code of Police Ethics contains the general norm "Protection of official information" which prescribes that police officers do not disclose and do not use, without an authorization, data which they acquire in service or in connection to the service, and especially those which could threaten legal proceedings or the rights of third parties.

When it comes to the aforementioned Screening Report Recommendation which states: „Establish a clear procedure for both Councils to react publicly in cases of political interference in the judiciary and prosecution – and this recommendation refers to both Councils and their reaction in cases of political influence in the judiciary and prosecution” and Recommendation: “Ensure the full respect of court decisions including by raising the awareness that criticizing decisions, in particular by politicians puts the independence at risk – and this recommendation refers to the Parliament, Government or other state officials who should have full respect of court decisions and proceedings that are ongoing” and the respective IBM (1.1.4. and 1.1.5.): “Serbia establishes an effective mechanism allowing the Councils to react against political interferences and establishes an initial track record of fully respecting judicial decisions and refraining from public comments on the work of courts by officials and politicians”, some new activities have been proposed with the aim to ensure an effective mechanism for the Councils to react in the event of eventual pressure on the judiciary, but also to establish an effective follow up to breaches by members of parliament and government of their duty to refrain from public comments.

By introducing new activities 1.1.5.1. and 1.1.5.2. Serbia will greatly improve the environment around judiciary. Holding regular / quarterly meetings is a good way and proper mechanism to promote and raise awareness, conduct and respect the rules of conduct of all when it comes to court proceedings, court decisions and their commenting. In proposing new activities the CCJE Opinion No. 21 was followed, where it is stated in paragraph 57: “*In principle, the judiciary must accept that **criticism is part of the dialogue between the three powers of state** and with society as a whole, where free and diverse media plays an indispensable role. However, there is a clear line between freedom of expression and legitimate criticism on the one hand, and disrespect and undue pressure against the judiciary on the other. Politicians, others in public positions and the media, particularly in pending cases and during political campaigns, might use simplistic, populist, or demagogic arguments and deliberately misinform the public to make irresponsible criticisms of the judiciary and do not respect the presumption of innocence. Consequently, this may also create an atmosphere of public mistrust in the judiciary and can in some cases infringe the principle of a fair trial as set out in Article 6 of the European Convention on Human Rights*”. Such opinion is also linked to paragraphs 52 and 53 of the CCJE Opinion No.18 on the position of the judiciary and its relationship with the other powers of state in a modern democracy. There is also ECtHR practice that supports such approach. In this section, Serbia will include in the program of the Judicial Academy the implementation of training programs regarding the introduction of European standards relating to separation of powers and perception that other

state powers should refrain from public comments on individual judicial cases in the context of respect of judiciary's independence. This approach would also be in line with the Opinion no. 21 of the CCJE on preventing corruption among judges: "64. ... *Notwithstanding any intention to restrict the justified comments by the public about the work of courts, the role of protecting the constitutional position of the judiciary lies not only with judges but also with representatives of the executive and legislative powers, representatives of civil society, the media and so on. Public criticism of the judiciary should always comply with the requirements set out by Article 10(2) of the ECHR and paragraph 18 of CM/Rec(2010)12.*"

A system for monitoring and promoting processing of misdemeanor cases of public violations of presumption of innocence (art. 73 from Law Public information and Media) as well as tracking records concerning this type of proceedings provided by the Supreme Court of Cassation, in cooperation with the Misdemeanor Court of Appeal, has successfully been established.

Civil society and professional associations are continuously involved in defining future steps in the reform process, as well as in monitoring the implementation of reforms. From the very beginning of the current process of constitutional amendments, the Ministry of Justice, with the support of the Office for cooperation with civil society, has involved civil society Organizations and professional associations in its work by means of public calls and a series of round tables organised throughout Serbia. Despite some disagreements during the public debate caused by the significance and the delicacy of the topic, the civil society Organizations and professional associations gave a great contribution in this process. The final version of the Working Draft Amendments to the Constitution of the Republic of Serbia in the field of judiciary published on October 15, 2018 was the result of the implementation of large number of suggestions made by the civil society Organizations and professional associations. Also, the examples of good cooperation with the civil society in the previous period was joint engagement in the development of the new Judicial Development Strategy for the period 2020-2025 as well as the work on the National strategy on the rights of victims and witnesses of crime - for the period 2020-2025 and its accompanying Action plan.

Ethics Committee within High Judicial Council had been established in April 2016. The High Judicial Council adopted the Rules of Procedure of the Ethics Committee in September 2018. Judges can find relevant information regarding violation of provisions of Code of Ethics on the internet site of the High Judicial Council, via decisions of High Judicial Council in this matter. All decisions are anonymized. The State Prosecutorial Council has established Ethics Committee in April 2014 and adopted the Rules of Procedure of the Ethics Committee in July 2018. At the same session the State Prosecutorial Council established the Working group for amendment of the Code of Ethics so drafting of the text is in course, and it will be followed by guidelines for its implementation. The future step which demands legislative changes as a precondition will be the transformation of ethics committees into the permanent bodies within the Councils.

The legal framework and transparency of its implementation have been improved to a certain degree during the implementation of the APCH23 and the NJRS 2013-2018 with regard to the work of disciplinary bodies within the Councils. Disciplinary bodies of the High Judicial Council file yearly report to the High Judicial Council regarding their work. These reports can be found on internet site of the High Judicial Council. The Disciplinary Prosecutor also yearly submits the annual reports to the State Prosecutorial Council. The proposal of the improvement of the legal framework on disciplinary responsibility for judges and public prosecutors, based on the analysis findings, will be one of the tasks of the formed Working groups for the alignment of the subsequent judicial legislation with new constitutional provisions.

Seminars on ethics are part of the regular program of continuous education conducted by the Judicial Academy, and within it, cycles of education are being conducted annually for judges, public prosecutors and deputy public prosecutors. Through these numerous trainings and the availability of relevant materials on the High Judicial Council and State Prosecutorial Council websites, awareness of the rules of ethics and mechanisms of disciplinary responsibility is raised.

It is obvious that efficient justice system could not be managed without comprehensive case management system and that is why a much effort is given to finish roll-out of modern efficient system for courts of general jurisdiction (named SAPS) in close cooperation with EU. SAPS software enables management of cases that covers the entire course and life cycle of the case, from filing an initial act to final decision and archiving. Republic of Serbia has a clear vision of a modern e-system with centralized case management systems accompanied by appropriate hardware infrastructure and a clear legal framework of laws and court rules governing the usage. Although this commitment is just becoming documented through appropriate strategic acts, at the operational level, it is already being realized through various procurement for the data center equipment upgrade, secure network providing, adequate equipment for user, regular trainings of employees in various relevant fields and engagement in realization of relevant projects related to overcoming organizational, technical and legal constrains.

Activities related to training of users and providing of equipment are by their nature, activities that are carried out continuously and have found their place in the coming period. The activities carried out for the purpose of uniform data entry have been carried out and the plan identifies those that will achieve the same objective at the general level.

Central to the ICT justice system is The Judicial Informational System (PIS) for the purpose of electronic data exchange between judicial bodies and other government institutions, Ministry of Justice developed and implemented the Judicial Information System. The Judicial Information System caused significant improvements regarding speed and cost of processes. Through the Judicial Information System, all courts, public prosecutors, notaries and public enforcement officers can electronically check data from the Central Registry for Compulsory Social Security (data on compulsory social insurance paid by the employer for a certain period of time); Misdemeanor records (convictions); Administration for the Enforcement of Criminal Sanctions (whether a person is serving a sentence in a prison); Ministry of Internal Affairs (data on residence and residence history, criminal evidence); Birth registers (data from birth registers, deceased, married); Business Registry Agency (data on natural and legal persons associated with companies, and the history of their functions); The Republic Geodetic Authority (searching for data on whether a person owns a real estate on the territory of the RS); General jurisdiction courts (Register of persons deprived of parental right, Register of persons participants in proceedings); Pension and Disability Insurance Fund (Data on paid pensions, assistance and care benefits and physical impairment benefits); Register of real estate transactions containing data on notarial records and solemnization by contracts on real estate transactions, data on notaries public making records or confirming the deeds, data on courts performing verification of the entry into the Registry; National Bank of Serbia (Single Register of Accounts for Legal Persons and Entrepreneurs, Register of Received Decisions and Register of Enforcement Debtors) and Tax administration. According to Ministry of Justice statistics, since the commencement of the system operation users made 4.000.000 electronic inquiries. It speeds up average court proceeding length for approximated period from 3 to 6 months. It is used by employees of the courts, prosecutor's offices, offices of public bailiffs and notaries. Providing users with click-through data for which they had to make written submissions send by post and process written submissions, as being the biggest contributor to ICT accelerating and facilitating procedures.

Also, the e-filing system was established with the vision to serve citizens and professionals as a means of delivering documents and insight into court cases. In the coming period, it is expanding to new types of court proceedings. Furthermore, Business Intelligence tools are implemented through interconnection with case management system in courts of general jurisdiction so advances statistical tool are available for analytics and as future means for reports on court data.

In September 2017 Judicial Efficiency Improvement Project (JEP) expert's team developed and proposed over 80 tickets for the AVP application to stop the bad and invalid data entry into the AVP database. The implementation of the developed methodology was fully realized in 2017 and 2018. These tickets concern various types of common mistakes during data entry, harmonization with current Court rules book and Criminal procedure code and missing registries in electronic form. During 2017, trainings were held and the validation of software on data entry forms was significantly improved, which in this way allowed to drastically reduce the number of incorrect data in the databases in the courts.

In September 2018 functionality of electronic scheduling of the hearings and data collection on the adjournments and the reasons for them are developed and implemented within the AVP application for the basic courts, the higher courts, the commercial courts and Commercial Appellate Court. In the future this activity will be transformed into the activity of monitoring the reasons why the hearings are delayed.

Through Judicial Efficiency Improvement Project (JEP), Ministry of Justice has successfully developed and implemented the formula for evaluating cases by weight in twenty higher and basic courts in Serbia. In order to distribute cases evenly in cases of criminal, civil and labour disputes, the formula has been successfully identified and specifically assigned to judges for cases requiring more work. List of implemented courts with formula for evaluating cases by weight: Basic court in Zrenjanin, Basic and Higher court in Novi Sad, Basic and Higher court in Kragujevac, Basic court in Valjevo, Basic court in Cacak, Basic court in Leskovac, Basic court in Kraljevo, Basic court in Sombor, Basic court in Vranje, Basic court in Sremska Mitrovica, Basic court in Pozarevac, Basic court in Sabac, Basic court in Negotin, Basic court in Uzice, Basic and Higher court in Nis, Third Basic court in Belgrade and Higher court in Subotica. This formula is intended to be improved and to be more widely implemented.

On the basis of the Analysis of ICT systems in terms of hardware and software from September 2017, the process of establishing the hardware infrastructure is continuing, which is the main prerequisite for the introduction of centralized systems in courts and prosecutor's offices and modern services with the exchange of data and documents between authorities and services to citizens and the economy to the judiciary. In parallel with the preparation of the hardware, the legal framework is being prepared and prepared through amendments to the court rules and other regulations for a greater volume of digitization.

The justice sector is also pursuing reforms towards interoperability of the system with state authorities outside the justice sector, and therefore "Pronep" and "eZiO" applications are being developed to serve the submission of data and documents to the cadaster and tax administration and control over the work of the professions.

Hopefully, after goals settled here future reforms will keep pace with the most developed countries in terms of the development of applied technologies, especially enrichment with Artificial Intelligence and Machine Learning. To set such a goal, the coming years are filled with work on establishing a sustainable basis for a more advanced ICT system in the justice sector.

During the implementation of the APCH23, significant efforts have been made to improve the competence of the holders of judicial functions. A great attention has been dedicated in trainings of the representatives of new judicial professions, such as public enforcement officers, public notaries, mediators, and of the other judicial staff as well. Judicial Academy adopted numerous acts that regulate the training dynamics and contribute to its quality. New programs of continuous training were established, and the capacities of the Judicial Academy were significantly improved.

The National Assembly had passed the Law on Amendments to the Law on the Judicial Academy in December 2015. Amendments to the Law on Judicial Academy provided as follows: the Judicial Academy would be able to implement the professional advanced studies programs intended for the enforcement officers, public notaries, public notaries' assistants and public notaries' junior clerks/trainees, based on the contract made with the Chamber of Enforcement Officers, i.e. Chamber of Public Notaries; Program Council composition was extended by including the representative of the initial training users'; the final exam board composition was determined and the fee of mentors engaged in the initial training program would be aligned to the fee paid to the mentors engaged in the programs intended for judicial and prosecutorial assistants and trainees; it was provided that the initial training attendance would be regarded as an experience in the legal field and it was determined in which cases the permanent training would be obligatory (shift in specialized training, major

modification of regulations, introduction of new working methods, resolving inefficient performance of judges and the public prosecutor assistants discovered by evaluation of their work results).

The National Assembly had passed the Law on Amendments to the Law on Judges in May 2015. By means of modifications and amendments to the Law on Judges the rules were prescribed on the basis of which the High Judicial Council would particularly evaluate the completed initial training at the Judicial Academy and determine the candidates' competence and training for the first appointment to the judicial post in basic court and misdemeanor court verified in an exam organized by the High Judicial Council. The candidates who completed initial training with the Judicial Academy are exempted from the obligatory exam and the criteria for competence and qualification evaluation for judicial position is the final exam grade achieved in the basic training at the Academy.

The National Assembly had passed the Law on Amendments to the Law on Public Prosecution, in December 2015. By means of modifications and amendments to the Law on Public Prosecution the rules were prescribed on the basis of which the State Council of Prosecutors would particularly evaluate the completed initial training at the Judicial Academy and determine the candidates' competence and qualification for the first appointment to the post of the deputy public prosecutor, prescribing that the competence of the candidate running for the deputy public prosecutor post for the first time would be verified in an exam organized by the State Council of Prosecutors. The candidates who completed initial training with the Judicial Academy are exempted from the obligatory exam and the criteria for competence and qualification evaluation for judicial position is the final exam grade achieved in the basic training at the Academy.

In 2019 the tenth generation of (35) beneficiaries of the initial training of the Judicial Academy has been enrolled. The Judicial Academy has started to apply live broadcasting during the whole entrance exam, including the written part. In the aim of transparency, this method of activity implementation has been realised firstly during the entrance exam for the judicial and prosecutorial trainees. Within USAID's Judicial Academy support program following systems have been developed during the period of the implementation of the APCH23: a system for the selection and improvement of mentors and lecturers and a system of new evaluations of mentors' work as well as initial training beneficiaries. A new web portal of the Judicial Academy was established, and the Judicial Academy has created a database of decisions of the ECHR under the name e-JURIS / e-CASE which was formed as an e-ACADEMY module. Adequate building for permanent accommodation of the Judicial Academy was obtained on 9th April 2015 by Serbian Government decision and its renovation started in January 2019 with the support of EU funded projects. The new premises should fully correspond to the needs of the Judicial Academy.

Activity regarding the development of monitoring system concerning quality of initial, continuous and specialized training that implies bidirectional evaluation system that would allow the assessment of the results of training or degree of advancement of knowledge of the participants, as well as the assessment of the quality of the program and trainers has being successfully implemented. Cooperation with the Institute for quality assurance of education only asserted our belief that it is necessary to well determine strategic planning. Both initial and continuous educations are conducted at the Judicial Academy since its establishment. At initial education, candidates are evaluated by mentors and at the end of education they are passing the final exam, simulation of trial, evaluated by the commission. Continuous education is being evaluated through standard questionnaires, evaluating the following aspects, quality of lecturers and conditions of work.

The Academy Program Council determined priority topics for education annually based on, among other things, performance evaluation. The programs are regularly being submitted to the High Court Council and the State Prosecutorial Council for adoption, and they are also having in mind performance evaluations when approving the programs.

A significant step in dealing with the problem of large number of backlog cases was the adoption of the Unified Backlog Reduction Program in the Republic of Serbia in December 2013 and the Special Program of Measures for Reduction of Old Enforcement Cases in the Courts in the Republic of Serbia for the period from 2016-2020. Teams in charge of reduction of backlogged cases were established in all courts. After that, in August 2016, the President of the SCC passed the Amended Unified_Backlog Reduction Program in the

Republic of Serbia for the period 2016-2020. The fact that this is a recognized and acknowledged measure is reflected in the APCH23, since the Unified Backlog Reduction Program is considered a dynamic document, which is why it needs to be “amended and improved in accordance with the initial results of its application and based on the conclusions from the regular sessions of the Working Group for the implementation of the Unified Backlog Reduction Program”. In the following period, in cooperation with the Judicial Academy, a training program for judges’ skills should be further developed – case management and drafting of an individual judge’s plan for reduction of backlog cases. The Working Group for monitoring the application of the Amended Unified Backlog Reduction Program at the meeting held on 24 October 2019 concluded that the trend of backlog reduction is continuous, but that in the same time in almost all courts there was an increase in the number of cases received.

Regarding efficiency and the relieving, the burden off the courts, the significant step was made by introducing the system of bailiff/enforcement officers and the public notary system into the Serbian judiciary. As at 1 January 2020, a total of 197 public notaries and 226 public enforcement officers were appointed. The Chambers of Public Notaries and the Chamber of enforcement officer have also been established and since then they both have very active role in the promotion of these relatively new judicial professions in the Republic of Serbia. The Judicial Academy is in charge of the organization of the trainings for the representatives of public notaries and bailiffs on basis of the agreements signed between the Chambers and the Judicial Academy. Memorandum on Cooperation was signed between the Judicial Academy and the Chamber of Enforcement Agents for the purpose of training of enforcement agents on 21 March 2015. Memorandum on Cooperation was signed between the Judicial Academy and the Chambers of Public Notaries for the purpose of training of public notaries on 22 March 2015.

The Law on Amendments of the Law on Enforcement and Security („Official Gazette of the Republic of Serbia“, Nos. 106/15, 106/16 – Authentic interpretation, 113/17 - Authentic interpretation and 54/19 - hereinafter: “Law”) was adopted by the National Assembly of the Republic of Serbia on July 26th 2019 and its implementation started on January 1st 2020. The Law brings new solutions for the existing problems occurred in practice as well as the implementation of the new models that are not recognised by the current law. It is worth mentioning that one of the biggest novelties will be implementation of the new model related to the sale procedure of immovable and movable property of the enforcement debtor (e-auction). This model as such gives a lot of possibilities in the manner of saving of time, implementation of protective or enforceable measures and which is important this model increases number of buyers and provide the judicial system with the high level of regularity. It should be also mentioned that the procedure of service of documents will be improved by implementation of the electronic board for service of documents (hereinafter: Electronic board) in all courts in the territory of the Republic of Serbia. The Electronic board is centralized application that will be available on the single web address, where all documents issued by the courts or public enforcement officers will be published, and it will be possible to search documents by using the filters. Therefore, this will be the unique electronic board that will cover all courts in the territory of the Republic of Serbia. Furthermore, the Law prescribes the summary proceedings in commercial cases, changes in the field that regulates the legal remedies, changes of the principle of proportionality in order to make this principle stronger, change of the current law in order to prevent the accumulation of costs in the enforcement proceedings, as well as changes of jurisdiction of the public enforcement officers. The Law also prescribes the provisions related to the remaining backlog cases and in that respect new rules are proposed in order to make efficient and suitable solution. In that respect the Minister of Justice and the president of the Supreme Court of Cassation have signed the Guidelines for the implementation of the Law that identify measures and activities which should be carried out. In order to explain specific steps that should be taken relevant trainings of the enforcement judges were held (four training sessions for court presidents and enforcement judges from basic and commercial courts in December 2019).

By the decision of the Minister of Justice, the new Tariff related to the work of the public enforcement officers, the Rulebook on the Procedure of Voluntary Settlement of Monetary Claim before the Enforcement Proceedings is Launched, the Rulebook on Standards of the Professional Behaviour of the Public Enforcement Officer and the amendments to the Rulebook on Model of Keeping Record on Enforcement and Security Proceedings and Financial Conducting of Business of the Public Enforcement Officers, Reporting Model, Content of the Report on Work of the Public Enforcement Officers and the Model of Dealing with the Archive were adopted.

For the purpose of application of provisions of the competences of notaries to act as a trustee of the court, the Ministry of Justice, Supreme Court of Cassation and High Judicial Council have enacted on 13 May 2016 “Instructions for the Implementation of Provisions of Arts. 30a and 110a of the Law on Non-Contentious Procedure and Art. 98 of the Law on Notary System”, enabling the extension of notary competences to inheritance proceedings, thereby alleviating courts of this non-contentious judicial workload.

The Ministry of Justice continuously monitor and analyse judicial statistics related to the entrusting of the implementation of inheritance proceedings and undertaking of actions in non-contentious proceedings. Regarding the transferal of non-judicial non-contentious cases to notaries, the positive trend is constant.

Following the analysis of appropriate solutions for improving the registration process in the real estate cadastre, i.e. for the improvement of the legal framework for cooperation of notaries, courts and enforcement officers with the Republic Geodetic Authority, the National Assembly has adopted the Law on procedure of registration with the Cadaster and Leads („Official Gazette RS“, No. 41/18) dated on 31 May 2018. Based on the mentioned law, the Government of the Republic of Serbia has adopted the Regulation on the mechanisms for delivery of documents in the procedure of registration with the Cadaster and the mechanisms of issuing of the Cadaster extract electronically (“Official Gazette RS number: 50/18”) dated on 29 June 2018.

According to the Law on Certification of Signatures, Manuscripts and Transcripts (*“Official Gazette of RS”, No. 93/14, 22/15 and 87/2018*) since March 1st 2017 the public notaries have taken over new responsibilities and duties.

During the period of the implementation remaining by-laws and Chamber regulations have been adopted and the harmonization with the valid provisions of the Law on Public Notaries has been completed.

On 24 December 2019, by virtue of Article 119 of the Law on Notaries and of Article 15 of the Programme of Training of Notaries, the Executive Board of the Chamber adopted the Plan of Implementation of the Programme of Training of Notaries for 2020, all for the purpose of establishing of the continuous professional improvement of notaries, notary assistants, associates, and notary interns and the standardization of the notary practice.

The Supreme Court of Cassation in December 2016 adopted Rulebook on the replacement and omission (pseudonymization and anonymization) of data in court decisions. Rules governing the method of substitution and omission of information in judicial decisions of the Supreme Court of Cassation, including the method and techniques of anonymization / pseudonymization in decisions in electronic and written form are defined by this document. The regulations in relation to the rules of anonymity of court decisions were adopted at the level of all appellate courts as well.

The activities of the Supreme Court of Cassation regarding the improvement of the consistency of the jurisprudence have been continued. Having in mind that the final version of the Working Draft Amendments to the Constitution of the Republic of Serbia gives a special place to this topic, the Working groups for the alignment of the subsequent judicial legislation with new constitutional provisions, will develop a proposal for more detailed regulation of this issue.

A continuous increase of mediation referrals and mediation proceedings has been noted since the enacting of the Law on Mediation in Dispute Resolution (“Official Gazette of RS” no. 55/2014) and, in particular, since the issuing of the Joint Guidelines for the Improvement of Mediation in the Republic of Serbia on June 28th, 2017 by the Supreme Court of Cassation, the High Judicial Council and the Ministry of Justice. The issuing of the Joint Guidelines has been followed by various promotional activities by the Ministry of Justice and the Judicial Academy, and notable efforts by certain courts. Various protocols have been concluded following the Joint Guidelines, such as the Protocol on Cooperation between the Higher and Basic Courts in Niš, on the one hand, and the Public Utility Company JKP Niš; Protocol on Cooperation to Enhance the Use of Commercial Mediation between the Serbian Chamber

of Commerce and the Commercial Court of Appeal; Guidelines for the Promotion of the Procedure for Concluding and Implementing Out-of-Court Settlement in Procedures for the Protection of the Right to Trial in a Reasonable Time, etc.

Mediation continues to be promoted by the Ministry of Justice at various seminars, conferences and other relevant national and international fora. Most significantly, the Republic of Serbia was among the 46 first signatories of the United Nations Convention on International Settlement Agreements Resulting from Mediation in Singapore, on 7 August 2019. The Singapore Convention applies to international settlement agreements resulting from mediation, concluded by parties to resolve a commercial dispute, and is expected to have the same impetus on the development of mediation as the New York Convention had on international arbitration.

Nonetheless, the statistics show that greater demand for mediation must be made in order to achieve the objective of the 2008 Mediation Directive. Namely, of the 411 mediators who filed their Annual Reports to the Ministry of Justice for 2019, 124 stated that they mediated in 2019, 34 of which mediated in cooperation with a co-mediator. Based on these reports, during 2019, 569 mediation agreements were concluded (agreements to enter into mediation), while 403 cases successfully finished with the conclusion of a settlement agreement. Pursuant to the reports of mediators, in 266 proceedings the case was referred to mediation by the court. Most of the mediation procedures were conducted on the territory of the Court of Appeal in Belgrade (34.7%), while 29% were conducted on the territory of the Court of Appeal in Niš, 19.4% on the territory of the Court of Appeal in Novi Sad, and 14.5% on the territory of the Court of Appeal in Kragujevac. Therefore, the number of mediations compared to the number of initiated civil procedures remains under 1%.

By December 30, 2019, 1,349 mediators have been registered by the Ministry of Justice, out of which more than a third is from the City of Belgrade (477), followed by Niš (136), Novi Sad (131) and Kragujevac (65). There are 277 lawyer-mediators (1/4th of all mediators) and the licenses are issued also to the following predominant categories: 29 judges, 6 judicial associates, 10 enforcement officers, 832 graduate lawyers and two Ombudsmen. No proposals for revoking of licenses of mediators have been submitted to date to the Ministry of Justice Commission for Revocation of Mediation Licenses. With respect to training, 17 organizations received licenses for conducting training for mediators, but only 12 organizations conducted training, with the total number of participants being 2,941.

With respect to legislative changes, the Law on Amendments to the Law on Peaceful Labour Dispute Resolution, enacted in June 28th, 2018, significantly expanded the scope of the Republic Agency for Peaceful Settlement of Labour Disputes in accordance with its acquired experiences and practices. The competence for individual labour disputes with respect to arbitration was also expanded to include the disputes arising from: payment of salaries/wages, allowance of salaries/wages in accordance with the law, payment of severance pays during retirement, working hours and exercising rights to annual leave. An important novelty in the Law is the precise wording that the arbitrator should in the course of the proceedings indicate to the parties in the dispute the possibility of an amicable settlement of the dispute.

Moreover, the Law on Amendments and Supplements to the Law on Court Fees ("Official Gazette of RS", no. 95/2018), applicable from 1 January 2019, further encourages parties to resolve their disputes by amicable means, through mediation, negotiated settlement, court settlement or any other amicable way. These amendments postpone the collection of court fees in order to leave the parties the opportunity to once again consider the amicable resolution of the dispute, once the court proceedings have been initiated. Through these provisions, the state offers financial incentives to the parties to consider other viable dispute resolution options early in the court proceedings by exempting them from paying all relevant court fees if they achieve a settlement by the time of the first hearing.

Recognizing the need for coordinated, joint, continued multi-annual efforts to establish a viable and sustainable mediation system, the Ministry of Justice has initiated a strategic approach to improving the use of mediation in August 2018 by addressing other institutions, such as the National Bank of Serbia and the Agency for Amicable Dispute Resolution, so as to seek to together find best ways to improve the use and quality of mediation in the fields of their respective competences. Moreover, the Working Group for drafting of amendments to the Law on Mediation in Dispute Resolution and accompanying bylaws was established in 2018 and has since January 2019 worked intensively on a new legal

framework, supported by EU funded projects, with the main objectives of improving the availability and quality of mediators, and increasing the number of mediations, i.e. finding modalities which would allow for achieving the objective of the 2008 Mediation Directive.

The implementation of the Criminal Procedure Code from 2011 has been successfully monitored, particularly within the work of the Commission for the Implementation of the NSRP 2013-2018. The quarterly reports on the implementation of the new Criminal Procedure Code elaborated by the RPPO have been widely discussed at the meetings of the Commission for the Implementation of the NSRP 2013-2018. The introduction of the prosecutorial investigation and the institutes of the deferring criminal prosecution and the plea agreement have made a criminal system much more efficient. At this point in time, the working group will be formed to do fine tuning of the provisions and propose corrective measures where needed.

WAR CRIMES

The legal framework in Serbia encompasses:

Law on Organization and Competence of Government Authorities in War Crimes Proceedings („Official Gazette of the RS“ No. 67/03, 104/2009, 101/11 - state law 6/15) established an institutional framework for the prosecution of war crimes; Criminal Code (“Official Gazette of RS”, No 121/12, 104/13, 108/14 and 94/16);

Criminal Procedure Code (“Official Gazette of RS” No. 72/11, 101/11, 121/12, 32/13,45/13 and 55/14);

Law on Mutual Legal Assistance in Criminal Matters (“Official Gazette of RS” No.20/2009);

Law on Protection program for participants in Criminal Proceedings („Official Gazette of the RS“ No. 85/2005);

Law on Cooperation with the ICTY („Official Gazette of the SRJ“ No. 18/2002, and “Official Gazette of SCG” No. 16/2003);

Law on Migration Management („Official Gazette of the RS“ No. 107/2012);

Decision on Establishing the Commission for Missing Persons of the Government of the Republic of Serbia („Official Gazette of the RS“ No. 49/06, 73/06, 116/06, 53/10 and 108/12);

Memorandums on cooperation concluded between the state authorities of the Republic of Serbia with the competent authorities of the countries of the region (Croatia, Bosnia and Herzegovina, Montenegro) and Protocol on cooperation with EULEX, with the purpose of direct cooperation, and more efficient exchange of information regarding war crimes and perpetrators. Jurisdiction for War Crimes in Serbia: 1) Criminal offences from art. 370 through 386 of the Criminal Code; 2) serious violations of International Humanitarian Law committed in the territory of the former Yugoslavia since January 1st 1991 stipulated in the Statute of the International Criminal Tribunal for the Former Yugoslavia; 3) Criminal offence from Art. 333 of the Criminal Code - assistance to the perpetrator after the commission of crime, if committed in relation to criminal offences from point 1) and 2) of this Article.

Institutional framework consists of: 1) Ministry of Interior, War Crimes Investigation Service; 2) Ministry of Interior, Protection unit; 3) War Crimes Prosecutor’s Office; 4) Higher Court, War Crime Department; 5) Appellate Court in Belgrade, Crime Department; 6) Victims and Witnesses assistance and support Section; 7) Commissariat for Refugees and Migration, Sector for Admission, Accommodation and Care, Readmission and Permanent Solutions, Department for Missing Persons (as administrative - technical support to the

Commission for Missing Persons).

The Government of the Republic of Serbia was of the opinion that it is necessary to adopt a strategy to prosecute war crimes at the national level, whose objectives and activities would provide a comprehensive and clear strategic framework for improving all areas where problems have been identified, as a clear reflection of the undeniable commitment of the Republic of Serbia to the effective punishment of war crimes. On February 20th 2016, the Government of the Republic of Serbia has adopted the National Strategy for Prosecution of War Crimes 2016-2020 (“Official Gazette RS”, No.19/16), expressing its full support to all local judicial and executive bodies involved in the process of investigating, raising indictments for the war crimes, as well as all international and local organizations that monitor and report on these proceedings as independent observers.

In order of monitoring of the National Strategy, on August 26th 2017 by the decision of the Government of the Republic of Serbia, the Working body for Monitoring of the Implementation of the National Strategy was established. The members of the Working body are representatives of all institutions relevant for the implementation of the National Strategy. The working body develops conclusions and recommendations to competent institutions, and it submits its reports on the implementation of the Strategy on a quarterly basis to the Secretariat for the Implementation of the Action Plan for Chapter 23 and to the Government of the Republic of Serbia. Eight reports were adopted so far, covering the period until October 2019. The reports are published on the web page of the Ministry of Justice.

The draft version of the Prosecutorial Strategy for War Crimes Investigation and Processing 2018 – 2023 was presented at the expert meeting that was held on March 12th 2018 at the premises of the Office of the War Crime Prosecutor in Belgrade. The meeting was attended by the judges, prosecutors, lawyers, representatives of all state bodies involved in prosecution of war crimes. Additionally, the Office of the prosecutor of the Mechanism for International Criminal Tribunals gave its full support to the working version of the Prosecutorial Strategy for War Crimes Investigation and Processing 2018 – 2023. The Prosecutorial Strategy for War Crimes Investigation and Processing 2018 – 2023 was adopted at the Office of the War Crimes Prosecutor management board meeting of 04 April 2018.

A new War Crime Prosecutor was elected by the National Assembly of Republic of Serbian on 15 May 2017 after what she took over the duty of the War Crime Prosecutor on 31 May 2017. The War Crime Prosecutor`s Office team currently consists of nine deputy war crimes prosecutors. Additionally, since 01 November 2018, a military analyst has been engaged as part of the War Crime Prosecutor`s Office team. The capacity building of the War Crimes Prosecutor's Office is constantly in progress.

The system of training/education in the area of International Criminal Law for the related judges and prosecutors has been established, bearing on mind that the implementation of the training schemes on international criminal law for deputy prosecutors and assistant prosecutors started from 2018.

Research into the ICTY/ IRMCT archives – including the databases of the ICTY/ IRMCT Prosecutor's Office – continued throughout the period of the implementation of the APCH23. The War Crime Prosecutor`s Office Liaison Officer is responsible for the the identification of evidentiary items and other relevant documents, their verification for use in cases handled by the War Crime Prosecutor`s Office and their timely delivery to this Office.

The cooperation between the Prosecutor's Office and the War Crime Investigation Service has been improved. The War Crimes Prosecutor's Office formed joint investigation teams with members of the War Crime Investigation Service, having introduced a new methodology in the work. The joint teams hold regular meetings for the purpose of efficient operational treatment. The Prosecutor's Office established working procedures between the War Crimes Prosecutor's Office and the Service, which are necessary for the purpose of harmonizing activities during the procedure in each case.

The strengthening institutional and administrative capacities of the War Crime Investigation Service within the Ministry of Interior Affairs by receiving adequate accommodation

facilities - more working premises and adequate space for storing files in the physical form as well as new official vehicles, improved the efficiency of the Service.

The Government of the Republic of Serbia issued a *decision* dated 8 June 2006 ("Official Gazette RS", Nos. 49/06, 73/06, 116/06, 53/10 и 108/12) on forming a Commission for the consideration of facts that have arisen during investigations conducted on the occasion of murder of journalists, including murders that were committed during the armed conflict in former Yugoslavia in the period from 1991 until 1995, and murders that were committed in the territory of Kosovo and Metohija in the period from 01 January 1998 until 31 December 2000. The United Nations Committee on Enforced Disappearances commended the Republic of Serbia for its measures so far undertaken in the areas of relevance for the issue of missing persons and pointed to the need for further harmonization of the normative framework with the Convention for the Protection of All Persons from Enforced Disappearance.

The form and contents of the War Crime Prosecutor's Office web presentation have been improved in order to update the public on the ongoing War Crime Prosecutor's Office activities related to particular cases, on the implementation of relevant strategic documents and on other developments of importance for the work of this Office. Due to its multiple advantages, the War Crime Prosecutor's Office web page – with its continuous improvements – is the major source of information and a reliable instrument for the presentation of data relevant to the War Crime Prosecutor's Office performance, free and accessible at any time. In order to check if all war crimes reports have been properly addressed, the War Crime Prosecutor's Office prepared a report on its overall performance further to the crime reports received since 2003. The report was presented at the War Crime Prosecutor's Office official website and thus made available to the public.

The Supreme Court of Cassation regularly publishes decisions on war crimes cases on its website. Also, a review of the criminal policy in war crimes proceedings for 2015, 2016 and 2017 is published on the website of the High Court in Belgrade.

The Witness Protection Unit has been granted a status of a special unit of police by the Decree on Special and Special Police Units ("Official Gazette of RS" No. 47/18 of 20.06.2018 and 59/18 of 31.07.2018) and reorganization of the WPU was carried out. Within the Ministry of the Interior – General Police Directorate, the new official premises have been adapted and fully adapted to the needs of the Witness Protection Unit. By adopting the Regulation on special and special units of the police, positions in the WPU were systematized, cataloging was done, general and special conditions for the filling of these positions were determined, and job descriptions were also made for each workplace. By those by-laws, the employment procedure in the WPU determines the obligation of selection testing, as well as the completion of specialist training for work in the Unit. In the future period, in accordance with the procedure prescribed in above mentioned by-laws the fulfillment of work positions in the WPU will be conducted in the Department for operative procedures, for direct work with the protected persons, as well as police psychologist and the social sciences expert which would create the conditions for the Unit to independently carry out tasks related to psychological and social support to witnesses and close persons to them. Upon the completion of the project WINPRO, the WPU will independently and in cooperation with the relevant organizational unit, continue to train police officers in accordance with the Training program.

In compliance with the *Act on Personal Data Protection*, the War Crime Prosecutor's Office has taken measures for the protection of data against unauthorized access, publishing or any other abuse. All members of the War Crime Prosecutor's Office staff have signed the statement on the preservation of secret and confidential data within the meaning of the *Data Secrecy Act* and other legal / by-legal documents. A binding instruction on the protection and preservation of secret / confidential information, which is included in this statement, has been handed in to all employees. The instruction includes the overview of the applicable substantive regulations concerning the handling of secret / confidential data, obligation of the protection / preservation of such data, and the list of the criminal law provisions concerning the conduct of elected, appointed and employed staff members in contravention of their legally prescribed obligations. The implementation of relevant legal and by-legal acts governing this area is continuously supervised in order to ensure full confidentiality of the investigations and witness accounts.

Two important regional conferences considering, inter alia, the topic of sentencing policy of the war crimes were held during the period of the implementation of the APCH23. First

expert meeting has been held on December 11th, 2015 where the representatives of all relevant institutions in the area of war crimes investigation and proceeding from region and ICTY took part in the discussion. Second regional conference on the subject "Cooperation, criteria and standards in the persecution of perpetrators of war crimes" has been held from 20th to 22nd May 2019 in Belgrade. The High Delegations of the Prosecutor's Offices of Bosnia and Herzegovina, the Federation of BiH, the Brčko District, the Una-Sana Canton, the State Attorney's Office and the Special Prosecutorial Offices of the Republic of Croatia, the Special Prosecution Office of Montenegro, the War Crimes Prosecutor's Office of the Republic of Serbia and the Prosecutor's Office of the Mechanism have participated at this Regional Conference. The conference was organised by the War Crimes Prosecutor's Office of the Republic of Serbia and UNDP in cooperation with the United Kingdom and Italy. The Conference participants gave the following joint statement on the main conclusions and commitments which has been published in the website of the War Crime Prosecutor Office. The participants agreed that there is still a need for more war crimes proceedings in the conflicts on the territory of the former Yugoslavia and that cooperation between their prosecutors is crucial for achieving this goal. In a desire to significantly improve existing cooperation, the participants agreed to identify specific cases that would be suitable for transfer between their prosecutors' offices, and to start the necessary conversations in this regard. It was also concluded that it is necessary to raise the level of confidence of victims in regional cooperation. To this end, the Prosecution of the MICT will, if necessary, assist the Regional Prosecutor's Offices in the work on the taken cases. The Prosecutor's Offices from Bosnia and Herzegovina, Montenegro and Serbia expect the Prosecution of the IRMCT to continuously assist in strengthening their capacities and support in the exercise of the mandates entrusted to them. Finally, the participants emphasized the importance of regular communication between their prosecutors. One of the conclusions also was that it is necessary to organise periodically regional trainings of public prosecutors on which the regulations and jurisprudence from all countries will be presented, and which will be the opportunity to exchange opinions and remove the decisions that make the problem in practice, as proposed by the representative of the Prosecutor's Office of Bosnia and Herzegovina. In parallel, the War Crimes Prosecutor's Office of the Republic of Serbia adopted its conclusions related particularly to the question of proportionality of sentences and a sentencing policy. It is noted that one of the challenges that must be overcome is the equalization of the jurisprudence regarding the punishment of war crimes perpetrators, in the ICTY (IRMCT) and in the countries in the region, and overcoming the problems that have arisen in connection with this issue.

1. JUDICIARY

1.1. INDEPENDENCE

INTERIM BENCHMARK	OVERALL RESULT	IMPACT INDICATOR
<p>1.1.1. Serbia adopts new Constitutional provisions bearing in mind the Venice Commission recommendations, in line with European standards and based on a wide and inclusive consultation process. Serbia subsequently amends and implements the Laws on the Organization of Courts, on Seats and Territorial Jurisdiction of Courts and Public Prosecutors' Offices, on Judges, on Public Prosecutor's Office, on the High Judicial Council and on the State Prosecutorial Council as well as the Law on Judicial Academy</p>	<p>Adopted new Constitution and judicial laws aligned with new Constitution in a process in which the representatives of the judiciary and the profession were actively and equally involved, taking into account the recommendations of the Venice Commission and European standards, ensures the independence of the judiciary from political influence, maximally restricting influence of legislative and executive powers in the process of recruitment, selection, appointment, transfer and termination of the judge's office, presidents of the courts, and (deputy) public prosecutors, and which must be based on precise criteria. Constitution and judicial laws guarantee, to all candidates, without discrimination, entrance in the judiciary based on merit-based objective criteria, fair in selection procedures, open to all suitably qualified candidates and transparent in terms of professional and public scrutiny. The role of the High Judicial Council and the State Prosecutorial Council in terms of the management of the judiciary, as well as in the supervision and control of the judiciary has been strengthened; their composition encompasses at least 50% of members from the ranks of judges and public prosecutors; Elected members of the High Judicial Council and the State Prosecutorial Council are elected by their peers and represent different levels of jurisdiction.</p>	<ol style="list-style-type: none"> 1. The judiciary in the Republic of Serbia is completely independent which is confirmed in the positive opinion of the Venice Commission on the new Constitution and the legal provisions relating to the judiciary; 2. Judges and prosecutors are elected on the basis of their expertise and merit, which has an overall positive impact on the quality and efficiency of the judiciary; 3. The High Judicial Council and the State Prosecutorial Council successfully manage the judiciary with adequate financial resources, competent and professional personnel elected with necessary competences, selected based on clear criteria, while respecting the principles of transparency and accountability; 4. All of the above is confirmed in the positive Annual report of the European Commission's on the progress of the Republic of Serbia, including the improvement of the provisions of the Constitution.

ACTIVITIES	RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
<p>1.1.1.1. Conducting procedure for Constitutional amendments in the area of judiciary (Article 203 Constitution of RS and Art. 142-149 Rules of Procedure of the National Assembly), which implies the following steps:</p> <ul style="list-style-type: none"> - Submitting proposal for the amendments to the Constitution, with an explanation of the proposal by an authorized proponent (Article 142 par.1 of the Rules of Procedure) - Утврђивање надлежног одбора да ли је предлог за промену Устава поднет од стране овлашћеног лица и у прописаном облику (члан 142. став 2 Пословника) - Determination of the authorized committee whether the proposal for the amendments to the Constitution is submitted by authorised proposer and in the prescribed form (Article 142 par.1 of the Rules of Procedure) - Debating in the National Assembly the submitted proposal at its sitting (Article 143 par.1 of the Rules of Procedure) - Decision of the National 	<p>Government of the Republic of Serbia (authorized representatives from the ministry in charge of judiciary)</p> <p>National Assembly (Authorized committee on constitutional and legislative issues)</p> <p>National Assembly (Sitting of the Assembly)</p>	<p>IV quarter 2021</p>	<p>Budget RS</p> <p>560.543 €</p> <p>Referendum costs and other related costs are unknown at this moment</p> <p>the Committee on Constitutional and Legislative Issues of the National Assembly discussed this Proposal and established that the Proposal had been submitted by a proposer authorised by the Constitution and that it had been submitted in a prescribed</p>	<p>The Act on the amendment of the Constitution and Constitutional Law promulgated and in line with the Venice Commission opinion</p>

	<p>Assembly on the proposal for the amendment to the Constitution (Article 143 par.3 of the Rules of Procedure)</p> <ul style="list-style-type: none"> - Determination of the authorized committee of the draft proposal of an act on the amendments to the Constitution, with explanation, and a draft constitutional law for its implementation (Article 144 par.1 of the Rules of Procedure) - Decision of the authorized committee on organizing public hearings on proposed acts and notification of the Speaker of the Parliament on the decision to hold public hearings (Art. 83 and 84 of the Rules of Procedure) - Harmonization of the draft amendments to the Constitution and the proposal of the constitutional law for its implementation after held public hearings - Resending draft amendments to the Constitution to Venice Commission if there is any change in substance compared with the text that has been already examined and approved by the Venice Commission - Submitting a proposal for the 			<p>form, which the Committee reported to the National Assembly where the official process now will be continued.</p>	
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	<p>amendments to the Constitution and the draft of the constitutional law for its implementation to the Speaker of the National Assembly (Article 145, paraf.1 of the Rules of Procedure)</p> <ul style="list-style-type: none"> - Discussion and a decision-making on the proposal for the amendments to the Constitution and on the proposal of the constitutional law for its implementation by a two-third majority of the total number of deputies of the National Assembly (Article 203 par.5 of the Constitution and Article 146 of the Rules of Procedure) - Conducting a referendum - Decision of the National Assembly on promulgation of the act amending the Constitution and a decision on promulgation of the constitutional law for implementation of the amendments to the Constitution (Article 148 of the Rules of Procedure) 				
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<p>1.1.1.2.</p>	<p>Work on harmonization of a set of judicial laws with the Constitution, preparation of working texts on changes and supplements to the Law on Organization of Courts, Law on Seats and territorial Jurisdiction of Courts and Public Prosecutors' Offices, Law on Judges, Law on Public Prosecutor's Office, Law on High Judicial Council, Law on State Prosecutorial and Law on Judicial Academy and drafting set of judicial laws, which specifically implies:</p> <ul style="list-style-type: none"> - Establishment of working groups for drafting working texts of changes to the set of judicial laws - drafting of judicial laws and organizing public hearings in order to make remarks on drafts - harmonization of working texts of the set of judicial laws with remarks after holding public hearings - submitting a draft judicial legislation to the Venice Commission for the opinion - Full alignment of draft laws with the opinion of the Venice Commission - Acceptance of the draft laws and determining a draft law by the Government for the submission to the National 	<p>Working groups formed by the Ministry of Justice, comprising of all relevant representatives from the Ministry, High Judicial Council, State Prosecutorial Council, Supreme Court of Cassation, Republic Public Prosecutor's Office, Judicial Academy and professors of law universities, representatives from civil society and professional associations</p> <p>Government of the Republic of Serbia</p>	<p>I - II quarter 2022</p>	<p>Budget of the Republic of Serbia and <i>TAIEX</i></p> <p>IPA 2015/2017 EU for Justice Support for Chapter 23 - pending project extension approval – 2.000.000 €</p> <p>USAID Project „Rule of Law“ 40.000 \$</p>	<p>Working groups formed</p> <p>Working texts of relevant legislation elaborated and public hearings held in accordance with regular procedure (the Law on the Planning System of the Republic of Serbia)</p> <p>Working texts of relevant legislation harmonized with the conclusions from public debates</p> <p>Draft proposal elaborated and set of legislation sent to the Venice Commission for its opinion</p> <p>Venice Commission opinion obtained</p> <p>Proposal of the relevant legislation elaborated in accordance with the Venice Commission opinion</p>
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	Assembly				
1.1.1.3.	Adoption of the new set of legislation in the National Assembly: <ul style="list-style-type: none"> - Law on Organization of Courts - Law on Seats and territorial Jurisdiction of Courts and Public Prosecutors' Offices - Law on Judges - Law on Public Prosecutors Office - Law on the High Judicial Council - Law on the State Prosecutorial Council - Law on Judicial Academy 	National Assembly	II quarter 2022	Budget of the Republic of Serbia Calculation according to individual laws stated within individual activities from this AP	Set of legislation adopted, through a transparent process, in which the representatives of the judiciary and the profession were actively and equally involved, with a broadly established consultative process and organized public hearings
1.1.1.4.	Election of new composition of the High Judicial Council and State Prosecutorial Council	High Judicial Council State Prosecutorial Council National Assembly	In line with transitional and final provisions of the relevant legislation	Budget of the Republic of Serbia 851 € in 2022	New composition of the High Judicial Council and the State Prosecutorial Council in place
1.1.1.5.	Adoption of by-laws referring, but not limited, to: <ul style="list-style-type: none"> - Rules of Procedure of the High Judicial 	Ministry of Justice High Judicial Council State Prosecutorial Council	IV quarter 2022	Budget of the Republic of Serbia Calculation according	By-laws adopted by respective institutions

	<p>Council</p> <ul style="list-style-type: none"> - Rules of Procedure of the State Prosecutorial Council - Rulebooks on the bodies and procedure for evaluating the work of judges and (deputy) public prosecutors - Regulations on the work of the permanent working bodies of the High Judicial Council and the State Prosecutorial Council (disciplinary bodies, ethics committees, election commissions, appeal commissions, evaluation performance commissions of judges and prosecutors) - Rules on Procedure of Managing Board and Program Council of the Judicial Academy 	<p>Supreme Court of Cassation Republic Public Prosecutor's Office Judicial Academy</p>		<p>to individual laws stated within individual activities from this AP</p>	
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INTERIM BENCHMARK	OVERALL RESULT	IMPACT INDICATOR
<p>1.1.2. Serbia establishes an initial track record of implementing a fair and transparent system based on merit for the management of the careers of judges and prosecutors including recruiting, evaluating and promoting judges and prosecutors based on periodic, professional performance assessment (including at senior level)</p>	<p>Established fair and transparent system, in which both Councils are accountable for decision making for promotion, deployment and dismissal of judges and public prosecutor’s functions, based on periodic professional assessment of judges’ and public prosecutors’ performance</p> <p>A system of monitoring and evaluation of the application of adopted standards in practice established</p>	<ol style="list-style-type: none"> 1. Serbia has a comprehensive career advancement system for judges and public prosecutors, including the election and dismissal of judges, performance evaluation, promotion, disciplinary responsibility, demotion, dismissal, etc.in a way that guarantees the independence (internal and external) and the impartiality of the entire judicial system; 2. Evaluation of the work of judges, public prosecutors, as well as judicial and prosecutorial assistants is regularly conducted and promotion is based on competence and merit, which has an overall positive effect on the quality and efficiency of justice which is confirmed in the positive evaluation issued by European Commission in Annual Progress Report on Serbia; 3. Positive evaluation stated in the Report of the High Judicial Council for monitoring results

ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
1.1.2.1.	Adoption of by-laws on criteria and measurement for the election of judges and court presidents, for promotion and termination of judicial function and the function of the court president and their publication on the website of the High Judicial Council	High Judicial Council	IV quarter 2022	Budget of the Republic of Serbia 8.642 €	By-laws on criteria and measurement for the election of judges and court presidents, for promotion and termination of judicial function and function of the president of court adopted Internal acts published on the website of the High Judicial Council and accessible to the public
1.1.2.2.	The High Judicial Council makes decisions on the election, promotion and termination of judicial function and the function of the court presidents, by applying new legislative solutions and by-laws on the election, promotion and termination of judicial function and the function of the court presidents	High Judicial Council	Continuously, commencing from IV quarter 2022	Budget of the Republic of Serbia Negligible cost activity	The High Judicial Council makes decisions on the election, promotion and termination of the judicial function and the function of the president of the court Decisions of the High Judicial Council on the election, promotion and termination of the judicial function and the function of the president of the court, with the reasoning, published on the website of the Council

1.1.2.3.	Adoption of by-laws on criteria and measurement for the election of the holders of public prosecutors offices, for their promotion and termination of the prosecutorial function and their publication on the website of the State Prosecutorial Council	State Prosecutorial Council	IV quarter 2022	Budget of the Republic of Serbia 8.642 € IPA 2017 EU for Serbia – “Support to the Prosecutorial System”, tender procedure in progress (the planned project amount is 1,500,000€)	By-laws on criteria and measurement for election to the public prosecutor's office, for promotion and termination of the public prosecutor's office adopted Internal acts published on the website of the State Prosecutorial Council and accessible to the public
1.1.2.4.	The State Prosecutorial Council makes decisions on the election, promotion and termination of holders of prosecutorial function, by applying new legislative solutions and by-laws on the election, promotion and termination of prosecutorial function	State Prosecutorial Council	Continuously, commencing from IV quarter 2022	Budget of the Republic of Serbia Negligible cost activity	The State Prosecutorial Council makes decisions on the election, promotion and termination of the public prosecutor's office Decisions of the State Prosecutorial Council on the election, promotion and termination of the public prosecutor's office, with the reasoning, published on the website of the Council
1.1.2.5.	The High Judicial Council is publishing detailed information on the evaluation process of judges on its website and promotes the importance of performance evaluation and its impact on career development with all courts	High Judicial Council All courts	Continuously	Budget of the Republic of Serbia Negligible cost activity	Detailed information on the importance of the performance evaluation process and the impact on the career development available to judges on the website of the High Judicial Council and all courts in Serbia

1.1.2.6.	The State Prosecutorial Council is publishing detailed information on its website and promotes the importance of evaluation of the work of public prosecutors and deputy public prosecutors and its impact on career development with all PPOs	State Prosecutorial Council All PPOs	Continuously	Budget of the Republic of Serbia Negligible cost activity	Detailed information on the importance of the performance evaluation process and the impact on the career development available to public prosecutors on the website of the State Prosecutorial Council and all PPO's in Serbia
1.1.2.7.	The High Judicial Council, within the scope of its competences, establishes its working body in charge of monitoring the effects of the implementation of judicial laws regarding recruitment, evaluation and promotion of judges and preparation of the report with the recommendations for the improvement of such processes	High Judicial Council	III quarter 2020 for the establishment of the working body Continuously, commencing from IV quarter 2020 for the preparation of reports	Budget of the Republic of Serbia 31.914 €: In 2020.- 10.638 € In 2021.- 10.638 € In 2022.- 10.638 € IPA 2016 Project "Support to the High Judicial Council" 1.500.000 €	The working body established Reports prepared and presented to the High Judicial Council Number of recommendations for the improvement issued
1.1.2.8.	The High Judicial Council, through its working body, analysis the effects of the implementation of judicial laws regarding recruitment, evaluation and promotion of judges, based on periodic, professional performance assessment	High Judicial Council	Continuously, Twice a year: II and IV quarter	Budget of the Republic of Serbia Budgeted within the activity 1.1.2.7.	Number of joint meetings held between the working body and the High Judicial Council Number of recommendations for the improvement implemented by the High Judicial Council until next reporting cycle

1.1.2.9.	The State Prosecutorial Council, within the scope of its competences, establishes its working body in charge of monitoring the effects of the implementation of judicial laws regarding recruitment, evaluation and promotion of public prosecutors and preparation of the report with recommendations for the improvement of such processes	State Prosecutorial Council	III quarter 2020 for the establishment of the working body Continuously, commencing from IV quarter 2020 for the preparation of reports	Budget of the Republic of Serbia IPA 2017 EU for Serbia – “Support to the Prosecutorial System”, tender procedure in progress (the planned project amount is 1.500.000€)	The working body established Reports prepared and presented to SPC Number of recommendations for the improvement issued
1.1.2.10.	The State Prosecutorial Council, through its working body, analysis the effects of the implementation of judicial laws regarding recruitment, evaluation and promotion of public prosecutors, based on periodic, professional performance assessment	State Prosecutorial Council	Continuously, Twice a year: II and IV quarter	Budget of the Republic of Serbia Budgeted within the activity 1.1.2.9.	Number of joint meetings held between the working body and the SPC Number of recommendations for the improvement implemented by the SPC until next reporting cycle
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
1.1.3. Serbia provides an adequate administrative capacity to the Judicial and Prosecutorial Councils and provides them with their own budget			The High Judicial Council and the State Prosecutorial Council successfully manage the judiciary with adequate financial resources and personnel elected with a clear mandate, while respecting the principles of transparency and accountability		<ol style="list-style-type: none"> 1. Increased structure and number of employees in the Administrative office of High Judicial Council according to new systematization, especially based on the needs of strengthening the analytical, statistical and managerial capacities in accordance with the new constitutional and legal solutions; 2. Increased structure and number of employees in the Administrative office of the State Prosecutorial Council,

				<p>according to new systematization, especially based on the needs of strengthening the analytical, statistical and managerial capacities in accordance with the new constitutional and legal solutions;</p> <ol style="list-style-type: none"> 3. High Judicial Council independently proposes and executes its own budget; 4. State Prosecutorial Council independently proposes and executes its own budget; 5. Sessions of the High Judicial Council and the State Prosecutorial Council are, as a rule, open to the public; 6. Decisions of the High Judicial Council and the State Prosecutorial Council are reasoned; 7. Reports on the work of the High Judicial Council and the State Prosecutorial Council are published on their websites; 8. Clear procedures for institutional responsibility of the High Judicial Council and the State Prosecutorial Council are established.
		ACTIVITIES	RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE

1.1.3.1.	Changes to the Law on High Judicial Council, the Law on Organization of Courts and the Law on Ministries, with the aim to clarify the division of competences in key areas of the budget and judiciary administration between the High Judicial Council and the Ministry in charge of judicial affairs in order to strengthen the judicial independence in Organizational and budgetary performance	Ministry of Justice High Judicial Council Supreme Court of Cassation National Assembly	II quarter 2022	Budget of the Republic of Serbia 151.652 €: Preparation of legislation: 30.878 € Discussion and adoption of legislation: 120.774 €.	The Law on High Judicial Council, the Law on Organization of Courts and the Law on Ministries changed Effectiveness of resource allocation improved Operational efficiency of the judiciary improved
1.1.3.2.	Changes to the Law on State Prosecutorial Council, the Law on Public Prosecutors Office and the Law on Ministries, with the aim to clarify the division of competences in key areas of the budget and prosecution administration between the State Prosecutorial Council and the Ministry in charge of judicial affairs in order to strengthen the prosecution autonomy in Organizational and budgetary performance	Ministry of Justice State Prosecutorial Council Republic Public Prosecution National Assembly	II quarter 2022	Budget of the Republic of Serbia 71.136 €: Preparation of legislation: 30.878 €; Discussion and adoption of legislation: 40.258 € IPA 2017 EU for Serbia – “Support to the Prosecutorial System”, tender procedure in progress (the planned project amount is 1,500,000€)	The Law on State Prosecutorial Council, the Law on Public Prosecutors Office and the Law on Ministries changed Effectiveness of resource allocation improved Operational efficiency of the PPOs improved
1.1.3.3.	Strengthening the capacities of the Administrative office of the High Judicial Council, in line with a new systematization act, especially in the field of the analytical, statistical and managerial capacities	High Judicial Council	Continuously	Budget of the Republic of Serbia The amount will be known after the job systematization is made	Capacities of the Administrative Office of High Judicial Council strengthened, in line with a new systematization act, especially in the field of the analytical, statistical and managerial capacities

1.1.3.4.	Strengthening the capacities of Administrative office of the State Prosecutorial Council, in line with the new systematization act, especially in the field of analytical, statistical and managerial capacities	State Prosecutorial Council	Continuously	Budget of the Republic of Serbia The amount will be known after the job systematization is made	Capacities of Administrative office of the State Prosecutorial Council strengthened, in line with new systematization act, especially in the field of the analytical, statistical and managerial capacities
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
1.1.4. Serbia establishes an effective mechanism allowing the Councils to react against political interferences and establishes an initial track record of fully respecting judicial decisions and refraining from public comments on the work of courts by officials and politicians			High Judicial Council and State Prosecutorial Council react according to clear and in-advance established procedures in case of political interference in the judiciary.		<ol style="list-style-type: none"> 1. Essentially reduced perception of political interference in the work of judicial instances, both among judicial officers and the citizens; 2. Improved transparency of the High Judicial Council and the State Prosecutorial Council and their cooperation with the media; 3. Initial track record established.
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
1.1.4.1.	Amending the Rules of Procedure of the High Judicial Council in order to: <ol style="list-style-type: none"> 1. prescribe clear procedure for public reacting of the High Judicial Council against political interferences 2. introduce an effective mechanism in keeping track record in the High Judicial Council on cases of political interference in the judiciary 3. prescribe procedure of reporting, including periodicity of reporting on cases of political interference in the judiciary 	High Judicial Council	IV quarter of 2020	Budget of the Republic of Serbia 8.642 €	Rules of Procedure of the High Judicial Council amended High Judicial Council acts in line with the Rules of Procedure which stipulates clear procedures for public reacting in cases of political interference in the judiciary

1.1.4.2.	Analysis of the work of the Commissioner for Autonomy and, if necessary, amending the Rules of Procedure of the State Prosecutorial Council in order to enhance the work and capacity of the Commissioner	State Prosecutorial Council	IV quarter of 2020	Budget of the Republic of Serbia IPA 2017 EU for Serbia – “Support to the Prosecutorial System”, tender procedure in progress (the planned project amount is 1,500,000€)	Analysis of the work of the Commissioner for Autonomy conducted Rules of Procedure of the State Prosecutorial Council amended accordingly State Prosecutorial Council acts in line with the Rules of Procedure which stipulates clear procedures for public reacting in cases of political interference in operation of public prosecutor’s office
1.1.4.3.	Regular and periodic reporting and extraordinary addressing of the High Judicial Council to the public, regarding the possible existence of political interference on the work of the judiciary	High Judicial Council Supreme Court of Cassation	Continuously Reporting once a year as part of the Annual Report Need basis addressing	Budget of the Republic of Serbia 7.659 € In 2020. – 2.553 € In 2021. – 2.553 € In 2022. – 2.553 €	Report on the High Judicial Council actions regarding the possible existence of a political influence on the work of the judiciary published Number of extraordinary addressing to the public
1.1.4.4.	Regular and periodic reporting and extraordinary addressing of the State Prosecutorial Council to the public, regarding the possible existence of political influence on the work of the prosecution	State Prosecutorial Council Republic Public Prosecution	Continuously Reporting once a year as part of the Annual Report Need basis addressing	Budget of the Republic of Serbia 7.659 € In 2020. – 2.553 € In 2021. – 2.553 € In 2022. – 2.553 €	Report on the State Prosecutorial Council actions regarding the possible existence of a political influence on the work of the prosecution published Number of extraordinary addressing to the public
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
1.1.5. Serbia establishes an effective mechanism allowing the Councils to react against political interferences and establishes an initial track record of fully respecting judicial decisions and refraining from public comments on the work of courts by officials and politicians.			Judicial decisions are fully respected, whereas awareness, that criticizing decisions puts the judicial independence at risk, has been raised.		Judicial decisions as well as court work and prosecution work are fully respected by public officials and politicians.

	ACTIVITIES	RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
1.1.5.1.	Establish a monitoring mechanism through holding quarterly joint meetings between representatives of ethics boards/committees of the High Judicial Council, State Prosecutorial Council, National Assembly and the Government of the Republic of Serbia in order to raise awareness of public officials and politicians for full respect of judicial decisions and work of courts and PPOs and that criticizing decisions puts the judicial independence at risk	High Judicial Council State Prosecutorial Council National Assembly / Ethics Committee Government of the Republic of Serbia / Ethics Committee	IV quarter 2020 for the establishment of the monitoring mechanism Continuously, commencing from IV quarter 2020 for holding quarterly meetings	Budget of the Republic of Serbia 17.285 €	Monitoring mechanism established Quarterly meetings scheduled and held regularly
1.1.5.2.	The joint group of representatives of all ethics boards/committees from 1.1.5.1. prepares quarterly reports on the conclusions and recommendations for future improvements in the area of full respect for judicial independence and autonomy	High Judicial Council / Ethics Board State Prosecutorial Council / Ethics Board National Assembly / Ethics Committee Government of the Republic of Serbia / Ethics Committee	Continuously, quarterly reports	Budget of the Republic of Serbia Budgeted within the activity 1.1.5.1.	Quarterly reports provided and made public Quarterly reports presented to the High Judicial Council, State Prosecutorial Council, National Assembly and Government of the Republic of Serbia
1.1.5.3.	Drawing up of an electronic brochure on the standards for full respect of judicial decisions and the work of courts and PPOs by public officials and politicians and putting the electronic brochure on the websites of the respective institutions	Ministry of Justice and National Assembly (Republic Secretariat for Legislation) with the support of the High Judicial Council and the State Prosecutorial Council	IV quarter 2020	Budget of the Republic of Serbia 7.659 €:	Drawn up electronic brochure on the standards for full respect of judicial decisions and the work of courts and PPOs by public officials and politicians Publication of the electronic brochure on the websites of the respective institutions

					<p>Number of visits to the links with electronic brochures</p> <p>Number of documents downloaded from the links with electronic brochures</p>
1.1.5.4.	<p>Introduction of the standards in the program of the Judicial Academy relating to separation of powers and perception that other state powers should refrain from public comments on individual judicial cases in the context of respect of judiciary's independence and the implementation of such training programs</p>	<p>Judicial Academy</p> <p>High Judicial Council</p> <p>State Prosecutorial Council</p> <p>Partners (associations of journalists and civil society Organizations)</p>	<p>Continuously, once a year through annual program of continuous and initial training of the Judicial Academy</p>	<p>Budget of the Republic of Serbia</p> <p>Budgeted within the activity 1.3.1.1. (3.083.301€)</p> <p>Donor support (Projects of the Council of Europe)</p>	<p>Curriculum of the program developed</p> <p>Number of trainings held</p> <p>Number of participants trained</p> <p>Evaluation (through pre-test and post-test) of the participants of the trainings demonstrates the increased awareness and knowledge on the European standards relating to separation of powers and perception that other state powers should refrain from public comments on individual judicial cases in the context of respect of judiciary's independence and autonomy</p>
1.1.5.5.	<p>Organizing workshops for journalists in order to adopt European standards and national rules in the area of full respect for judicial independence and autonomy, compliance with court decisions and reporting on court proceedings</p>	<p>High Judicial Council</p> <p>State Prosecutorial Council</p> <p>Partners (associations of journalists and civil society Organizations)</p>	<p>Continuously</p>	<p>Budget of the Republic of Serbia</p> <p>Budgeted within the activity 1.3.1.1. (3.083.301 €)</p> <p>IPA 2017 EU for Serbia – “Support to the Prosecutorial System”, tender procedure in progress (the planned project amount is 1,500,000€)</p> <p>USAID Project „Rule of</p>	<p>Number of the workshops for journalists planned and held</p> <p>Number of journalists invited and participated in the workshops</p> <p>Evaluation (through pre-test and post-test) of the participants of the trainings demonstrates the increased awareness and knowledge on the European standards and national rules for full respect for judicial independence and autonomy, compliance with court decisions and reporting on court proceedings</p>

				Law ⁶⁶ – 50.000 \$	
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
1.1.6. Serbia fully recognizes and exploits the benefits of civil society expertise and therefore engages in a real and systematic dialogue with civil society			Civil society and professional associations are involved in defining the further steps in the reform process and in monitoring the implementation of action plans.		Suggestions and comments of civil society and professional associations related to defining the further steps in the reform process are regularly discussed at meetings of the body responsible for monitoring the implementation of action plan for Chapter 23.
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
1.1.6.1.	Preparation and publication of public call to civil society and professional associations to submit suggestions and comments for defining further steps in the reform processes and for performing supervision over the implementation of the reform steps	Ministry of Justice in cooperation with the Office for cooperation with civil society	Continuously, commencing from II quarter 2020	Budget of the Republic of Serbia Preparation of public call 15.318 € In 2020. – 5.106 € In 2021. – 5.106 € In 2022. – 5.106 € Publication of public call – negligible cost activity	Number of published public calls to civil society and professional associations for submitting suggestions and comments Number of submitted suggestions and comments of civil society and professional associations
1.1.6.2.	Publishing of and consideration of suggestions and comments submitted by civil society and professional associations on defining further steps in the reform processes	Ministry of Justice Council for monitoring of the AP23 implementation	Continuously, commencing from II quarter 2020	Budget of the Republic of Serbia Budgeted within the activity 1.1.6.1.	Number of published suggestions and comments of civil society and professional associations Number of adopted suggestions and comments of civil society and professional associations, out of those submitted

1.1.6.3.	Organizing roundtables to discuss achievements, shortcomings and options for improving cooperation in creating and implementing reform steps, following the good practice of providing the motivated feedback on CSOs' suggestions	Ministry of Justice Negotiating Group for Chapter 23 Office for cooperation with Civil Society	Twice a year, commencing from II quarter 2020	Budget of the Republic of Serbia 6.104 €	Number of round tables planned and held Number of civil society Organizations and professional associations participated
1.1.6.4.	Improving other types of cooperation with civil society (jointly organized workshops, common publications, researches and raising awareness campaigns) in the process of defining reform steps, in accordance with: 1. Guidelines for cooperation between institutions which participate in Chapter 23 and civil society Organizations (prepared with the support of TAIEX expert) and 2. Guidelines for inclusion of civil society Organizations in implementation of the legislative process	Ministry of Justice Negotiating Group for Chapter 23 Office for cooperation with Civil Society	Continuously, commencing from II quarter 2020 Drafting Guidelines – IV quarter 2020	Budget of the Republic of Serbia 7.659 €: In 2020. – 2.553 € In 2021. – 2.553 € In 2022. – 2.553 €	Guidelines for cooperation between institutions which participate in Chapter 23 and civil society Organizations with the support of TAIEX expert prepared Guidelines for inclusion of civil society Organizations in implementation of the legislative process prepared Number of jointly planned and held workshops Number of jointly prepared publications, researches and raising awareness campaigns Number of civil society Organizations participated in the above events, researches and campaigns

1.2. IMPARTIALITY AND ACCOUNTABILITY

INTERIM BENCHMARK		OVERALL RESULT		IMPACT INDICATOR	
<p>1.2.1. Serbia puts in place a coherent procedural framework and the necessary ICT tools ensuring random allocation of cases in all courts and prosecution offices.</p> <p>Serbia ensures that the Judicial and Prosecutorial Council have tools to monitor the random allocation of cases.</p>		<p>Rules for random allocation of cases are clarified and are implemented consistently; regular inspection on their implementation is carried out by competent bodies.</p>		<ol style="list-style-type: none"> 1. Cases are randomly allocated in courts on an automatized principle of random allocation of cases; 2. Number of defined and removed irregularities concerning implementation of rules on random allocation of cases in all courts based on the supervisory body report; 3. Cases are randomly allocated in prosecutors' offices, on an automatized principle of allocation of cases, in line with the restrictions prescribed by laws and by-laws and considering the specific Organization of the prosecution; 4. Number of defined and removed irregularities concerning implementation of rules on random allocation of cases in PPOs, based on the supervisory body report. 	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME / DEADLINE	FINANCIAL RESOURCES	RESULT
1.2.1.1.	Amendments to the Law on Judges in part which deals with random allocation of cases, aiming at implementation of Program for case weighting	Ministry of Justice Government of the republic of Serbia National Assembly	Ii quarter of 2021	Budget of the Republic of Serbia 55.697 €	Amended Law on judges in part which deals with allocation of cases by chance, aiming at implementation of Program for weighting of cases
1.2.1.2.	Adopt amendments to the Court Rules of Procedure in order to clarify rules concerning random allocation of cases (by chance) which takes into account complexity of cases	Ministry of Justice High Judicial Council	III quarter 2021	Budget of the Republic of Serbia 30.878 €	Rules on random allocation of cases clarified upon adoption of amendments to the Court Rules of Procedure

1.2.1.3.	Application of the Program - methodologies for evaluation of cases in terms of their complexity in basic, higher and commercial courts	Ministry of Justice High Judicial Council Courts	IV quarter 2021	Budget of the Republic of Serbia application of the Program € 22,977 Public procurement for maintenance and improvement of AVP application	Advanced formula for evaluating cases by their complexity in different types of cases implemented in the software system for random allocation of cases in all courts of general jurisdiction in order to achieve a uniform and equal workload of judges
1.2.1.4.	Development of a Methodology for evaluating cases by their complexity in public prosecutor's offices in accordance with the specialization of deputy public prosecutor's offices and the need for a uniform and equal workload	Republic Public Prosecution in cooperation with State Prosecutorial Council	III quarter 2022	Budget of the Republic of Serbia 17.285 € Donor support (unknown at this time)	Methodology for evaluating cases by their complexity in public prosecutor's offices in accordance with the specialization of deputy public prosecutor's offices and the need for a uniform and equal workload developed
1.2.1.5.	Implementation of software-based automated case distribution in all prosecutors' offices, with the provision of a tool for tracking random case assignment bearing in mind the specifics of the organization of the public prosecutor's offices	Ministry of Justice Republic Public Prosecution	IV quarter 2022	Budget of the Republic of Serbia Ongoing procurement to maintain and upgrade the SAPO application, in preparation for migration to the new system; IPA 2015 – Roll out SAPO 1.867.300 €	Developed a methodology for case weight in public prosecutors' offices, taking into account the specialization of deputy public prosecutors and the need for even and equal workload. Implementation of software-based automated case distribution in all prosecutors' offices
1.2.1.6.	Adopt amendments to the Rules on administration in public prosecutors' offices in order to clarify rules on random allocation of cases, which will take into account complexity of cases as one of criteria for case assignment	Ministry of Justice Republic Public Prosecutors Office	III quarter 2021	Budget of the Republic of Serbia 8.642 €	Rules concerning random allocation of cases have been clarified upon adoption of amendments to the Rules on administration in public prosecution

1.2.1.7.	Establishing preparatory departments in all courts, which are in charge of, <i>inter alia</i> , application of case weighting methodology	High Judicial Council All court (court presidents)	IV quarter 2021	Budget of the Republic of Serbia 3.064 €	Preparatory departments in courts established Reports on the work of preparatory departments prepared and made public
1.2.1.8.	Establishing preparatory departments in public prosecutors' offices, which are in charge of, <i>inter alia</i> , application of case weighting methodology and tracking of their work	Republic Public Prosecution All public prosecutors' offices State Prosecutorial Council	IV quarter 2021	Budget of the Republic of Serbia 3.064 € IPA 2017 EU for Serbia – “Support to the Prosecutorial System”, tender procedure in progress (the planned project amount is 1,500,000€)	Preparatory departments in PPOs established Reports on the work of preparatory departments prepared and made public
1.2.1.9.	Preparing training program for staff working in the preparatory departments on the application of case weighting methodology and carrying out training of judicial and prosecutorial assistants	Judicial Academy High Judicial Council State Prosecutorial Council	Continuously, from III quarter 2021	Budget of the Republic of Serbia Training program – 1.277 €; Implementation of trainings unknown at this time USAID Project “Rule of Law” 30.000 \$	Conducted training of judicial and prosecutorial assistants on the case weighting methodology
1.2.1.10.	Follow-up the random allocation of cases in courts	Ministry of Justice	Continuously, from I quarter 2022	Budget of the Republic of Serbia The total amount is unknown at this time, and the generation of one report from the monitoring system for each court is € 2,397	Provide report from AVP case log allocation history to HJC regarding 100 random cases with high dispute value Implement automatic alarm when case with same number is deleted and inputted more than twice in same day since it may be purpose action with intention to allocate case to specific judge.

1.2.1.11.	Clear division of jurisdiction between the Ministry of Justice and the High Judicial Council / State Prosecutorial Council / Supreme Court of Cassation / Republic Public Prosecution in the performance of judicial administration in the field of supervision over the work and results of the work of the courts / public prosecutor's offices, including the field of collecting and analyzing statistical data	Ministry of Justice High Judicial Council State Prosecutorial Council Supreme Court of Cassation Republic Public Prosecutor Office	IV quarter 2020	Budget of the Republic of Serbia budgeted within the activity 1.1.3.1. and 1.1.3.2. IPA 2016 Project "Support to High Judicial Council" 1.500.000 €	Passing the Law on Organization of Courts Passing the Law on Public Prosecutors Office The implementation of the provisions of the Law on the Organization of Courts that regulate the issue of jurisdiction for the performance of judicial administration in the field of supervision over the work and effect of courts, including the field of collecting and analyzing statistical data
1.2.1.12.	Coherent implementation of amended rules on random allocation of cases in courts with regular supervision /inspection of their implementation by the High Judicial Council	All courts High Judicial Council	Continuously	Budget of the Republic of Serbia Budgeted within the activity 1.2.1.9. и 2.553 €	Rules on random allocation of cases in courts are coherently implemented and regular supervision / inspection of their implementation is carried out by the High Judicial Council
1.2.1.13.	Coherent implementation of amended rules on random allocation of cases in public prosecutors' offices with regular supervision / inspection of their implementation by the State Prosecutorial Council, having in mind the specific Organization of prosecution	All Public Prosecutor's Office	Continuously	Budget of the Republic of Serbia Budgeted within the activity 1.2.1.9. и 2.553 €	Rules on random allocation of cases in public prosecutors' offices are consistently implemented and regular supervision / inspection of their implementation is carried out by the State Prosecutorial Council, having in mind the specific Organization of prosecution

1.2.1.14.	Establishment of a permanent working body of the High Judicial Council in order to monitor the proper distribution of cases in all courts and their reporting on visits and conducted controls, in accordance with the program made in advance	High Judicial Council Supreme Court of Cassation	III – IV quarter 2021	Budget of the Republic of Serbia 8.642 €	Shortcomings remedied in the distribution of court cases Number of on-the-spot inspections carried out in courts Number of recommendations given to eliminate possible shortcomings The number of irregularities removed based on the report of the permanent working body of the High Judicial Council in charge of monitoring the correct implementation of the random allocation of cases
1.2.1.15.	Establishment of a permanent working body of the State Prosecutorial Council in order to monitor the proper distribution of cases in all public prosecutor's offices and their reporting on visits and conducted controls, in accordance with the program made in advance	Republic Public Prosecution	III – IV quarter 2021	Budget of the Republic of Serbia 8.642 €	Shortcomings remedied in the distribution of cases in public prosecutors' offices Number of on-the-spot inspections carried out in public prosecutors' offices Number of recommendations given to eliminate possible shortcomings The number of irregularities removed based on the report of the permanent working body of the State Prosecutorial Council in charge of monitoring the correct implementation of the random allocation of cases
RECOMMENDATION FROM THE SCREENING REPORT / INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR

<p>1.2.2. Strengthen the accountability of judges and prosecutors through a strict application of all legal and disciplinary means, including through:</p> <ul style="list-style-type: none"> • Review where necessary and effectively implement rules on disciplinary and dismissal procedures. <p>IBM: Serbia ensures that magistrates are fully accountable providing an initial track record of using the system of asset declarations as an effective means to detect inexplicable wealth, raising awareness on and the strict application of conflict of interest rules, promoting and controlling the respect of codes of ethics, avoiding that the concept of functional immunity is abused, ensuring regular inspections by an independent inspection body of the work of judges and prosecutors.</p>	<p>The accountability of judges and public prosecutors strengthened through a strict application of all legal and disciplinary means, including through the effective implementation of "conflict of interest" rules; effective verification and cross-checking of asset declarations; effective monitoring of compliance with the code of ethics and carrying out trainings for judges and public prosecutors in the field of ethics; effective implementation of rules on disciplinary accountability, functional immunity, dismissal procedures and accountability of judges and public prosecutors.</p> <p>The respective Councils have both an inspection capacity based on clear rules and bestowed with powers allowing them to act <i>ex officio</i> or on signals from citizens, state bodies or other legal entities related to <i>inter alia</i> questions of integrity or professional failure.</p>	<ol style="list-style-type: none"> 1. Regular opinion polls confirm that there has been a decrease in the perception of corruption among citizens regarding the manner in which judges and public prosecutors respect the rules of ethics and values, which is confirmed in the positive assessment positive evaluation by European Commission concerning the system of accountability of judges and public prosecutors stated in the Annual Progress Report on Serbia; 2. The system of asset declaration and verification is actively used as a tool for the prevention and detection of illicit enrichment of judges and public prosecutors; 3. Increased number of judges and prosecutors who are covered by training in the field of ethics, results in raising awareness of the need to respect ethical values; 4. Results of the evaluation of judges and public prosecutors included in ethics training; 5. Positive evaluation on the degree of compliance with the code of ethics from the
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				reports of ethics committees of the High Judicial Council and State Prosecutorial Council;	
				6. Data on the number of disciplinary charges and disciplinary proceedings against judges and public prosecutors from the reports of the disciplinary bodies of the High Judicial Council and State Prosecutorial Council;	
				7. Data on criminal charges and criminal proceedings against judges and public prosecutors.	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
1.2.2.1.	Regular notification by courts and PPOs to the Anti-Corruption Agency concerning taking of and termination of the judicial / prosecutorial function, in order to efficiently check the existence of conflict of interests	Courts Public prosecutor`s office Anti-Corruption Agency	Continuously	Budget of the Republic of Serbia Negligible cost activity	Courts and Public prosecutor`s office regularly submit notifications concerning taking of and termination of the judicial / prosecutorial function that enables ACA regularly updating lists of holders of judicial and prosecutorial functions
1.2.2.2.	Raising awareness on the strict application of conflict of interests through an improved cooperation between the High Judicial Council / the State Prosecutorial Council and Anti-Corruption Agency, through holding regular meetings on a half-yearly basis	High Judicial Council State Prosecutorial Council Anti-Corruption Agency	Continuously, twice a year for holding meetings	Budget of the Republic of Serbia Negligible cost activity	Improved cooperation between the High Judicial Council, State Prosecutorial Council and Anti-Corruption Agency Meetings scheduled and held regularly on a half-yearly basis

	and consideration of problems in order to coherently and timely implement duties of submitting reports on assets and incomes (assets declaration) of judicial office holders				Judicial office holders regularly submit assets declaration to the Anti-Corruption Agency Initial track record carried by the ACA of using the system of asset declarations as an effective means to detect inexplicable wealth in place
1.2.2.3.	Amendments to the legislative framework which regulates: <ul style="list-style-type: none"> - requirements for dismissal of judges with the aim of specifying the requirements; - body in charge of conducting disciplinary proceedings and making decisions; - statute of limitations for disciplinary misdemeanor; - sanctioning regime and practice; 	Ministry of Justice Government of the Republic of Serbia National Assembly High Judicial Council	II quarter of 2022	Budget of the Republic of Serbia 55.697 €	Analysis of the legislative framework performed by the working group of the Ministry of Justice Amendments to the Law on Judges and the Law on the High Judicial Council adopted High Judicial Council performs its duties concerning disciplinary proceedings in line with the amended legislation

1.2.2.4.	<p>Amendments to the legislative framework which regulates:</p> <ul style="list-style-type: none"> - requirements for dismissal of public prosecutor's office holders with the aim of specifying the requirements; - body in charge of conducting disciplinary proceedings and making decisions; - statute of limitations for disciplinary misdemeanor; - sanctioning regime and practice. 	<p>Ministry of Justice Government of the Republic of Serbia National Assembly Republic Public Prosecutor Office State Prosecutorial Council</p>	<p>II quarter of 2022</p>	<p>Budget of the Republic of Serbia 55.697 €</p>	<p>Analysis of the legislative framework performed by the working group of the Ministry of Justice</p> <p>Amendments to the Law on Public Prosecution and the Law on the State Prosecutorial Council adopted</p> <p>State Prosecutorial Council performs its duties concerning disciplinary proceedings in line with the amended legislation</p>
1.2.2.5.	<p>Amendments to the Law on Judges and the Law on the High Judicial Council in order to prescribe:</p> <ul style="list-style-type: none"> - the Ethics Board as a permanent working body of the High Judicial Council; - the competencies of the High Judicial Council for the adoption of the Rules of Procedure of the Ethics Board - the obligation to draft a report on the work of the High Judicial Council Ethics Board on compliance with the provisions of the Code of Ethics 	<p>Ministry of Justice Government of the Republic of Serbia National Assembly High Judicial Council</p>	<p>II quarter of 2022</p> <p>Continuously for reporting once a year (Reports on the work of the High Judicial Council Ethics Board)</p>	<p>Budget of the Republic of Serbia 55.697 €</p>	<p>Analysis of the legislative framework performed by the working group of the Ministry of Justice</p> <p>Amendments to the Law on Judges and the Law on the High Judicial Council adopted</p> <p>Rules of Procedure of the Ethics Board adopted</p> <p>Reports on the work of the High Judicial Council`s Ethics Board are prepared in regular periodicity</p>

1.2.2.6.	Analysis and in case the results of the analysis indicate the need, amending Code of Ethics for Judges	High Judicial Council	III quarter of 2021	Budget of the Republic of Serbia 33.224 €	An analysis, with recommendations performed Amendments to the Code of Ethics for Judges in accordance with the recommendations.
1.2.2.7.	Amendments to the Law on Prosecution and the Law on the State Prosecutorial Council in order to prescribe: <ul style="list-style-type: none"> - the Ethics Board as a permanent working body of the State Prosecutorial Council - the competencies of the State Prosecutorial Council for the adoption of the Rules of Procedure of the Ethics Committee - the obligation to draft a report on the work of the State Prosecutorial Council Ethics Committee on compliance with the provisions of the Code of Ethics 	Ministry of Justice Government of the Republic of Serbia National Assembly Republic Public Prosecutor Office State Prosecutorial Council	II quarter of 2022 Continuously for reporting once a year (Reports on the work of the SPC Ethics Board)	Budget of the Republic of Serbia 55.697 €	Analysis of the legislative framework performed by the working group of the Ministry of Justice Amendments to the Law on Public Prosecutors Office and the Law on State Prosecutorial Council adopted Rules of Procedure of the Ethics Board adopted Reports on the work of the SPC's Ethics Board are prepared in regular periodicity
1.2.2.8.	Analysis and in case the results of the analysis indicate the need, amending Code of Ethics for public prosecutors and deputy public prosecutors	State Prosecutorial Council	III quarter of 2021	Budget of the Republic of Serbia 33.224 €	An analysis, with recommendations performed Amendments to the Code of Ethics for Public Prosecutors in accordance with the recommendations

1.2.2.9.	Adoption of Rules of Procedure of Board of Ethics of the High Judicial Council and the State Prosecutorial Council which regulate monitoring of compliance with Code of Ethics for judges and (deputy) public prosecutors and conducting training of judges and (deputy) public prosecutors and on ethics	High Judicial Council State Prosecutorial Council	IV quarter of 2022	Budget of the Republic of Serbia 11.362 € IPA 2017 EU for Serbia – “Support to the Prosecutorial System”, tender procedure in progress (the planned project amount is 1,500,000 €)	Rules of Procedure of Board of Ethics of High Judicial Council adopted Rules of Procedure of Board of Ethics of State Prosecutorial Council adopted Number of judges trained in ethics Number of (deputy) public prosecutors trained in ethics
1.2.2.10.	Organizing seminars for judicial office holders on integrity rules and ethics	Judicial Academy High Judicial Council State Prosecutorial Council	Continuously	Budget of the Republic of Serbia 33.000 €: in 2020. – 14.400 € in 2021. – 14.400 € in 2022. – 4.200 € IPA 2017 Project “Support to the High Judicial Council” 1.500.000 €	Number of seminars held in relation to those planned on integrity rules and ethics Percentage of holders of judicial function trained on integrity rules and ethics in relation to those required/in needs of training
1.2.2.11.	Drawing up of and publication of an updated brochure for judges for increasing awareness on ethics’ rules, containing examples of permissible / impermissible conduct, which encompasses examples from practice Publishing the brochure on the website of the High Judicial Council	High Judicial Council	IV quarter 2020	Budget of the Republic of Serbia 22.935 € IPA 2017 Project “Support to the High Judicial Council” 1.500.000 €	Brochure encompassing ethics’ rules and containing examples of permissible / impermissible conduct is drawn up and available on the website of High Judicial Council Number of visits to the link with the electronic brochures Number of documents downloaded from the links

1.2.2.12.	<p>Drawing up of and publication of an updated brochure for public prosecutors for increasing awareness on rules of ethics containing examples of permissible / impermissible conduct from practice</p> <p>Publishing brochure on the website of the State Prosecutorial Council</p>	State Prosecutorial Council	IV quarter 2020	Budget of the Republic of Serbia 22.935 €	<p>Brochure encompassing ethics' rules containing examples of permissible/impermissible conduct is drawn up and available on the website of the State Prosecutorial Council.</p> <p>Number of visits to the link with the electronic brochures</p> <p>Number of documents downloaded from the links</p>
1.2.2.13.	Proactive approach of judges and the High Judicial Council in creation and monitoring of compliance with the Code of Ethics for judges, through the promotion of ethical principles and professional behavior rules	High Judicial Council	Continuously	Budget of the Republic of Serbia 8.642 €	Judges and members of High Judicial Council take proactive approach in creating and monitoring of compliance with the Code of Ethics for judges, through a series of seminar, round tables, workshops etc. in order to present permissible/impermissible conduct from practice
1.2.2.14.	<p>Amendments to the Law on Judges in the part concerning the disciplinary responsibility of judges, especially in parts of:</p> <ul style="list-style-type: none"> - Differences between light, moderate and serious disciplinary offences; - respecting the principle of proportionality between disciplinary offences and disciplinary sanctions; - clear prescribing of the disciplinary procedure and jurisdiction for conducting the disciplinary procedure and the 	<p>Ministry of Justice</p> <p>Government of the Republic of Serbia</p> <p>National Assembly</p> <p>High Judicial Council</p>	II quarter 2022	Budget of the Republic of Serbia 55.697 €	<p>Analysis of the Law on Judges by the working group of the Ministry of Justice</p> <p>Amendments to the Law on Judges adopted</p>

	<p>procedure for dismissal from function;</p> <ul style="list-style-type: none"> - the role of the Disciplinary Commission in the proceedings; - establishing a database of disciplinary proceedings against judges and the outcome. 				
1.2.2.15.	<p>Amendments to the Law on Public Prosecution in the part referring to the disciplinary responsibility of public prosecutors, especially in parts of:</p> <ul style="list-style-type: none"> - Differences between light, moderate and serious disciplinary offences; - respecting the principle of proportionality between disciplinary offences and disciplinary sanctions; - clear prescribing of the disciplinary procedure and jurisdiction for conducting disciplinary procedure and the procedure for dismissal from function; - the role of the Disciplinary Commission in the proceedings; - establishing a database of disciplinary proceedings initiated against prosecutors and the outcome. 	<p>Ministry of Justice Government of the Republic of Serbia National Assembly Republic Public Prosecutor Office State Prosecutorial Council</p>	II quarter 2022	Budget of the Republic of Serbia 55.697 €	<p>Analysis of the Law on Public Prosecution by the working group of the Ministry of Justice</p> <p>Amendments to the Law on Public Prosecution adopted</p>

1.2.2.16.	Effective implementation of the Rules of Procedure on disciplinary proceedings and disciplinary liability of judges	High Judicial Council – disciplinary bodies	Continuously	Budget of the Republic of Serbia 21.901 €	Disciplinary bodies of High Judicial Council effectively implement the Rules of Procedure on disciplinary proceedings and disciplinary liability of judges Number of disciplinary proceedings initiated by type of disciplinary proceedings Number of cases completed by type of disciplinary proceedings Number of sanctions pronounced by type of sanctions
1.2.2.17.	Effective implementation of Rules of Procedure on disciplinary proceedings and disciplinary liability of public prosecutors	State Prosecutorial Council –disciplinary bodies	Continuously	Budget of the Republic of Serbia 21.901 €	Disciplinary bodies of the State Prosecutorial Council effectively implement Rules of Procedure on disciplinary proceedings and disciplinary liability of public prosecutors Number of disciplinary proceedings initiated by type of disciplinary proceedings Number of cases completed by type of disciplinary proceedings Number of sanctions pronounced by type of sanctions
1.2.2.18.	Conduct analysis of provisions that regulate functional immunity of judicial office holders	Minister of Justice High Judicial Council State Prosecutorial Council	III quarter of 2021	Budget of the Republic of Serbia 8.642 € Council of Europe (ongoing discussion)	Conducted analysis of provisions that regulate functional immunity of judicial office holders

1.2.2.19.	Implementation of measures in accordance with conducted analysis from the activity 1.2.2.18.	Ministry of Justice High Judicial Council State Prosecutorial Council	II quarter of 2022	Budget of the Republic of Serbia Budgeted within the activity 1.2.2.18. Council of Europe (ongoing discussion)	Implemented measures in accordance with conducted analysis
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1.3. PROFESSIONALISM / COMPETENCE / EFFICIENCY

RECOMMENDATION FROM THE SCREENING REPORT / INTERIM BENCHMARK	OVERALL RESULT	IMPACT INDICATOR
<p>1.3.1. Develop the Judicial Academy as a center for continuously and initial training of judges and prosecutors in line with the rulings of the Constitutional Court on the provisions of the laws on the public prosecution and the Judicial Academy, including through:</p> <ul style="list-style-type: none"> • introducing a yearly curriculum covering all areas of law, including EU law; • allocating sufficient resources and introduce a quality control system for initial and specialized training; <p>IBM: Serbia ensures that the Judicial Academy adopts a multi-annual work program, covering human and financial resources and a further development of its training program. Serbia also provides a sustainable and long-term solution for financing the Judicial Academy applies a quality control mechanism and regularly and effectively assesses the impact of the training.</p>	<p>The Judicial Academy has been improved as a center for continuous and initial training of judges and public prosecutors in line with the rulings of the Constitutional Court on the provisions of the laws on the Public prosecutor's Office and the Judicial Academy.</p> <p>Trainings are held according to annual curriculum covering all areas of law, including EU law and are subject to regular control.</p>	<ol style="list-style-type: none"> 1. Improved quality of continuous and initial training that is implemented on the basis of the annual training program; 2. Judicial Academy operates with adequate infrastructure, equipment and staff in relation to training needs; 3. Programs of continuous, specialized and initial trainings are subject to regular control of quality and are improved according to the results of control; 4. Needs for training and education for judicial office holders are determined as part of their annual evaluation, and in accordance with the real needs of the

					system.
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME / DEADLINE	FINANCIAL RESOURCES	RESULT
1.3.1.1.	<p>Implementation of measures for improvement of initial training program of Judicial Academy:</p> <ul style="list-style-type: none"> - Improvement of the entrance exam for initial training participants (two-year training) and development of multiple models of exams for participants in specific training programs, in accordance with the transitional solution of several entrance "gates" for candidates depending on work experience, practice and career path after passing the bar exam; - Improvement of initial training program through drawing up and adoption of annual curriculum of training that covers all areas of law (including EU law and human rights, ethics and integrity) and skills necessary for work in judiciary, which include the practical skills, along with all areas of law, depending on the category of the specific student and in particular usage of ICT system, legal analysis, methodology and method of 	<p>Judicial Academy Ministry of Justice High Judicial Council State Prosecutorial Council</p>	Continuously	<p>Budget of the Republic of Serbia 3.083.301 € Judicial Academy – 319.125 €; Other responsible authorities – 8.642 € Training courses 700.000 €</p>	<p>Initial training program improved and implemented Impact assessment on the changes implemented</p>

	<p>decision drafting.</p> <ul style="list-style-type: none">- Improvement of transparency of elections of mentors;- Improvement of methods of teaching through workshops, simulations and the introduction of distance learning;- Improvement of the final exam for all categories of participants in the initial training programs;				
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1.3.1.2.	<p>Implementation of measures for improvement of continuous training program of Judicial Academy such as:</p> <ul style="list-style-type: none"> - Improving continuous training through a wider range of participants, potentially through prescribing the minimum number of training days per holder of judicial office annually, whereby the training must include not only judicial officials but also presidents, secretaries and managers, judicial and prosecutorial assistants, administrative staff and persons engaged in judicial professions; - Improvement of transparency of elections of trainers; - Improvement of methods of teaching through workshops, simulations and the introduction of distance learning; 	<p>Judicial Academy Ministry of Justice High Judicial Council State Prosecutorial Council</p>	<p>Continuously</p>	<p>Budget of the Republic of Serbia Budgeted within the activity 1.3.1.1.</p>	<p>Continuous training program improved and implemented Impact assessment on the changes implemented</p>
1.3.1.3.	<p>Development of monitoring system concerning quality of initial, continuous and specialized training that implies two-way evaluation system that would allow the assessment of the results of training or degree of advancement of knowledge of the participants as well as the assessment of the quality of the</p>	<p>Judicial Academy High Judicial Council State Prosecutorial Council</p>	<p>Continuously</p>	<p>Budget of the Republic of Serbia Budgeted within the activity 1.3.1.1.</p>	<p>Two-way evaluation system for monitoring of quality of initial, continuous and specialized training that allows the assessment of the results of training or degree of advancement of knowledge of the participants, as well as the assessment of the quality of the program and trainers developed and implemented</p>

	<p>program and trainers in cooperation with the Institute for quality assurance of education and with Faculty of Philosophy – Department for pedagogy and andragogy.</p> <p>The system assumes that initial training candidates are evaluated by mentors and at the end of education they are passing the final exam, simulation of trial, evaluated by the commission.</p> <p>Continuous education is being evaluated through standard questionnaires, evaluating the following aspects, quality of lecturers and conditions of work.</p> <p>The further monitoring and evaluation enhancement shall be achieved through introduction of e-learning system, enabling more precise and complex measurement of different aspects of education process.</p>				
1.3.1.4.	<p>The number of initial training participants is determined in accordance with the Human Resources Management Plan of the High Judicial Council and the State Prosecutorial Council and the objectives of the Human Resources Strategy for the Judiciary</p>	<p>High Judicial Council State Prosecutorial Council</p>	<p>II quarter of 2022</p>	<p>Budget of the Republic of Serbia Budgeted within the activity 1.3.1.1.</p>	<p>Number of initial training participants determined in line with the Human Resources Strategy and Human resources management plan</p>

1.3.1.5.	<p>Implementation of measures for improvement of the Organization of the work of Judicial Academy such as:</p> <ul style="list-style-type: none"> - Further development of the Center for Documentation and research - Adoption of a new act on systematization of jobs and strengthening of professional and administrative capacities, in accordance with planned program-Organizational changes 	Judicial Academy	Continuously	<p>Budget of the Republic of Serbia</p> <p>Budgeted within the activity 1.3.1.1.</p>	The Organization of work of the Judicial Academy as well as its administrative capacities improved
1.3.1.6.	<p>Ensuring adequate infrastructural preconditions for the work of the Judicial Academy with increased capacities, through the adaptation and equipping of the adequate building in line with the decision of the Republic of Serbia Government, from the session held on April 9, 2015 on allocation of the building that is located in the center of Belgrade and has 2800 m2</p>	Judicial Academy Ministry of Justice	Reconstruction is in progress.	<p>IPA 2015 (for improvement of Judicial Academy infrastructure)</p> <p>3.000.000 €</p>	Judicial Academy is properly structured and equipped, in material, human and infrastructure
1.3.1.7.	Continuous advancement of e-Academy	Ministry of Justice Judicial Academy	Continuously	<p>Budget of the Republic of Serbia (Judicial Academy budget)</p> <p>17.285 €</p>	<p>Improving e-learning resources and number of users</p> <ul style="list-style-type: none"> - mechanism for automatic generation of records on judges and prosecutors trained in certain areas (fight against corruption,

				<p>Donor support is needed, which will be applied for in the coming period</p>	<p>ethics and integrity etc.) established;</p> <ul style="list-style-type: none"> - mechanism for automatic data exchange and data synchronization between the databases of the Judicial Academy and the High Judicial Council and the State Prosecutorial Council established; - mechanism of automatic data exchange and data synchronization between the database of training users and the database of personal sheets of judges, prosecutors, court and prosecutorial staff established; - unique system of human resources, which includes a comprehensive record of initial training users with elements of statistical analysis established; - mechanism for transfer of personal sheets (personal files) of users of initial training into the database of personal sheets (personal file) of the High Judicial Council and the State Prosecutorial Council established; - register of mentors of the initial training users and training results of the initial training users established and automatically synchronized with the databases of judges and prosecutors; - register of engaged lecturers in continuous training programs that is automatically synchronized with the databases of judges and prosecutors established.
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1.3.1.8.	Development of special training programs for judicial/ prosecutorial assistants in accordance with the new constitutional solutions and with the aim of enabling career advancement.	Judicial Academy	II - III quarter of 2022	Budget of the Republic of Serbia Budgeted within the activity 1.3.1.1.	Special training programs for judicial/prosecutorial assistants developed
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1.3.1.9.	<p>Further development of the cooperation of the Judicial Academy with its EU counterparts in the European Judicial Training Network (EJTN) and ensure participation of judges and prosecutors in EJTN's activities:</p> <ul style="list-style-type: none"> - by inserting the financial support of these activities in the annual national IPA programme and - by preparing the adoption of a Memorandum of understanding with DG Justice to take part in the Justice programme (and enable the costs of participation in EJTN's activities to be covered by the operating grant that the EJTN receives from DG Justice) 	Judicial Academy	Continuously	Budget of the Republic of Serbia Budgeted within the activity 1.3.1.1.	Number of activities of the EJTN activities in which the Judicial Academy has taken part in Judges and prosecutors take part in training seminars and exchanges of the EJTN and its members.
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR

<p>1.3.2. Serbia ensures that training needs are evaluated as part of the performance assessments of judges and prosecutors.</p>		<p>The assessment of training needs is part of the performance appraisal of judges and public prosecutors.</p>	<p>1. High Judicial Council and the State Prosecutorial Council refer judges and public prosecutors to continuous training based on the results of their performance appraisal, and based on the results of the evaluations from previous trainings;</p> <p>2. Annual curriculums of trainings for judges and public prosecutors are proposed and adopted taking also into account performance appraisal results of judges and public prosecutors.</p>		
<p>ACTIVITIES</p>		<p>RESPONSIBLE AUTHORITY</p>	<p>TIMEFRAME/ DEADLINE</p>	<p>FINANCIAL RESOURCES</p>	<p>RESULT</p>
<p>1.3.2.1.</p>	<p>Defining criteria for referring judges to additional training based on the following:</p> <ul style="list-style-type: none"> - performance appraisal results; - the results of the evaluations from previous trainings and - according to the results of performance appraisal. 	<p>High Judicial Council Judicial Academy</p>	<p>Defining criteria: II quarter 2022 Referring: Continuously</p>	<p>Budget of the Republic of Serbia 32.603 €: For defining criteria: 17.285 €; For referring judges to additional training: 5.106 €</p>	<p>An amended legislative framework concerning the criteria for additional training of judges</p> <p>The prescribed criteria for additional training</p> <p>High Judicial Council refers judges to additional trainings (which are implemented by Judicial Academy), according to criteria set in advance in accordance to the performance appraisal results and in accordance with the results from the evaluations from previous trainings.</p>

1.3.2.2.	Defining criteria for referring public prosecutor's office holders to additional trainings based on: <ul style="list-style-type: none"> - performance appraisal results, - the results of evaluations from previous trainings and - according to the results of performance appraisal. 	State Prosecutorial Council Judicial Academy	Defining criteria: II quarter 2022 Referring: Continuously	Budget of the Republic of Serbia 32.603 €: For defining criteria: 17.285 €; For referring judges to additional training: 5.106 €	An amended legal framework concerning the criteria and criteria for additional training of public prosecutors The prescribed criteria for additional training The State Prosecutorial Council refers public prosecutor's office holders to additional trainings (which are implemented by Judicial Academy), according to criteria set in advance in accordance to the performance appraisal results and in accordance with the results from the evaluations from previous trainings.
1.3.2.3.	Preparation of the annual program for training of judges, taking also into account the evaluation of the performance of judges and evaluation of trainings performed	High Judicial Council Judicial Academy	Continuously once a year	Budget of the Republic of Serbia 17.285 €	Annual program for training of judges proposed and adopted Percentage of the annual program for training of judges realized

1.3.2.4.	Preparation of the annual program for training of public prosecutors, taking also into account the evaluation of the performance of public prosecutors and evaluation of trainings performed	State Prosecutorial Council Judicial Academy	Continuously, once a year	Budget of the Republic of Serbia 17.285 €	Annual program for training of public prosecutors proposed and adopted Percentage of the annual program for training of public prosecutors realized
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
1.3.3. Serbia conducts a comprehensive assessment of its court and prosecution network with a focus on costs and allocated resources, efficiency, workload and access to justice prior to taking any further steps in the development of the court and prosecution network.			Comprehensive analysis of the costs, efficiency and access to justice as the foundation for considering whether further steps are needed in the reform of the court network.		Regular monitoring of data using clear, previously defined methodology: <ul style="list-style-type: none"> - number of cases per 100 000 inhabitants; - number of courts and public prosecutors' offices per 100 000 inhabitants; - number of judges and public prosecutors per 100 000 inhabitants; - average and maximum distances of courts and public prosecutors' offices from settlements on the territory of that court or public prosecutor's office; - the conditions and scope of the exercise of the right to free legal aid; - the conditions and scope of the exercise of the right to a legal remedy; - the amount of court fees;

				<ul style="list-style-type: none"> - the number of cases per court and public prosecutor's office; - the number of cases per judge and per public prosecutor; - the number of cases in subject-matter per judge - the costs of operation of the judicial network, including the structure of the costs; - duration of court proceedings (according to the matter) on average; - number of backlogged cases; - number of old cases; - number of admitted applications before the European Court of Human Rights relating to the violation of the right to trial within a reasonable time.
		ACTIVITIES	RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE

1.3.3.1.	<p>Comprehensive impact analysis of the reforms implemented in the judiciary after the 2014 World Bank functional analysis, especially on the following:</p> <ul style="list-style-type: none"> - judicial network in terms of costs, current state of play of infrastructure, efficiency and access to justice; - needs and scope of workload analysis; workload of judges and public prosecutors especially taking into account human, financial and technical resources and possible further changes in structure of courts, recruitment and education of staff. <p>(The same activity 1.3.4.1. and 1.3.5.1.)</p>	<p>Ministry of Justice, with the support of: High Judicial Council State Prosecutorial Council Judicial Academy, Supreme Court of Cassation and Republic Public Prosecutor's Office.</p>	<p>IV quarter 2020</p>	<p>Budget of the Republic of Serbia 30.878 €</p>	<p>Comprehensive impact analysis of the reforms implemented in the judiciary after the 2014 World Bank functional analysis produced</p>
1.3.3.2.	<p>Establishing a new network of administrative courts (the two instance of the administrative justice) in line with prior analysis of concept, model and needs</p>	<p>Ministry of Justice High Judicial Council</p>	<p>I quarter 2023</p>	<p>Budget of the Republic of Serbia 30.878 €</p>	<p>Two instances of the administrative justice network established Ensured access to justice and appeal procedure.</p>

1.3.3.3.	Strengthening the capacity of the administrative judiciary in terms of selecting a sufficient number of judges and court staff	Ministry of Justice High Judicial Council	Continuously	Budget of the Republic of Serbia Budgeted withing the activity 1.3.3.2., and the dynamics of strengthening the human resources of the administrative judiciary will be known after the implementation of activities 1.3.3.2.	Sufficient capacity at all levels Reduced number of cases Reduced processing time
1.3.3.4.	Further improving of the infrastructure judicial network, improvement of infrastructure and internal procedures, according to results of mid-term assessment from the activities 1.3.3.1, 1.3.4.1. and 1.3.5.1.	Ministry of Justice High Judicial Council State Prosecutorial Council Supreme Court of Cassation Republic Public Prosecutor's Office	Continuously	Budget of the Republic of Serbia It is necessary to wait for the results of the medium-term assessment from activities 1.3.3.1, 1.3.4.1. and 1.3.5.1.	Undertaken reform steps on correction of infrastructure of the judicial network, improvement of infrastructure and internal procedures, according to results of assessment of judicial network.
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
1.3.4. Serbia adopts and implements a human resources strategy for the entire judiciary, leading to a measurable improvement in the workload spread, efficiency and effectiveness of the justice system.			Human resource strategy for the judiciary, based on an analysis of needs and workload, and bearing in mind possible further changes in the structure of courts, recruitment and training adopted and implemented.		Clear staffing situation in the reformed judiciary established, the needs are defined and adequately provided, and it is taken care to the greatest extent possible, that the workload is evenly distributed through the system.

ACTIVITIES	RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT	
<p>1.3.4.1.</p>	<p>Comprehensive impact analysis of the reforms implemented in the judiciary after the 2014 World Bank functional analysis, especially on the following:</p> <ul style="list-style-type: none"> - judicial network in terms of costs, current state of play of infrastructure, efficiency and access to justice; - needs and scope of workload analysis; workload of judges and public prosecutors especially considering human, financial and technical resources and possible further changes in structure of courts, recruitment and education of staff. (The same activity 1.3.3.1. and 1.3.5.1.) 	<p>Ministry of Justice, with the support of:</p> <p>High Judicial Council</p> <p>State Prosecutorial Council</p> <p>Judicial Academy,</p> <p>Supreme Court of Cassation and</p> <p>Republic Public Prosecutor's Office.</p>	<p>IV quarter 2020</p>	<p>Budget of the Republic of Serbia</p> <p>Budgeted withing the activity 1.3.3.1.</p>	<p>Comprehensive impact analysis of the reforms implemented in the judiciary after the 2014 World Bank functional analysis produced</p>

1.3.4.2.	<p>Work on the drafting of the Human Resources Strategy for the judiciary, in accordance with the results of the impact analysis from the activities 1.3.3.1, 1.3.4.1. and 1.3.5.1., which will, inter alia, address the following questions:</p> <ul style="list-style-type: none"> - adopting a rulebook on the criteria for determining the required number of holders of judicial functions, taking into account the working conditions, the number of cases, the structure and complexity of the cases in which the court is performing; - adoption of rules on criteria for determining the required number and structure of judicial and prosecutorial assistants; - adoption of rules on criteria for determining the required number and professional structure of administrative staff in the judiciary 	<p>Ministry of Justice High Judicial Council State Prosecutorial Council</p>	<p>Commencing from 2019 – working group of the Ministry of Justice</p>	<p>Budget of the Republic of Serbia 30.878 €</p>	<p>Human Resource Strategy in judiciary prepared and presented for public discussion addressing inter alia, the following questions:</p> <ul style="list-style-type: none"> - The number and structure of judges and prosecutors; - Status, number and structure of judicial assistants and prosecutorial assistants; - Management, number and professional structure of administrative staff in the judiciary.
1.3.4.3.	<p>Adoption of the Human Resource Strategy for the judiciary</p>	<p>Ministry of Justice</p>	<p>II quarter 2022</p>	<p>Budget of the Republic of Serbia Negligible cost activity</p>	<p>Human Resource Strategy adopted</p>

1.3.4.4.	Monitoring on the implementation of Human Resource Strategy in judiciary in order to achieve more effective / more optimal planning, recruitment, deployment, motivation and promotion within the judiciary	Ministry of Justice High Judicial Council State Prosecutorial Council Supreme Court of Cassation RPPO Judicial Academy	Annual Reporting on its implementation	Budget of the Republic of Serbia 59.514 € Per year 19.838 €- Preparation of reports – 2.553€ Supervision – 17.285 €	Efficient implementation of the Human Resource Strategy in judiciary. Effective / more optimal planning, recruitment, deployment, motivation and promotion within the judiciary in place
1.3.4.5.	Establishing human resources databases in all prosecutors' offices	State Prosecutors Council Ministry of Justice	IV quarter 2023	Budget of the Republic of Serbia 17.285 €	Human resources databases established in all PPOs
RECOMMENDATION FROM THE SCREENING REPORT			OVERALL RESULT		IMPACT INDICATOR
1.3.5. Ensure herewith a sustainable solution for workload imbalances.			Established efficient system for balancing the workload for judges and public prosecutors, taking into account Programs on case weighting methodology in all courts and PPO		<ol style="list-style-type: none"> 1. Number of cases per court; 2. Number of cases per public prosecutor's office; 3. Number of cases per judge; 4. Number of cases per public prosecutor or deputy public prosecutor.
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT

1.3.5.1.	<p>Comprehensive impact analysis of the reforms implemented in the judiciary after the 2014 World Bank functional analysis, especially on the following:</p> <ul style="list-style-type: none"> - judicial network in terms of costs, current state of play of infrastructure, efficiency and access to justice; - needs and scope of workload analysis; - workload of judges and public prosecutors especially taking into account human, financial and technical resources and - possible further changes in structure of courts, recruitment and education of staff. <p>(The same activity 1.3.3.1. and 1.3.4.1.)</p>	<p>Ministry of Justice, with the support of:</p> <p>High Judicial Council</p> <p>State Prosecutorial Council</p> <p>Judicial Academy</p> <p>Supreme Court of Cassation and</p> <p>Republic Public Prosecutor's Office.</p>	<p>IV quarter 2020</p>	<p>Budget of the Republic of Serbia</p> <p>Budgeted within the activity 1.3.3.1.</p>	<p>Comprehensive impact analysis of the reforms implemented in the judiciary after the 2014 World Bank functional analysis produced</p>
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1.3.5.2.	<p>Based on the assessment and analysis from activity 1.3.5.1. defining measures to establish a sustainable solution to the problem of unequal workload of judges and public prosecutors with the number of cases:</p> <ul style="list-style-type: none"> - periodic monitoring of the required number of judges and public prosecutors for each court / public prosecutor - transfer of judges / public prosecutors according to established criteria and criteria - delegation ("overflow") of cases in accordance with the statutory criteria 	<p>High Judicial Council State Prosecutorial Council Ministry of Justice</p>	<p>Annually</p>	<p>Budget of the Republic of Serbia Budgeted withing the activity 1.3.5.3.</p>	<p>Unequal burden per court and per PPOs removed</p>
1.3.5.3.	<p>Monitoring of the implementation of the Human Resource Strategy in the judiciary which contribute to the functioning of an efficient system for equalizing the burden on judges and public prosecutors with the number of cases</p>	<p>High Judicial Council State Prosecutorial Council Ministry of Justice Judicial Academy Supreme Court of Cassation and Republic Public Prosecutor's Office</p>	<p>Annual Reporting</p>	<p>Budget of the Republic of Serbia 38.295 €</p>	<p>Unequal burden per judges / public prosecutor / deputy public prosecutor removed</p>

INTERIM BENCHMARK		OVERALL RESULT		IMPACT INDICATOR	
1.3.6. Serbia implements its national backlog reduction programme - including through promoting the use of various alternative dispute resolution mechanisms - and establishes an initial track record of a sustainable decrease in the backlog of court cases.		Coherent implementation of the backlog reduction program and efficiently introduced alternative dispute resolution tools.		<ol style="list-style-type: none"> 1. Sustainable trend of reducing the average duration of court proceedings (per matter); 2. Sustainable trend of reducing the total number of backlogged (in particular old) cases; 3. Number of disputes resolved before mediator in one year; 4. Number of transactions concluded via public notaries. 	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
1.3.6.1.	Amending a Civil Procedure Code in order to improve efficiency particularly in part which deals with service of documents, hearing recording and discipline during the proceedings, particularly taking into account EU standards and practices of the ECtHR and the Constitutional Court	Ministry of Justice National Assembly	II quarter 2021	Budget of the Republic of Serbia 71.136 €	Amending a Civil Procedure Code, whose provisions encourage efficiency, and particularly in the part relating to service of documents, recording of hearings and procedural discipline, aligned with EU standards and practices of the ECtHR and the Constitutional Court.

1.3.6.2.	Amending Criminal Procedure Code in order to improve efficiency of the proceedings in particular in part dealing with service of documents, trial recording and discipline during the proceedings taking into account EU standards, jurisprudence of the ECtHR and the Constitutional Court	Ministry of Justice National Assembly	II quarter 2021	Budget of the Republic of Serbia 71.136 € USAID Project “Rule of Law” (50.000 \$)	Adopted new Criminal Procedure Code, which provisions improve efficiency, particularly in part dealing with service of documents, trial recording and discipline during the proceedings aligned with EU standards, jurisprudence of the ECtHR and the Constitutional Court
1.3.6.3.	Adoption of the Uniform backlog reduction program for the period 2021-2025 in accordance with the implementation results achieved	Supreme Court of Cassation Ministry of Justice	IV quarter 2020	Budget of the Republic of Serbia 17.285 € "EU for Serbia – Support to the Supreme Court of Cassation" (12.000 €)	Uniform backlog reduction program for the period 2021-2025 adopted
1.3.6.4.	Monitoring the implementation of the Uniform backlog reduction program through holding regular meetings of the Working Group for the implementation of the Uniform Backlog Reduction Program	Supreme Court of Cassation Ministry of Justice	Quarterly, commencing from I quarter 2021	Budget of the Republic of Serbia 10.212 € and budged withing the activity 1.3.6.3.	Number of meetings of the Working Group for the implementation of the Uniform Backlog Reduction Program held Number of interventions proposed and implemented

1.3.6.5.	Follow-up of the implementation of functionality of automatic electronic scheduling of hearings	Ministry of Justice	Continuously	Budget of the Republic of Serbia 15.318 €	Regular report on number of hearings which have been automatically scheduled and report on number of reasons for delaying hearing selected from drop-down menu extracted from AVP.
1.3.6.6.	Increase in the number of statistical parameters for efficiency of the judiciary which may be monitored via ICT and further development of the centralized systems of judicial bodies for the purpose of implementing central statistics.	Ministry of Justice	IV quarter 2021	Budget of the Republic of Serbia 367.205 € Public procurement for the extension of the functionality of the system of unified reporting and data storage of judicial authorities in 2020 – 349.920 € (part of total budget)	System for central statistical reporting and unified reporting and data storage of judicial authorities extended so that statistics are automatically collected from both commercial and misdemeanor courts and integrated into Business Intelligence (BI) tools. Court Rules adapted to the compilation of mandatory reports from the central statistics tool.

1.3.6.7.	Advance utilization of existing capacities through enhanced case management efficiency and enabling monitoring the duration of court proceedings in real time	Ministry of Justice	Continuously	<p>Budget of the Republic of Serbia 533.405 €</p> <p>Public procurement for the improvement of the work of the courts through the identification and documentation of business processes – 76.271 €</p> <p>Ongoing public procurement Extending the functionality of the integrated reporting and storage system for judicial authorities – 457.134 €</p>	<p>Identified, linked and documented various business processes in work of judicial authorities for achieving optimization</p> <p>Upgraded CMS to accomplish tasks without explicit human-operator management with functionalities of automatization of simpler tasks and procedures.</p> <p>Increased number of digitized and automated procedures.</p> <p>Decrease in average speed of case resolution.</p>
1.3.6.8.	Analyses and, if necessary, adopt amendments to Law on Notaries and the set of accompanying laws, in accordance with EU standards, based on the results of implementation.	<p>Ministry of Justice</p> <p>Government of the Republic of Serbia</p> <p>National Assembly</p>	IV quarter 2021	Budget of the Republic of Serbia 71.136 €	Quality control system is improved.

1.3.6.9.	<p>Drawing up and adopting remaining by-laws and Chamber regulations envisaged in Law on Notaries such as:</p> <ul style="list-style-type: none"> - The act of the Minister in charge of the judiciary referred to in Article 70 of the Law on Public Notary on the electronic format and conditions that the notary public document, which is made in electronic form, and which has not been printed on the paper, must fulfill it in order to be considered a public notary - Public Notary Rules and other acts that enable the digitization of notaries 	<p>Minister of Justice</p> <p>Chamber of Public Notaries</p>	IV quarter 2021	<p>Budget of the Republic of Serbia</p> <p>Budgeted within the activity 1.3.6.8.</p>	By-laws and Chamber of Notaries regulations envisaged in Law on Notaries adopted.
1.3.6.10.	<p>Conducting of notary state exam and appointment of additional number of notaries, in accordance with the Law on the Notaries and rulebook on the number of notaries' positions and the official seats of notaries.</p>	<p>Ministry of Justice</p> <p>Chamber of Public Notaries</p>	Continuously	<p>Budget of the Republic of Serbia</p> <p>7.149 €</p>	<p>Number of candidates for notaries increased;</p> <p>Increased number of notaries.</p> <p>Notaries for the territory of all basic courts appointed;</p>
1.3.6.11.	<p>Promotion of public notary system</p>	<p>Ministry of Justice</p> <p>Chamber of Public Notaries</p>	Continuously	<p>Budget of the Republic of Serbia</p> <p>Budgeted within the activity 1.3.6.10.</p>	Benefits of notary system and results of work of notaries periodically presented

1.3.6.12.	Regular implementation of trainings for public notaries	Judicial Academy Chamber of Public Notaries	Continuously	Budget of the Republic of Serbia Budgeted within the activity 1.3.1.1.	Trainings for notaries are organized regularly Number of trainings held increased Number of participants increased
1.3.6.13.	Development and adoption of a strategic framework for improving the application of mediation	Ministry of Justice Supreme Court of Cassation	I – II quarter 2021	Budget of the Republic of Serbia 17.285 € IPA 2015/2017 EU for Justice Support for Chapter 23 - pending project extension approval – 2.000.000 €	Strategic framework for improving the application of mediation prepared and adopted
1.3.6.14.	Implementation of a strategic framework for improving the application of mediation and monitoring of its effective implementation	Ministry of Justice Supreme Court of Cassation	Continuously, starting from the adoption of the mediation strategic framework	Budget of the Republic of Serbia See the budget under the activity 1.3.6.13. IPA 2015/2017 EU for Justice Support for Chapter 23 - pending project extension approval – 2.000.000 €	Periodical reports on the implementation of the strategic framework developed and published.
1.3.6.15.	Creation and adoption of laws regulating mediation, mediation conditions, rights and duties of mediators, and training program for mediators	Ministry of Justice Government National Assembly	II quarter of 2021	Budget of the Republic of Serbia 71.136 € IPA 2015/2017 EU for Justice Support for Chapter 23 - pending project extension	The law was adopted in accordance with the standards of mediation contained in the acts of the United Nations, the European Union and the Council of Europe and in line with the objective of Directive 2008/52 / EC on certain aspects of mediation in civil and commercial matters ("establishing a balance between the number of court proceedings and the number of mediations ")

				approval – 2.000.000 €	
1.3.6.16.	Adoption of program for basic mediators' training and standards for continuous and specialized training of mediators and their implementation.	Ministry of Justice Judicial Academy Other accredited Organizations and institutions	Continuously, commencing from enacting of the Law on Mediation	Budget of the Republic of Serbia 8.642 € IPA 2015/2017 EU for Justice Support for Chapter 23 - pending project extension approval – 2.000.000 €	Basic training program adopted by the Ministry of Justice Programs for specialized training of mediators adopted by relevant Organizations Initial, specialized and continuous training of mediators regularly conducted. Ministry of Justice keeps updated records of all conducted training and attendees.
1.3.6.17.	Continuous updating of the Registry of Mediators and other relevant registers and improvement of access to information on licensed mediators and accredited training institutions, Organizations and legal entities	Ministry of Justice	Continuously	Budget of the Republic of Serbia 15.318 €	Registry of Mediators established and access to information on licensed mediators and accredited training institutions (state bodies, Organizations and legal entities) continuously improved.
1.3.6.18.	Systematization and filling of an appropriate number of positions in the Ministry of Justice for conducting professional and administrative tasks related to mediation system, including: - keeping of the Register of Mediators and drafting of decisions related to mediation licenses; - keeping of the Register of training providers, drafting of decisions related to training accreditation; monitoring over the implementation of the training programs; - keeping of other relevant registers; - keeping and analyzing of statistics on mediation and other state of play	Ministry of Justice	Continuously, commencing from enacting of the Law on Mediation	Budget of the Republic of Serbia The amount will be known after the job systematization is made	Systematization of an adequate number and types of jobs in the Ministry of Justice performed. All systemized jobs filled. Number of attended training and mediation related events of Ministry of Justice employees

	<p>supporting of the Commission for the revocation of mediation licenses</p> <ul style="list-style-type: none"> - other relevant jobs supporting the development of the mediation system. 				
1.3.6.19.	<p>Further improvement and promotion of alternative dispute resolution through activities such as:</p> <ul style="list-style-type: none"> - Publishing information on the website; - Publication of informative brochures and public service announcements; - Informing the media; - Designing infographics; - Organizing round tables, conferences and workshops 	Ministry of Justice, Public Relations Service	Continuously	<p>Budget of the Republic of Serbia 2.553 €: In 2020. – 851 € In 2021. – 851 € In 2022. – 851 €</p> <p>IPA 2015/2017 EU for Justice Support for Chapter 23 - pending project extension approval – 2.000.000 €</p>	Information on mediation system is easily and widely accessible to the public.
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
<p>1.3.7. Serbia adopts and implements the new Law on Enforcement and Security and establishes an initial track record of an improved clearance and recovery rate of enforcement proceedings in civil and commercial cases. Serbia monitors the enforcement system and develops further measures where relevant.</p>			<p>Improved efficiency of the enforcement proceedings in civil law cases.</p> <p>Improved supervision of the work of the public enforcement officers through E-supervision.</p>		<ol style="list-style-type: none"> 1. Trend of reduction of the number of backlogged cases in enforcement before the courts; 2. Reduced average duration of the enforcement proceedings where legal entities are parties by implementation of the E-bulletin board, E-auction and E-ZIO; 3. Further setting up the technological and legislative framework in order the new modern technologies to be implemented into the enforcement system.

ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
1.3.7.1.	Regular monitoring the amendments to the Law on Enforcement and Security and all relevant bylaws and control of the implementation of the system of enforcement officers by the Chamber of Enforcement Officers and Ministry of Justice, as prescribed by the Law on Enforcement and Security and relevant by-laws.	Ministry of Justice Chamber of the Public Enforcement Officers	Continuously	Budget of the Republic of Serbia 92.634 € IPA 2015/2017 EU for Justice Support for Chapter 23 - pending project extension approval – 2.000.000 €	<ul style="list-style-type: none"> - Regular monitoring of the quality and efficiency of the system through: - Quarterly reports of the established Working Group for monitoring the implementation of the changed legal framework in the field of enforcement; - Reports on work of the public enforcement officers; - Regular reports by the Chamber of Enforcement Officers; - Number of performed inspections in enforcement officers' offices; - Number of disciplinary proceedings initiated and completed, including number of imposed sanctions. - Necessary measures undertaken, when necessary.

<p>1.3.7.2.</p>	<p>Enacting of by-laws and Chamber regulations necessary for implementation of Law on Enforcement and Security, in particular for:</p> <ul style="list-style-type: none"> - service of documents among public enforcement officers and state authorities, and - electronic file of the proposals for enforcement <p>Conducting the initial and continuous trainings</p>	<p>Ministry of Justice</p> <p>Chamber of Enforcement Officers</p> <p>Judicial Academy</p>	<p>IV quarter of 2020</p>	<p>Budget of the Republic of Serbia</p> <p>Budgeted within the activity 1.3.7.1. and 770.889 €</p> <p>Contract for the provision of services for the maintenance and further development of the information system for the supervision of judicial authorities - 162,518 €</p> <p>Public procurement for the maintenance of the application "Judicial Information System" - € 162,306</p> <p>Public procurement of services for expanding the functionality of the infrastructure platform for interoperability and eCourt system - 365,557 €</p> <p>Public procurement of services for Sustainable development of the Real Estate Traffic application – 80.508 €</p>	<p>Relevant by-laws and Chamber regulations enacted;</p> <p>Initial and continuous training programs and materials enacted.</p> <p>Implementation of upgrades of Electronic bulletin board.</p> <p>Extended eCourt system in litigation enforcement procedures in commercial litigation.</p>
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1.3.7.3.	Monitoring the implementation of the E-auction and E bulletin board in the enforcement proceedings.	Ministry of Justice	Continuously	Budget of the Republic of Serbia 4.599 € IPA 2015/2017 EU for Justice Support for Chapter 23 - pending project extension approval – 2.000.000 €	Quarterly reports of the Working Group for monitoring the implementation of the changed legal framework in the field of enforcement.
1.3.7.4.	Monitoring the implementation of the amendments to the Rulebook on Model of Keeping Record on Enforcement and Security Proceedings and Financial Conducting of Business of the Public Enforcement Officers, Reporting Model, Content of the Report on Work of the Public Enforcement Officers and the Model of Dealing with the Archive and all technical models that are part of the Rulebook in order to draft recommendations for the improvement of the system for e-supervision over the work of the public enforcement officers.	Ministry of Justice	Continuously	Budget of the Republic of Serbia Budgeted within the activity 1.3.7.3. IPA 2015/2017 EU for Justice Support for Chapter 23 - pending project extension approval – 2.000.000 € USAID Project “Rule of Law” – 20.000 \$	Report of the Working Group on the implementation of the amendments to the Rulebook on Model of Keeping Record on Enforcement and Security Proceedings and Financial Conducting of Business of the Public Enforcement Officers, Reporting Model, Content of the Report on Work of the Public Enforcement Officers and the Model of Dealing with the Archive and all technical models that are part of the Rulebook. Number of trainings held. Number of people trained. Evaluation of the trainings performed with respect to the performance assessment of the employees in the Ministry of Justice.

1.3.7.5.	Improvement of electronic data exchange between notaries and bailiffs and cadaster	Ministry of Justice	I quarter 2020	Budget of the Republic of Serbia 160.500 € Public procurement of services for Sustainable development of the Real Estate Traffic application	Number of documents submitted to the cadaster electronically. Number of digitalized procedures between notaries and bailiffs and cadaster according to needs of business processes. Training for system users.
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
<p>1.3.8. Serbia develops and rolls out a coherent e-Justice system allowing systematic automated information exchange across the court system and prosecution offices, the electronic assignment of cases and the development and use of a sound statistical capacity (in line with CEPEJ guidelines on judicial statistics) to allow inter alia the measurement of the average duration of court proceedings. Serbia ensures sufficient training for the users of the system.</p>			<p>Developed an e-Justice system as a means to improve the efficiency, transparency and consistency of the judicial process, building on the existing automated case management system. Ensured the visibility of reliable and consistent judicial statistics and introduced a system to monitor the length of trials.</p>		<ol style="list-style-type: none"> 1. Increased number of statistical parameters of efficiency of judiciary that can be monitored by means of Information and Communication Technology; 2. Possibility of actual monitoring of length of court proceedings by introducing the uniform case number; 3. Perception of transparency of the court proceedings through availability of data via Information and Communication Technology (judicial office holders, attorneys, citizens); 4. Perception of data transparency, in relation to the efficiency of the judiciary, through availability of data via Information and Communication Technology (judicial office holders, attorneys, citizens).
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT

1.3.8.1.	Analysis Roll out applications for the automatic case management system in courts, prosecutors' offices and Institute for the Execution of Criminal Sanctions (SAPS, SAPA and SAPO) and development of strategic guidelines based on the analysis made	Ministry of Justice	I quarter of 2021	IPA 2015 € 1,867,300 for public prosecution € 1,747,592 for penitentiaries	Analysis with strategic guidelines performed
1.3.8.2.	Drafting and adopting Strategy for ICT in judiciary and Action Plan for implementation	Ministry of Justice	IV quarter of 2022	Budget of the Republic of Serbia 30.878 €	Strategy for ICT in judiciary adopted by Sectorial Council with IT Guidelines as ,umbrella`act and in accordance with Law on planning. Strategy and action plan elaborate measures and activities that establish sustainable maintenance and development of the ICT systems and education of personnel and users of the system.
1.3.8.3.	Implementation of the Strategy for ICT in judiciary and the Action Plan for its implementation	Ministry of Justice	Continuously from III quarter of 2021	Budget of the Republic of Serbia 7.659 €	Strategic guidelines implemented Uniformed and centralized case management system is established

1.3.8.4.	Ensuring further development of standardized and centralized ICT systems in courts (“Super SAPS”)	Ministry of Justice	IV quarter of 2021	Budget of the Republic of Serbia 17.285 € and for public procurement unknown at this time	<p>Prepared legislative framework setting for proper usage of new centralized court CMS („Super SAPS“) by preparing draft on Law on registers, records and data processing in the judiciary and Draft on Additions and amendments on Court rulebook and procedural court laws.</p> <p>Infrastructural framework setting provided by new equipment in courts and proper preparing of Data center of Courts.</p> <p>Mapping data in AVP for future migration into centralized ICT systems in courts</p> <p>Budgetary sustainability of the Court Case Management System (super SAPS) by providing 30% of sum of software development cost as yearly maintenance budget.</p> <p>Human resources for the sustainability of system provided by proper engagement of ICT staff in Ministry of Justice.</p>
1.3.8.5.	Ensuring further development of standardized and centralized ICT systems in institutions for the execution of criminal sanctions	Ministry of Justice The Administration for the Enforcement of Penal Sanctions (Institute for the Execution of Criminal Sanctions)	IV quarter of 2021	Budget of the Republic of Serbia 17.285 €	<p>Prepared legislative framework setting for proper usage of new centralized CMS by preparing draft on Law on registers, records and data processing in the judiciary and Draft on Additions and amendments on Court rulebook and procedural court laws.</p> <p>Infrastructural framework setting provided by new equipment in courts and proper preparing of DC</p> <p>Budgetary sustainability for CMS by providing 30% of sum of software development cost as yearly maintenance budget.</p>

					Human resources for the sustainability of system provided by proper engagement of ICT staff in Institute for the Execution of Criminal Sanctions
1.3.8.6.	Organization of focused trainings of end-users of existing platforms for the use of methodological instructions for "cleaning" data, the implementation of "cleaning" and addition to the information in the ICT system	Ministry of Justice	Continuously	Budget of the Republic of Serbia Unknown at this time – will be determined in the annual training program, for each year	Clean data in the ICT system Defined training programs for end-users in the judiciary Focused trainings planned and held for end-users
1.3.8.7.	Further improvement of ICT systems through considerable investments in infrastructure, software and improvement of human resources, with the aim of establishing unique ICT system throughout the entire judicial system, and in accordance with the Guidelines that define the directions of development (conceptual model) of ICT system in the justice system of the Republic of Serbia	Ministry of Justice	Continuously	Budget of the Republic of Serbia Unknown at this time – will be determined in the annual training program, for each year	Measures aimed at establishing a unified ICT system in the entire judicial system of the Republic of Serbia are constantly being implemented through considerable investment in infrastructure, improvement of software and human resources development Uniformed and centralized case management system established.in justice system
1.3.8.8.	More efficient utilization of hardware resources, availability of these resources, as well as integrating different IT technologies into a single logical and functional whole which would provide for availability of different services at any given moment	Ministry of Justice	Continuously	Budget of the Republic of Serbia Unknown at this time – will be determined in the annual training program, for each year	Optimized use of data center resources. Prepared data centers for the operation of advanced and modern applications and ICT services in the judiciary. Completed preparations for the introduction of the Judicial Cloud storage New hardware equipment for users. New equipment in central locations. Increased link speed (network capacity).

1.3.8.9.	Drawing up documents on input and exchange of data in ICT system (and scanning of documents) with the purpose of unification of conduct in entire judicial system and training programs for staff in the judiciary with the aim of improving the quality of the existing ICT platforms	Ministry of Justice	III quarter 2021	Budget of the Republic of Serbia Unknown at this time – will be determined in the annual training program, for each year	Documented Instructions on data entry for ICT systems. Implemented software changes regarding closed fields and drop-down menus. Trainings for users in courts.
1.3.8.10.	Further implementation of the central system for case management (CMS) in all prosecutors' offices, enabling connectivity between prosecutor's offices and providing adequate user training;	Ministry of Justice Republic Public Prosecutor's Office	IV quarter 2022	Budget of the Republic of Serbia Unknown at this time – will be determined in the annual training program, for each year	New informational system for public prosecutor's offices developed. Data migration from the old information system into new completed. Instruction manual for case data input adopted. Providing 30% of sum of software development cost as yearly maintenance budget. Completed training of users from public prosecutor's offices. Establishment and upkeep of Secure Network connection for public prosecutor's offices. Providing new ICT equipment for users in public prosecutor's offices. Establishing an Active Directory for the structure for public prosecutor's offices. Providing upkeeping the Data Centre of public prosecutor's offices.

1.3.8.11.	Establishing a centralized electronic application for dealing with citizens' complaints about the work of courts and judges, which would provide a centralized, efficient and transparent mechanism for monitoring complaints.	Ministry of Justice	IV quarter 2023	Budget of the Republic of Serbia Unknown at this time – will be determined after the investment project and documentation	Established centralized electronic application for complaints about the work of courts and judge
1.3.8.12.	Continuous advancement of data exchange between the bodies within the judicial system and other state organs.	Ministry of Justice	Continuously	Budget of the Republic of Serbia 850.881 €	New data sets for electronic access added on Judicial Informational System. New services for sending data sets and documents from courts to the competent state authorities developed. Court Rules adapted for the procedure of delivery courts decisions and other documents in electronic form. Increase in the number of electronic inquiries through the Judicial Information System and the delivery of documents electronically
1.3.8.13.	Creating normative framework and taking other measures to advance ICT security	Ministry of Justice	IV quarter 2021	Budget of the Republic of Serbia 17.285 €	Appropriate antivirus protection established and regularly updated with periodic training for system administrators in the courts Development of Information Security Act for the largest courts. Information security trainings by ISO standards for court IT staff. Implementation of risk management procedures. Optimized control and security procedures in data exchange.

1.3.8.14.	Further advancement of transparency of the work of judicial bodies and judicial professions through utilization of ICT tools	Ministry of Justice	IV quarter 2021	<p>Budget of the Republic of Serbia 171.023 €-</p> <p>a) public procurement 169.491€</p> <p>b) administration 1532 €</p> <p>Public procurement for maintenance and further development of information system for supervision of judicial professions - 169,491 €</p>	<p>Increased number of more various courts reports and real time and historical courts statistical data available online in machine-readable format (open data) via the Ministry of Justice website and The State Open Data Portal.</p>
1.3.8.15.	Further expansion of options to initiate and conduct court proceedings electronically for the benefit of lawyers and citizens using the e-Court application or other commercial software bundles available on the market relying on Application Programming Interface (API) technology, in compliance with the prescribed standards	Ministry of Justice	Continuously	<p>Budget of the Republic of Serbia</p> <p>421.741 €-</p> <p>a) public procurement - 406.456 €</p> <p>б) working group 17.285 €</p> <p>Public procurement for services of expanding the functionality of the infrastructure platform for interoperability and the eCourt system in 2020 for the procedure of enforcement and security before the commercial court amounts to - 406,456 €</p>	<p>Extension of number of procedures which sre conducted before judiciary by using ICT means.</p> <p>Extended e-Court System (eSud) to Misdemeanor Courts.</p> <p>Extended e-Court System (eSud) to Commercial Courts.</p> <p>Continuous extension of courts procedures in which court acts can be communicated to parties via Electronic bulletin board services.</p>

1.3.8.16.	Further opening of judicial data which are eligible for publication on the state's open data portal in compliance with the applicable regulations on personal data protection and through the process of public consultations, carried out by the Ministry of Justice at least once a year.	Ministry of Justice	Continuously	Budget of the Republic of Serbia 1.533 €	Increased number of courts statistical data sets available online in machine-readable format (open data) via The State Open Data Portal.
1.3.8.17.	Improving the collection of court fees with ICT tools	Ministry of Justice	IV quarter 2020	Budget of the Republic of Serbia Unknown at this time	Centralized software solution for the recording of tax actions in court and for exchanging the relevant data set with the State Treasury and central monitoring of collection and revenue planning on this basis.
1.3.8.18.	Improving the misdemeanor charge collection with ICT tools	Ministry of Justice	IV quarter 2020	Budget of the Republic of Serbia Unknown at this time	Integration of court information systems with the State payment portal (ePlacanje+) for online payment.
1.3.8.19.	Continuous advancement of e-service and expansion of options related to the monitoring of case proceedings and availability of other information on the work of judiciary	Ministry of Justice	Continuously	Budget of the Republic of Serbia 210.664 € Public procurement for maintenance of „SIPRES maintenance and improvement“ planned in 2020	Number of e-services available for citizens.

1.3.8.20.	Improvement of courts web pages	Ministry of Justice	Continuously	Budget of the Republic of Serbia 50.936 € Public procurement for the sustainable development of portals, websites and e-mails under the jurisdiction of the Ministry of Justice planned for 2020	Number of courts using centralized platform for court websites. Creation of appropriate templates on the platform for court sites for publication of the necessary information and documents Amendments to court rules to specify the obligation of courts to make certain information and documents publicly available
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
1.3.9. Serbia ensures a qualitative improvement of the consistency of jurisprudence, including by ensuring easy access to jurisprudence for all courts through an electronic database and their publication within a reasonable amount of time.			Improved consistency of jurisprudence in all areas of law; judicial decisions and judicial motivations are timely published in all available electronic data bases.		<ol style="list-style-type: none"> 1. Established uniform and comprehensive electronic database of jurisprudence available to everyone, which is in compliance with regulations governing data confidentiality and protection of personal data resulting in a greater uniformity of jurisprudence; 2. Number of accepted applications against Republic of Serbia because violation of Article 6 paragraph 1 European Convention for Human Rights before ECHR; 3. Number of accepted Constitutional complaint because violation of Article 32 of Constitution of the Republic of Serbia before Constitutional Court of Republic of Serbia based on inconsistent jurisprudence; 4. Positive opinion from European Commission, stated in Annual Progress Report on Serbia,

				concerning progress achieved in the field of uniformity and availability of jurisprudence.	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
1.3.9.1.	Conduct analysis of the normative framework which regulates: the issue of taking into account of jurisprudence, right to legal remedy and jurisdiction for deciding on legal remedy; publishing judicial decisions and judicial reasoning	Ministry of Justice Supreme Court of Cassation	I quarter of 2021	Budget of the Republic of Serbia 30.878 €	Conducted analysis of normative framework which regulates: the issue of taking into account of jurisprudence; right to legal remedy and jurisdiction for deciding on legal remedy; publishing judicial decisions and judicial reasoning
1.3.9.2.	Amending normative framework, in line with the analysis performed under activity 1.3.9.1., which regulates: <ul style="list-style-type: none"> - the issue of taking into account of jurisprudence; - right to legal remedy and jurisdiction for deciding on legal remedy; - publishing judicial decisions and judicial reasoning. 	Ministry of Justice Supreme Court of Cassation National Assembly	II quarter 2021	Budget of the Republic of Serbia 71.136 €	Normative framework which regulates: the issue of taking into account of jurisprudence; right to legal remedy and jurisdiction for deciding on legal remedy; publishing judicial decisions and judicial reasoning is in line with EU standards and the best practice.

1.3.9.3.	Improving access to regulations and case law, through establishment and promotion of comprehensive and widely available electronic databases of legislation and case law, with respect to the provisions governing data confidentiality and personal data protection, and bearing in mind the provisions of Law on publishing laws and other regulations, Law on Judicial Academy, Law on Courts and Law on Public Prosecution	Public Enterprise "Official Gazette" Supreme Court of Cassation Republic Public Prosecution Judicial academy	Continuously	Budget of the Republic of Serbia 305.490 € (101.830 € per year)	Comprehensive electronic databases and widely available electronic databases of legislation and case law, with respect to the provisions governing data confidentiality and personal data protection, and bearing in mind the provisions of the Law on publishing laws and other regulations, Law on Judicial Academy, Law on Courts and Law on Public Prosecution established and regularly updated and improved.
1.3.9.4.	Capacity strengthening and improvement of efficiency of operation of departments for jurisprudence in Supreme Court of Cassation, courts on Republic level and appellate courts.	Supreme Court of Cassation Administrative Court Commercial Appellate Court Misdemeanor Appellate Court Appellate courts of general jurisdiction	Continuously	Budget of the Republic of Serbia 88.701 € a) employment 85.101 €, In 2021 31.913 € In 2022 53.188 € and b) Training, total 3.600 €, 1200 € per year	Capacities and efficiency of operation of department for jurisprudence in the Supreme Court of Cassation, courts on Republic level and appellate courts. are continuously improved.

1.3.9.5.	Improving the Case law portal	Ministry of Justice Supreme Court of Cassation	Continuously	Budget of the Republic of Serbia 50.338 € Ongoing and planned public procurement to maintain and enhance the case law application in the courts	Functionalities of advanced and more accurate search methods implemented Increase in the number of decisions and the number of courts whose decisions are in the decision database
1.3.9.6.	Development of internal database of prosecutorial practice, accessibility of the database for all prosecutors' offices and connecting it to the Judicial Academy's database (e-Academy) and the case law database	Ministry of Justice Republic Public Prosecutors Office	IV quarter 2021	Budget of the Republic of Serbia Project "Roll out SAPO" (IPA 2015) 1.867.300 € for PPOs	Internal prosecutorial practice database created and interconnected with Court practice portal and Judicial Academy's database (e-Academy) Steady increase in the number of prosecutors' offices with users of prosecutorial practice database.
RECOMMENDATION FROM THE SCREENING REPORT / INTERIM BENCHMARK			OVERALL RESULT	IMPACT INDICATOR	

<p>1.3.10. Recommendation: Conduct a mid-term review at the end of 2015 as well as an impact assessment in 2018 of the results generated by the 2013 Strategy and its revised action plan. Define on that basis and where needed measures to cover the remaining period up until accession.</p> <p>IBM: Serbia implements its national Judicial Reform Strategy (2013 – 2018) and Action Plan ensuring full alignment with its Action Plan for Chapter 23. It assesses its impact at the end of 2018 and takes remedial action where needed. Serbia ensures that recommendations from the functional review are followed up on and conducts a new functional review in early 2018.</p>		<p>A mid-term review assessed the impact of the reform of judiciary for period up until 2018 and an impact assessment on that basis served to define measures for period after 2018 up until accession.</p>		<ol style="list-style-type: none"> 1. Data from analysis of mid-term results of implementation of reform in 2015; 2. Data from impact assessment for the period up until 2018; 3. Measures planned for period from 2018 up until accession, based on an analysis of the mid-term results and projection for period until 2018. 	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
1.3.10.1	Adoption of a new strategy for the judiciary sector for the period of 2020-2025, with the proposed measures, until accession	Ministry of Justice Government National Assembly	III quarter 2020	Budget of the Republic of Serbia 71.136 €	New Strategy for justice sector adopted for the period of 2020-2025 with measures until accession

1.3.10.2.	Conduct a mid-term impact assessment on the implementation of the strategy from activity 1.3.10.1. with corrective measures proposed	Ministry of Justice in cooperation with Coordination Body for implementation of the Action Plan for Chapter 23	IV quarter of 2022	Budget of the Republic of Serbia 17.285 € Donor support (непознато у овом тренутку)	Developed methodology for drafting the mid-term impact assessment on the implementation of the Strategy Mid-term impact assessment conducted and presented Number of the corrective measures undertaken
1.4. WAR CRIMES					
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR

<p>1.4.1. Serbia effectively demonstrates adequate investigations of allegations and equal treatment of suspects avoiding giving the impression that anyone is above the law, regardless of their nationality or ethnicity or that of the victims.</p>	<p>All priority and serious allegations in accordance with prosecutorial strategy have been properly investigated and all trials for war crimes have been completed, with full and accurate implementation of international standards concerning the support of victims and witnesses and their protection.</p>	<ol style="list-style-type: none"> 1. New prioritized and serious allegations prosecuted in line with prosecutorial strategy; 2. Number of proceedings completed with final judgment; 3. Positive reports to the Security Council submitted by the Chief Prosecutor and President of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991; 4. Positive reports from other relevant governmental and non-governmental Organizations; 5. Public Opinion Survey on citizens' perceptions whether the suspects for war crimes are properly investigated and punished; 6. Duration of the proceedings (efficient investigative and pre-investigative actions); 7. Quality of proceedings and judgments for war crimes in comparison to international standards
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ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
1.4.1.1.	Monitoring the effective implementation of the National Strategy for prosecution of war crimes (2016-2020).	Working group of the Government of Serbia, including participation of experts and civil society	Quarterly reporting	Budget of the Republic of Serbia Budgeted within the activity 1.4.1.2.	National Strategy for prosecution of war crimes 2016-2020 being effectively implemented. Number of quarterly made reports on the implementation of the National Strategy for prosecution of war crimes 2016-2020 Number of recommendations for improving the procedure on war crimes Positively assessed findings from the Report by the EU and CSOs that prepare alternative reports
1.4.1.2.	Establishment of the working group and elaboration of the analysis of the results achieved with defining further steps in the processing of war crimes	Working group of the Ministry of Justice	I quarter of 2021	Budget of the Republic of Serbia 30.878 €	In line with the National Strategy for prosecution of war crimes (2016-2020), working group for the preparation of the analysis of the achieved results in the implementation of the National Strategy for the Prosecution of War Crimes established The analysis of the achieved results in the implementation of the National Strategy for the Prosecution of War Crimes prepared and further steps presented Necessary steps performed according to analysis conclusions
1.4.1.3.	Drafting and adoption of the new strategic document for prosecution of war crimes for the period 2020-2024 as continuation of the National Strategy for prosecution of war crimes (2016-2020)	Working group of the Ministry of Justice the Government of Serbia	II quarter of 2021	Budget of the Republic of Serbia Budgeted within the activity 1.4.1.2.	New strategic document drafted for the period of 2020-2024 in line with the conclusions of the analysis

1.4.1.4.	Monitoring the effective implementation of the new strategic document for prosecution of war crimes 2020-2024	to be determined by the document	Quarterly since the adoption of the new strategic document	Budget of the Republic of Serbia Unknown at this time, will be known after the new strategic document is adopted	The new strategic document is being effectively implemented. Number of quarterly made reports on the implementation of the strategic document Number of recommendations for improving the procedure on war crimes Positively assessed findings from the Report by the EU and CSOs that prepare alternative reports
1.4.1.5.	Complete insight and research of International Criminal Tribunal for former Yugoslavia (ICTY) and Residual Mechanism (IRMCT) archives (about war crimes on the territory of former Yugoslavia including documents not only from Serbia but also from BiH and RH, as well as general and specific allegations already investigated by independent prosecutors of ICTY), analysis of the discovered documents through the established liaison officers based on EU project that will ensure that all priority and serious allegations or war crimes are properly investigated and subsequently prosecuted and tried in line with prosecutorial strategy. -Identifying ICTY/IRMCT materials and evidence which are relevant to the cases identified as a priority under activity 1.4.1.3 above and transfer of identified documents and evidence from	War Crime Prosecutor Office	Continuously	Budget of the Republic of Serbia 51.855 €: In 2020. – 17.285 € In 2021. – 17.285 € In 2022. – 17.285 €	Fully available/accessible ICTY and IRMCT archives Adequate use of the ICTY and IRMCT archives Evidence transfer completed Knowledge and expertise of the ICTY is applied in investigation and prosecution of war crimes in Serbia

<p>the ICTY and IRMCT to the War Crime Prosecutor Office (support obtained and memorandum of understanding signed).</p> <p>-Transferring the ICTY know-how through: Cooperation of the WCP with the ICTY/IRMCT on concrete cases in which the evidence was transferred in order to also obtain general and case specific knowledge, expertise and strategies from the ICTY and IRMCT investigators/prosecutors (transparency is ensured as information and expertise are obtained from independent experts)</p> <p>Cooperation of the WCP with the ICTY/IRMCT on concrete cases in which the evidence was transferred in order to share the strategy and transfer knowledge and practice on jurisprudence relating to crimes and types of responsibility that will be used as allegation in concrete cases (transparency is ensured as information and expertise are obtained from independent experts)</p> <p><i>Ad hoc</i> presence of the WCP advisor in the ICTY and IRMCT prosecutor's office on ad hoc basis related to concrete national cases, analyzing ICTY prosecutor's case files and developing a strategy for concrete cases that will be</p>				
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	prosecuted by the WCP before the High Court in Belgrade.				
1.4.1.6.	Strengthening capacities of War Crimes Prosecutor's Office through electing prosecutor's deputies and employment/transfer of prosecutor's assistants.	War Crimes Prosecutor's Office State Prosecutorial Council	Continuously	Budget of the Republic of Serbia Unknown at this time, will be known after the new strategic document is adopted	Strengthened capacities of War Crimes Prosecutor's Office through electing prosecutor's deputies and employment/transfer of prosecutor's assistants.
1.4.1.7.	- Continuous/further implementation of the system of training and education in the area of international criminal law for the related judges and prosecutors - Initial training for the newly appointed members of state bodies dealing with war crimes - Continuous education training for judges and prosecutors in line with National strategy and prosecutorial strategy (ensuring that the latest IHL developments are included).	Judicial Academy War Crime Prosecutor's Office Supreme Court of Cassation Higher Court in Belgrade Appellate Court in Belgrade High Judicial Council State Prosecutorial Council	Continuously	Budget of the Republic of Serbia 9.842 €	Trainings in the field of international criminal law are held continuously according to previously adopted program for other judges and prosecutors on as needed basis. The established curriculum (curriculum) for initial training in the above areas for newly elected and new employees in war crimes cases
1.4.1.8.	Continuous enhancement and regular updating of the WCP website to enable the public to monitor what activities and when have been performed by the WCP in relation to specific criminal charges.	War Crime Prosecutor Office	Continuously, as activities occur	Budget of the Republic of Serbia 3.063 €	Enhanced WCP website which provides an opportunity for the public to monitor which activities have been performed by the WCP in relation to specific criminal charges.

1.4.1.9.	Publication of a report by the War Crimes Prosecutor's Office, in line with the established methodology of reporting, which will be available to the public indicating what has been done in respect of all criminal charges since 2005, to determine and to represent whether all allegations of war crimes are investigated appropriately. (the same activity 1.4.3.5.)	War Crimes Prosecutor's Office	Once a year, and always when needed	Budget of the Republic of Serbia 25.926 € Per year 8.642 €	Reporting methodology determined Report of War Crimes Prosecutor's Office published on the website, including activities related to all criminal charges since 2005, focusing on cases of highly ranked officers. Annual reporting of War Crimes Prosecutor's Office with regard to all criminal charges in the reporting period, in accordance with the established methodology of reporting Presentation of the Annual WCP report at the press conference
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
Serbia ensures proportionality of sentences and a sentencing policy in line with international criminal law standards			Imposed sentences are proportional to criminal offence in accordance with the international standards.		<ol style="list-style-type: none"> 1. Level of sentences imposed in comparison to the jurisprudence of international tribunals; 2. Positive evaluation from analysis and reports of international and non-governmental Organizations concerning proportionality of sentences; 3. Implementation of international criteria (including aggravating and mitigating circumstances) in imposition of sentences in war crimes cases.
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT

1.4.2.1.	Publishing and follow up the conclusions from conferences organized in the region with reference to proportionality of sentences and a sentencing policy in line with international criminal law standards	Higher Court in Belgrade, War Crime Chamber Appellate Court in Belgrade Supreme Court of Cassation War Crime Prosecutors Office Ministry of Justice	Continuously	Budget of the Republic of Serbia Negligible cost activity	Published and implemented conclusions from the conferences.
1.4.2.2.	Publication and dissemination of reports on the Higher, Appellate Court and Supreme Court of Cassation case law on sentencing policies in war crime proceedings for judges' prosecutors and lawyers.	Higher Court in Belgrade, War Crime Chamber Appellate Court in Belgrade Supreme Court of Cassation Ministry of Justice	Continuously, yearly and when needed	Budget of the Republic of Serbia 1.500 € Per year 500 €	Printed and disseminated reports of the Higher, Appellate Court and Supreme Court of Cassation jurisprudence on sentencing in war crime proceedings for judges' prosecutors and lawyers.
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR

1.4.3. Serbia provides an initial track record of investigation, prosecution and adjudication of a higher number of cases including against high level suspects as well as of cases transferred from ICTY to Serbia.		Suspects – irrespective of their (former) rank or grade or current occupancy - are treated equally before the court both in terms of sentencing as well as in terms of the speed of bringing their cases forward.		<ol style="list-style-type: none"> 1. The number of new cases against high level officials; 2. The number of resolved cases against high level officials; 3. Positive evaluation in the report of the ICTY Chief Prosecutor and President to the Security Council; 4. Positive evaluation in the reports from relevant international and non-governmental Organizations. 	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME / DEADLINE	FINANCIAL RESOURCES	RESULT
1.4.3.1	Monitoring the effective implementation of the National Strategy prosecution of war crimes (2016-2020).	Working group established by the Government of Serbia, comprised of representatives of the institutions with jurisdiction in war crimes and academic community Experts and civil society	Quarterly reporting	Budget of the Republic of Serbia Budgeted within the activity 1.4.3.2.	National Strategy for prosecution of war crimes 2016-2020 being effectively implemented. Number of quarterly made reports on the implementation of the National Strategy for prosecution of war crimes 2016-2020 Number of recommendations for improving the procedure on war crimes Positively assessed findings from the Report by the EU and CSOs that prepare alternative reports

1.4.3.2	Establishment of the working group and elaboration of the analysis of the results achieved with defining further steps in the processing of war crimes	Working group of the Ministry of Justice	I quarter of 2021	Budget of the Republic of Serbia 15.439 €	Working group established In line with the National Strategy for prosecution of war crimes (2016-2020), working group for the preparation of the analysis of the achieved results in the implementation of the National Strategy for the Prosecution of War Crimes established The analysis of the achieved results in the implementation of the National Strategy for the Prosecution of War Crimes prepared and further steps presented
1.4.3.3	Drafting and adoption of the new strategic document for prosecution of war crimes 2020-2024 as continuation of the National Strategy for prosecution of war crimes (2016-2020)	Working group of the Ministry of Justice the Government of Serbia	II quarter of 2021	Budget of the Republic of Serbia 17.285 €	New strategic document drafted in line with the conclusions of the analysis
1.4.3.4	Monitoring the effective implementation of the new strategic document for prosecution of war crimes	to be determined by the document	Quarterly since the adoption of the new strategic document	Budget of the Republic of Serbia Unknown at this time, will be determined in the new document	The new strategic document is being effectively implemented. Number of quarterly made reports on the implementation of the strategic document Number of recommendations for improving the procedure on war crimes Positively assessed findings from the Report by the EU and CSOs that prepare alternative reports

1.4.3.5	Monitoring the Implementation of the Prosecutorial Strategy for the Investigation and Prosecution of War Crimes in the Republic of Serbia 2018 - 2023	Prosecutor for war crimes Collegium War Crimes Prosecutors Office	Quarterly	Budget of the Republic of Serbia Budgeted within the activity 1.4.3.2.	Analysis made for quarterly evaluations of the Prosecutorial Strategy published on the web site of the War Crimes Prosecutors Office Republic Public Prosecutor Office Annual Reports on the Application of the Prosecutorial Strategy
RECOMMENDATION FROM THE SCREENING REPORT / INTERIM BENCHMARK		OVERALL RESULT			IMPACT INDICATOR
<p>1.4.4.</p> <p>Recommendation: Step up security of witnesses and informants and improve witness and informant support services;</p> <p>IBM:</p> <p>Serbia strengthens its investigative, prosecutorial and judicial bodies including ensuring a more proactive approach and the confidentiality of investigations, providing for training for new and current staff members, improving its witness protection and victim support system and ensuring victims' rights and access to justice without discrimination</p>		Security of witnesses and informants has been stepped up and support services for witnesses and informants have been improved.			<ol style="list-style-type: none"> 1. The number of witnesses in witness protection program and increased number of witnesses willing to appear in the war crime cases without protection; 2. Positive Annual progress report on the Republic of Serbia issued by the European Commission concerning the level of security of witnesses and informants and concerning functioning of support services for witnesses and informants; 3. Decreasing number of instances where witnesses status and information about them is put in jeopardy or publicly revealed; 4. Positive evaluation in the reports from relevant international and nongovernmental Organizations.
ACTIVITIES	RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT	

1.4.4.1.	Activities aimed at establishing and improvement of the service for the support and assistance to witnesses and victims national wide network, based on results of the previous analyses, and taking into account already established services for the support and assistance to victims in courts and public prosecutor's offices.	Ministry of Justice High Judicial Council State Prosecutorial Council Courts PPO	Continuously	Budget of the Republic of Serbia 282.932 €	The service for the support and assistance to witnesses and victims national wide network, established and being improved, based on results of the previous analyses, and taking into account already established services for the support and assistance to witnesses and victims in courts and public prosecutor's offices
1.4.4.2. 6.2.11.4 (AP24)	Adopt adequate implementing laws to effectively implement the change of identity as protective measure for witnesses, in line with the article 45 of the Law on the Protection Program for Participants in Criminal Proceedings	Ministry of Justice and all relevant state organs that have any jurisdiction over the issue War Crimes Prosecutor's Office In cooperation with the Service for the support to victims and witnesses	II quarter of 2021	Budget of the Republic of Serbia 71.136 €	Relevant laws needed to implement the change of identity as a witness protection measure amended.

1.4.4.3.	Further capacity development and filling in the positions of psychologists in the War Crime Prosecutor's Office to deal with victims and witnesses when there is a need, in accordance with the implementation of the Prosecutorial Strategy for the Investigation and Prosecution of War Crimes in the RS	War Crime Prosecutor's Office	IV quarter of 2020	Budget of the Republic of Serbia 20.424 € For 2021 and 2022, each 10.212 €	Working positions of psychologists filled in
1.4.4.4.	Improving administrative capacities of the Ministry of Interior's Protection Unit through training	Ministry of Interior War Crimes Prosecutor's Office Ministry of Justice Higher Court in Belgrade	Continuously	Budget of Republic of Serbia Unknown at this time	Improved administrative capacities of the Ministry of Interior's Protection Unit through training.
1.4.4.5. 6.2.11.2 (AP24)	Strengthening the administrative capacity of the Ministry of Interior's Protection Unit by increasing the number of staff and involving experts in psychology and social sciences from other police departments	Ministry of Interior	I quarter of 2021	Budget of the Republic of Serbia Unknown at this time	Employees assigned to the Protection Unit
1.4.4.6.	Adoption of the National Strategy on the rights of victims and witnesses of crime with the accompanying Action Plan	Ministry of Justice Ministry of Interior High Judicial Council State Prosecutorial Council Supreme Court of Cassation RPPO	III quarter 2020	Budget of the Republic of Serbia Negligible cost activity	National Strategy and the related Action Plan adopted

1.4.4.7.	Regular monitoring of the implementation of the National Strategy on the rights of victims and witnesses of crime with the accompanying Action Plan, especially strong procedural guarantees for victims of war crimes	Ministry of Justice Ministry of Interior High Judicial Council Supreme Court of Cassation RPPO	Quarterly reporting	Budget of the Republic of Serbia Budgeted within the activity 1.4.4.1.	The Coordinating Body for Victims and Witnesses support has been established and regularly meets. Reports on the implementation of the Strategy and the Action Plan are periodically drafted.
1.4.4.8.	Establishing a network of services nationwide to support victims, witnesses and injured parties in the investigation and all stages of the criminal proceedings.	Ministry of Justice Ministry of Interior Supreme Court of Cassation RPPO High Judicial Council State Prosecutorial Council	Need to consult the deadline within the National Strategy on the rights of victims and witnesses of crime with the accompanying Action Plan	Budget of the Republic of Serbia Budgeted within the activity 1.4.4.1.	A network of support and assistance services for witnesses and victims established at the national level.
1.4.4.9.	Conduct training of judges, public prosecutors and police officers on the application of minimum standards on the rights, support and protection of victims in accordance with Article 25 of Directive 2012/29 / EU	Judicial Academy	Continuously	Budget of the Republic of Serbia Unknown at this time – will be determined in the Action plan within the activity 1.4.4.6.	Number of trainings held in relation to the training planned Number of judges, prosecutors and police officers trained in relation to those required/in needs of training
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR

1.4.5. Serbia strengthens its investigative, prosecutorial and judicial bodies including ensuring a more proactive approach and the confidentiality of investigations, providing for training for new and current staff members, improving its witness protection and victim support system and ensuring victims' rights and access to justice without discrimination		Investigations are confidential including witness and informant testimony.		<ol style="list-style-type: none"> 1. Positive reports to the Security Council submitted by the Chief Prosecutor and President of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991; 2. Positive evaluation issued in Annual progress report on the Republic of Serbia by European Commission concerning improvement of Constitution's provisions 	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCE	RESULT
1.4.5.1.	Organizing round tables and lectures for the members of Ministry of Interior (War Crime investigative Service and Protection Unit) on the subject of „Basic communication with media“	War Crimes Prosecutor's Office Ministry of Interior	Continuously	Budget of the Republic of Serbia 7.200 € 2.400 € per year	Round tables organized and lectures delivered.
1.4.5.2.	In line with the provisions of the National Strategy (activity 1.4.1.1.) assess confidentiality rules and their respect within relevant institutions, amend them where needed and strengthen control over implementation	War Crimes Prosecutor's Office	Continuously	Budget of the Republic of Serbia See the budget under the activity 1.4.1.2.	Confidentiality rules and control over their implementation improved in line with the provisions of the National Strategy from activity 1.4.1.1.

2. FIGHT AGAINST CORRUPTION

2.1. IMPLEMENTATION OF ANTI-CORRUPTION MEASURES

CURRENT STATE OF PLAY:

The legislative framework regulating anti-corruption in Serbia encompasses:

National Anti-Corruption Strategy for the period 2013-2018 ("Official Gazette of RS", No. 57/13); Revised Action plan for the implementation of the National Anti-Corruption Strategy for the period 2013-2018 ("Official Gazette of RS", No. 61/2016); Law on Financing Political Activities ("Official Gazette of RS", No. 43/11, 123/14 and 88/19); Law on Anti-Corruption Agency ("Official Gazette of RS", No. 97/08, 53/10, 66/11-CC, 67/13-CC, 8/15- CC and 88/19); Law on the Prevention of Corruption – in effect from 1st September 2020 ("Official Gazette of RS", No. 35/2019 and 88/19), Law on Lobbying ("Official Gazette of RS", No. 87/2018), Criminal Code of Serbia ("Official Gazette of RS", No. 85/05 88/05, 107/05, 72/09, 111/09,121/12, 104/13, 108/14, 94/16 and 35/2019); Law on Free Access to Information of Public Importance ("Official Gazette of RS", No. 120/2004, 54/2007, 104/2009 and 36/2010); Law on Public Procurement ("Official Gazette of RS", No. 124/12, 14/15, 68/15); the new Law on Public Procurement – in effect from 1st July 2020 ("Official Gazette of RS", No. 91/19), Law on Privatization ("Official Gazette of RS", No. 83/14, 46/15, 112/15, 20/16 - authentic interpretation); Criminal Procedure Code ("Official Gazette of RS", No. 72/11, 101/11, 121/12, 32/13, 45/13, 55/14 and 35/19); Law on State Audit Institution ("Official Gazette of RS", No. 101/2005, 54/2007, 36/2010 i 44/2018 – other law), Law on Seizure and Confiscation of the Proceeds from Crime ("Official Gazette of RS", No 32/13, 94/16 and 35/19); Law on Liability of Legal Persons for Criminal Offenses ("Official Gazette of RS", No. 97/2008); Law on International Legal Assistance in Criminal Matters ("Official Gazette of RS", No. 20/2009); Law on the Program of Protection of Participants in Criminal Proceedings ("Official Gazette of RS", No. 85/2005); Law on organisation and competence of state authorities in suppression of organised crime, terrorism and corruption ("Official Gazette of RS", No. 94/2016 and 87/18 - other law); Law on Public Prosecutor's Office ("Official Gazette of RS", No. 116/2008, 104/2009, 101/2010, 78/2011 - other Law, 101/2011, 38/2012 - Decision of the Constitutional Court, 121/2012 and 101/2013, 111/2014 - Decision of the Constitutional Court, 117/2014, 106/2015 and 63/16); Law on the State Prosecutorial Council ("Official Gazette of the Republic of Serbia", no.116 / 2008, 101/2010 and 88/2011 and 106/2015); Law on Police ("Official Gazette of the Republic of Serbia", No. 6/2016, 24/2018 i 87/2018), Law on Property Origin and Special Tax – in effect commencing from March 11, 2021 ("Official Gazette of the Republic of Serbia", No.18/2020), Law on Tax Procedure and Tax Administration ("Official Gazette of RS", No. 80/02, 84/02, 23/03, 70/03, 55/04, 61/05, 85/05 - other law, 62/06 - other law, 63/06, 61/07, 20/09, 72 / 09 - other law, 53/10, 101/11, 2/12, 93/12, 47/13, 108/13, 68/14, 105/14, 91/15 - authentic interpretation, 112 / 15, 15/16, 108/16, 30/18, 95/18 and 86/19); Law on Protection of Whistleblowers ("Official Gazette of RS" No. 128/2014); Law on ratification the UN Convention against Corruption ("Official Gazette of Serbia and Montenegro - international contracts", No. 12/2005); Law on the Confirmation of the Criminal Law Convention on Corruption ("Official Gazette of the FRY - International Treaties", No. 2/2002 and "Official Gazette of SCG - International Agreements", No. 18/2005); Law on the Confirmation of the Additional Protocol to the Criminal Law Convention on Corruption ("Official Gazette of the Republic of Serbia - International Agreements", No. 102/2007); Law on the Confirmation of the Civil Law Convention on Corruption ("Official Gazette of the Republic of Serbia - International Agreements", No. 102/2007); Law on the Confirmation of the United Nations Convention against Transnational Organized Crime and Supplementary Protocols ("Official Gazette of the FRY - International Treaties", No. 6/2001).

In the Republic of Serbia there is developed consciousness and political will to eliminate corruption to the fullest extent, in order to achieve economic, social and democratic development of the country. The consequences of corruption are mostly linked to the impoverishment of society and the state, the drastic decline in trust in democratic institutions, as well as uncertainty and instability of the economic system. The Republic of Serbia is committed to achieving significant progress in the fight against corruption, with respect for democratic values, the rule of law and protection of fundamental human rights and freedoms.

The Republic of Serbia has ratified all major international instruments in the fight against corruption. Generally, laws and regulations are mostly compatible with accepted international standards. In order to overcome deficiencies in the legislative solutions, the representatives of the Republic of Serbia are actively involved in the compatibility assessment conducted by European and international organisations, such as the evaluation by the Group of States against Corruption (GRECO) and the UN Office on Drugs and Crime. Plan to harmonise the internal legal system with the EU *acquis* for the period 2018-2021, has been determined in the National Program for the Adoption of the *Acquis*. Basic guidelines for planning the necessary legislative changes used to represent the measures previously identified in the Action Plan for the National Anti-Corruption Strategy for the period 2013-2018 and in Action Plan for Chapter 23, subchapter Fight against Corruption.

National Anti-Corruption Strategy for period 2013-2018 and the accompanying Action Plan envisaged extensive field for the fight against corruption, such as political activities, public finance, privatization and public-private partnerships, the judiciary, the police, planning and construction, the media, prevention of corruption as well as range of concrete measures against corruption in the vulnerable areas such as: health care, taxes, education, customs and local self-government. Implementation of these measures is harmonised with the European Commission's recommendations and measures of priority reforms following the adoption of the Action Plan for Chapter 23, through Revised Action Plan for implementation of the National Strategy, adopted in 2017.

On June 30th 2016, the Government of Republic of Serbia adopted Revised Action Plan for the implementation of National Strategy for the Fight against Corruption for the period from 2013 to 2018. All activities that are envisaged by the Action Plan for Chapter 23, which have also been prescribed in the Action Plan for the implementation of National Strategy, are monitored through appropriate activities in Action Plan for Chapter 23. As per percentage of implementation of Revised Action Plan for the implementation of National Strategy, 37% activities were implemented, 60% activities were not implemented whereas 3% activities were not assessed (activities were doubled or implementing entity was not properly defined or indicator was not properly defined so it was not possible to assess the implementation of the activity). ACA did not measure the effect given that many activities were deleted from the AP for implementation of the Strategy and incorporated into the AP for Ch 23.

IMPLEMENTATION OF ANTI-CORRUPTION MEASURES

The institutional design in implementation of anti-corruption measures encompasses: Coordination body for the implementation of the Action plan for the Implementation of the National Anti-Corruption Strategy in the period 2013-2018 (Coordination Body), Anti-Corruption Agency (ACA), Anti-Corruption Council (Council).

The system for coordination and monitoring the implementation of National Strategy for the Fight against Corruption was established in 2013 for effective implementation of strategic documents in the field of anti-corruption. Coordination of measures from anti-corruption strategies was performed by the Coordination body. The Ministry of Justice (MOJ) provided administrative support to the Coordination body through the Group for Coordination (the Group). The Council and MOJ participated in the process of coordination.

Coordination mechanism 2013 – 2018: As the fight against corruption represents one of the key priorities, the Government of the Republic of Serbia adopted the Decision on the establishment of the Coordination Body on August 7th 2014. The head of the Coordination Body was the Prime Minister. Members of this body were: ministers in charge of judiciary and finance and one member of the Anti-Corruption Council. The system of coordination was designed in a way that the Prime Minister resolves all the problems that arise in the implementation of the strategic documents, directs the implementation of anti-corruption measures and strategic documents and holds meetings at least once in six months. Competencies of the Coordination body were planned to be extended by amending the Decision on the establishment of the Coordination Body to also include the implementation of the Action Plan for Chapter 23, Subchapter

fight against corruption.

On the political-technical level, the State Secretary in charge of anti-corruption (at the MOJ) participated in the work of the Coordination body through coordination of the state bodies. Each state body responsible for the implementation of the Action plan determined one contact person for the communication with the State Secretary in charge of Anti-corruption at the MOJ. Also, Office for Cooperation with civil society determined one contact person for the communication with the State Secretary in charge of Anti-corruption at the MOJ. State Secretary in charge of anti-corruption, with the support of the Group, maintained regular bilateral and multilateral meetings with other state authorities, stakeholders of the Strategy and Action Plan. The State Secretary in charge of anti-corruption at the MOJ and the Group represented a link between all state authorities - stakeholders of the Strategy and Coordination body. Unfortunately, despite all invested efforts, the system of coordination did not manage to achieve its goals, due to the reasons listed below.

New state of play: Gap analysis on the implementation of the National Anti-corruption Strategy its Action Plan for implementation and the Action Plan for Chapter 23(hereinafter: Gap analysis) was conducted in 2018 within IPA Project „Prevention and Fight against Corruption“, with aim to identify obstacles to more successful implementation of anti-corruption measures, deficiencies in the implementation of these measures, as well as measures to overcome deficiencies. Gap analysis, among other things, found that the coordination system which was set up on three levels - political, administrative and technical, was insufficiently balanced at the stated levels, which burdens the first level (political) with affairs of the administrative and technical level. Gap analysis recommends that the political level should be made more operational, in such a way that an official in the Cabinet of the Prime Minister should be appointed to coordinate the implementation of the measures. Furthermore, the Ministry of Justice should play a leading role at the level of political - technical coordination, as the Secretariat for coordination at the political level. The Ministry of Justice must have clear powers for issuing instructions for coordination of the implementation of measures. The Ministry of Justice, participates in the political and technical coordination of the implementation of measures. The work of the Coordination Body should be based on clear procedures.

Therefore, a new Decision on the Coordination Body (activity 2.1.1.2.) needs to be drafted, which will take into account the experiences from the previous coordination process as well as Gap analysis recommendations. This co-ordination mechanism will primarily be used to coordinate measures of the Operational Plan for the Prevention of Corruption in areas of particular risk (activity 2.1.1.1.)

Operational plan will represent overview of all anticorruption policies since 2005, when the first National Anti-corruption Strategy was adopted, over second National Strategy 2013-2018, while taking into consideration experiences gained from implementation of AP 23, Subchapter Fight Against Corruption. Operational Plan will include the overview of the actions of the mentioned strategies and action plans, their level of implementation as well as impact assessment of implemented measures. This Operational plan will represent the main basis for drafting the new ambitious national strategy. Operational plan will by-pass period between two major national strategies and AP 23 on one hand, and the third national strategy on the other. Operational Plan will reiterate firm commitment of the Republic of Serbia towards major reforms already conducted in the field of prevention and repression of corruption and their consolidation in the legal system of the Republic of Serbia, setting a clear path in creating and developing anti-corruption policies.

Monitoring the implementation of anti-corruption measures is performed by the independent state body Anti-corruption Agency (ACA). ACA monitors the implementation of anti-corruption strategic documents, pursuant to the law governing the establishment and jurisdiction of ACA. The competencies of ACA were further extended by adoption of the new Law on the Prevention of Corruption (new Law on Anti-Corruption Agency).

New state of play: Gap analysis recommends strengthening of monitoring mechanisms in the work of Anti-Corruption Agency, with the aim of better reporting and implementation of anti-corruption measures arising from the Action Plan. The Anti-Corruption Agency should proactively seek the necessary information for monitoring, and at the same time should be available for assistance and support. Within its proactivity, Anti-Corruption Agency should develop reporting guidelines in line with the newly established online monitoring form. Authorities responsible for implementation of AP 23 activities should eliminate all obstacles in their internal procedures that prevent quality reporting.

The new Law on the Prevention of Corruption extends the competence of the Agency for monitoring the implementation of Revised AP for CH 23, subchapter Fight against Corruption as well

as all other future strategies and action plans in the field of prevention and fight against corruption.

Analysis of compatibility of Anti-corruption legislation in the Republic of Serbia with EU *acquis* and international standards was conducted. The mentioned analysis shows that the Serbian legislation is broadly aligned with the EU *acquis* and relevant international standards in the field of fight against corruption.

Taking into consideration lessons learned and insights derived from the previous coordination process it is necessary to set up a more efficient coordination mechanism. In order to ensure effective strategic management and top down planning, as well as implementation and monitoring of the activities within the prescribed deadlines a new mechanism should be put in place. After the adoption of the Revised AP for CH 23 the picture of coordination and monitoring will be substantially changed. Coordination body for implementation of NACS 2013-2018 will be abolished, since it had exhausted its purpose, given that the National Strategy expired in 2018. Namely, it shall be replaced by Coordination body for the implementation of the Operational plan (2.1.1.2.), The Coordination mechanism will consist of the new Coordination body and three Implementation Groups.

The new Coordination body shall be presided by the Prime Minister and the Minister of Justice. It shall also include Minister of Interior, Minister of Finance, Minister of Education, Minister of Public Administration and Local Self-Government and Minister of Health. In order to achieve a sufficient level of political accountability while withholding prompt operability of the Coordination body, the respective ministers, except the Minister of Justice, may be represented by their state secretaries at the meetings of the Coordination body. The Coordination body shall ensure political level coordination for implementation of the activities, deliver guidelines in that respect, monitor the work of implementation groups and promptly solve problems that occur in the process of implementation. Meeting of the Coordination body shall be held semi-annually or in case when a problem needs to be immediately resolved and urgent actions taken in that regard.

Each Implementation Group shall consist of representatives of the lead institutions responsible for implementation of activities in particular area falling within the scope of work of the Group. These Groups are responsible for operational and technical management needed for the implementation of the activities within the envisaged timeframes. Implementation Groups will report to the Coordination body quarterly. They will also report on any obstacles and risks encountered or predicted for implementation of the activities. Reporting serves to facilitate track progress towards implementation of the activities, to help institutions identify risks and problems in achieving the results in a timely manner and to design measures to manage risks effectively or to eliminate problems that have already arisen.

Ministry of Justice will provide administrative support to the Coordination body by organizing the meetings of the Coordination body, preparing materials for its sessions, collecting and distributing the reports submitted by the Implementation Groups. Monitoring will be carried out by ACA.

Regarding the activities from AP 23, subchapter Fight Against Corruption, coordination will be conducted by Coordination Body for CH 23 (for more details, please see Introductory part – Judiciary) Monitoring of AP 23, subchapter Fight Against Corruption, will be carried out by ACA, in line with the new Law on the prevention of corruption.

President of Negotiating Group for CH 23/Deputy President shall attend all the meetings of the Coordination body for implementation of Operational plan, ensuring link between Coordination body for implementation of AP 23 and Coordination body for implementation of Operational plan. The President of Negotiating Group for CH 23/Deputy President will brief Coordination body on implementation of activities from AP 23, subchapter Fight against Corruption, and report on all outstanding issues which require high-level political coordination in order to foster AP 23 towards full and timely implementation and to maintain consistency in anti-corruption policies in the country.

PREVENTION OF CORRUPTION

The legislative framework regulating prevention of anti-corruption in Serbia encompasses:

Law on Financing Political Activities (“Official Gazette of RS“, No. 43/11, 23/14 and 88/19); Law on Anti-Corruption Agency (“Official Gazette of RS“, No. 97/08, 53/10, 66/11 –CC, 67/13-CC, 8/15-CC and 88/19); Law on the Prevention of Corruption (“Official Gazette of RS“, No. 35/2019 and 88/19); Law on Free Access to Information of Public Importance (“Official Gazette of RS“, No. 120/2004, 54/2007, 104/2009 and 36/2010); Law on Public Procurement (“Official Gazette of RS“, No. 124/1214/2015 and 68/2015); the new Law on Public Procurement – in

effect from 1st July 2020 ("Official Gazette of RS", No. 91/19), Law on Privatization ("Official Gazette of RS", No. 83/14, 46/15 and 112/15), Law on Protection of Whistleblowers ("Official Gazette of RS" No. 128/2014), Law on Lobbying ("Official Gazette of RS" No. 87/18"), Law on State Audit Institution ("Official Gazette of RS" No.101/2005, 54/2007, 36/2010 and 44/2018 – other law).

The most important bodies representing institutional framework in this matter are: Anti-Corruption Council (Council), Anti-Corruption Agency (ACA), Commissioner for Information of Public Importance and Personal Data Protection (the Commissioner), State Audit Institution (SAI). The key issues in the field of prevention of corruption involve: conflicts of interest, financing political activities, access to information of public importance, public procurement, protection of whistleblowers, professionalization and integrity of public administration.

The key measure for prevention of corruption in the Action Plan for chapter 23 was the adoption of new Law on Anti-Corruption Agency (new Law on Prevention of Corruption). This Law regulates the field of prevention of corruption in a comprehensive manner.

The Anti-Corruption Agency (ACA) is an independent state authority, which reports to the National Assembly for its operation. Law on the ACA provides a wide range of responsibilities of the Agency relating to resolving the incompatibility of public offices and conflict of interest, controlling the assets of public officials and keeping a register of public officials, property and gifts; controlling the financing of political subjects, addressing the complaints of citizens, education, supervision over the implementation of the strategic framework, the analysis of regulations, and so on.

New state of play: Within recommendations of the analysis „Recommendations for normative amendments for full transposition of the GRECO recommendation no. 13 in the Draft law on the Prevention of Corruption of the Republic of Serbia”, conducted within MDTF-JSS Project, the necessity for internal pre-composition of Anti-Corruption Agency competences, as a complex independent authority, was especially emphasized. It was recommended that the Board of the Agency should retain only the second instance jurisdiction in relation to the decisions of the director, while the role of the Director of the Agency should be strengthened with competences which now belong to the Board. Election of Director of the Agency and members of the Board should be subordinated to the principle of meritocracy. It was recommended that the Agency should have the right on direct electronic access to databases of relevant state authorities. Furthermore, there is the obligation of other legal entities to develop and maintain enhanced cooperation with the Agency as well as to submit required relevant data to the Agency. On 21st May 2019, National Assembly adopted new Law on the Prevention of Corruption. The Law on the Prevention of Corruption is completely aligned with Analysis „Recommendations for normative amendments for full transposition of the GRECO recommendation no. 13 in the Draft law on the Prevention of Corruption of the Republic of Serbia”. New law further strengthens the independence of the Anti-Corruption Agency, enables sufficient financial and human resources for its work as well as connection with other relevant authorities (including access to their databases).

The new Law on Prevention of Corruption redefines and improves regulations concerning conflicts of interest and incompatibility of public functions and empowers the Agency with new tools for controlling the assets of public officials and keeping the registers of public officials, property and gifts. Agency is explicitly empowered to initiate misdemeanor and criminal proceedings. Administrative investigations of the Agency are further strengthened through the right to direct access to relevant state authorities' databases. The Agency also received new competences in connection with the Law on lobbying, in terms of keeping the registry of lobbyists, and monitoring of lobbyists and lobbying entities.

Training courses for more than 4,000 participants were held in the fields of ethics and integrity, integrity plans, reporting on the National Strategy for Fight against Corruption and accompanying Action Plan, control of assets, conflicts of interest, control of financing of political activities, including training courses that were held within Twinning project "Prevention and Fight Corruption "

Within Twinning project "Prevention and Fight Corruption", the test software application for monitoring the implementation of activities prescribed in Subchapter Fight against corruption of Action Plan for Chapter 23 was developed. Under the same project, the enhanced software application related to the integrity plans was developed.

The task of the Anti-corruption Council is to: review the activities in the field of fight against corruption, to propose to the Government measures to be taken in order to effectively fight against corruption, monitor their implementation, and take initiatives for the adoption of regulations, programs, and other acts and measures in this field. As an advisory body of executive power, Anti-Corruption Council used to regularly prepare and submit reports and initiatives to the Government on the phenomena of corruption, systemic corruption, but there was lack of interactive relation between the two bodies. The envisaged measures are presented below and their implementation will ensure that the Government and competent state authorities systematically review reports and initiatives of Anti-Corruption Council in implementing measures in the field of fight against corruption.

New state of play: The Anti-Corruption Council is advisory body of the Government of the Republic of Serbia, established by the Government Decision on 11 October 2001 (“Official Gazette” no. 59 01) in line with respective Law on Government. The Government's Decision has been changed several times, the last time in 2006. In the meantime, a new Law on Government was adopted in 2005 (“Official Gazette” no. 55/2005, 71/2005 - correction, 101/2007, 65/2008, 16/2011, 68/2012 - Decision of the Constitutional Court, 72/2012 7/2014- Decision of the Constitutional Court, 44/2014 and 30/2018 – other Law), but Decision on the establishment of the Anti-Corruption Council still remains nonaligned with the new Law on the Government. This situation has contributed to the difficulties in the Council's work.

Analysis” Anti-Corruption Council of the Government of the Republic of Serbia in the light of best practices in the European Union” was conducted within IPA Project “Prevention and Fight against Corruption”. The analysis contains recommendations for improvement of the Council's work, of which we highlight following key recommendation: to introduce the possibility that Council is composed of key public administration holders dealing with relevant information in the anti-corruption area, and prominent representatives from various areas of social life proposed by the Council, whereby non-governmental members have to be in majority.

There is a necessity to harmonise Decision governing the work of the Council with the new Law on the Government, which is also a recommendation from the abovementioned IPA project analysis that states the need to harmonise the Decision on establishing the Council and the Rules of Procedure of the Council (activity 2.1.2.2.).

The adoption of the Law on Financing Political Activities the Republic of Serbia has significantly improved the legal framework in this area and fully implemented the second evaluation round GRECO recommendations. The Anti-Corruption Agency, on May 31st 2013, presented the First report on the control of financing of political entities - the election campaign after the elections in 2012. Implementation of the Law indicated that the changes of certain legal provisions would lead to better implementation in practice, and in particular the provisions concerning the mechanisms for control of financial reports, obligation to deliver financial reports and sanctioning. Political entities are not compulsory subjects of the audit of the State Audit Institution (SAI). An additional problem in this area is the lack of the necessary capacity of authorities responsible for the control of funding. Law on amendments and supplements of the Law on Financing Political Activities (“Official Gazette of RS”, No. 123/14) introduced certain novelties in this area: political parties now have the opportunity to buy real estate from the budget sources with condition that real estate is used only for purposes of performing political activities; annual financial reports are submitted to the Anti-Corruption Agency and published on ACA official web-site, instead of submitting to the Official Gazette for publishing; sources for financing of regular activities of political subjects are also used for financing costs of election campaign.

New state of play: Analysis on the effects of implementation of the Law on Financing of Political Activities was conducted, with recommendations for improvement of legislative framework in this area. The Law on Financing of Political Activities was amended in December 2019 ("Official Gazette of RS" No. 88/2019). Amendments to the Law were made with the aim of enhancing accountability of political parties that are participants in the elections, both in terms of use and dispose of public resources, and obligations of the Agency for Fight against Corruption in terms of sanctioning political entities that do not comply with the provisions of the law in the election campaign.

Mechanisms for the prevention and elimination of conflicts of interest in Serbia have been improved by adopting the Law on the ACA ("Official Gazette of RS" No. 97/2008, 53/2010, 66/2011 - Decision of the Constitutional Court, 67/2013 - Decision of the Constitutional Court, 112/2013 - authentic interpretation and 8/2015 - Decision of the Constitutional Court) which governs the issue of conflicts of interest that applies to officials performing public functions. Legal provisions preventing conflicts of interest did not exist or existed only partially for other

employees in state bodies and organisations. Inconsistency of legislation in this area was described as the main obstacle in the annual report of the Anti-Corruption Agency in 2013. The lack of a coherent legal framework that would create the same mechanisms for the prevention and elimination of conflicts of interest for all employees in the public sector hampered the fight against this phenomenon. Consequently, awareness of the concept of conflict of interest and methods for its prevention were not sufficiently developed at all levels. As the Republic of Serbia ratified international instruments which, inter alia, regulate the issue of conflict of interest, appropriate measures were undertaken in order to harmonise legislation and implement international standards.

New state of play: Law on Civil Servants ("Official Gazette of RS" No. 79/05, 81/05 - correction, 83/05 - correction, 64/07, 67/07 - correction, 116/08, 104/09, 99 / 14, 94/17 and 95/18) improved and significantly tightened the rules on conflict of interest for civil servants (Article 25 of the Law, amended in 2018). The Law on Employees of Autonomous Provinces and Local self-government Units ("Official Gazette of RS" No. 21/16, 113/17, 113/17 - other law, 95/18) regulates conflict of interest of employees in the bodies of local self-government units and autonomous provinces (Article 9 and articles 39-46). Law on Employees in the Public Service ("Official Gazette of the Republic of Serbia", No. 113/17, 95/18 and 86/19), in effect commencing from 1st January 2021 regarding employees in public services (education, science, culture, health, social protection) regulates prevention of conflict of interest in the work of employees in these areas (articles 27 and 28). Law on Public Agencies ("Official Gazette" No. 18/05, 81/05 - correction, 47/18) prescribes application of the regulations applying on prevention of conflict of interest in the work of public servants. Along with the changes to the concept of conflict of interest of officials that perform public functions, prescribed in the new Law on the Prevention of Corruption, a system for prevention of conflict of interest in the public administration is completed.

The UN Convention against Corruption recommends Member States to consider introducing a crime "Illicit enrichment" if it was in accordance with the Constitution and the fundamental principles of the national legal system. The criminal legislation of the Republic of Serbia still does not provide the alleged offense, given that it may be contrary to the fundamental principles of criminal law and the principles of individual responsibility of the offender. On the other hand, the Anti-corruption agency has the authority to monitor and control the reporting of assets and revenue of officials, and in the case of possible irregularities identified, there are no clear mechanisms for sanctioning. Control of assets and income is particularly important from the aspect of implementation of financial investigations and tracing criminal proceeds. National Anti-Corruption strategy for period 2013- 2018 and Action Plan for Chapter 23, subchapter Fight against Corruption identified the need for a comprehensive analysis of the institutional and legal framework for finding effective solutions for cases of illicit enrichment. The chapter on criminal offenses against the economy of the Criminal Code of Serbia) is harmonised to a great extent with the Council of Europe Criminal Law Convention on Corruption, the UN Convention against corruption, the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions and other international instruments. The GRECO report on Serbia's compliance with the recommendations analysed the criminal offenses of corruption in the third round of evaluation and offered five recommendations for improvement. Additional report on implementation has been sent to GRECO Secretariat. GRECO concluded that Serbia has implemented satisfactorily fourteen of the fifteen recommendations contained in the Third Round Evaluation Report. By that, the third-round compliance procedure in respect of Serbia was finished. The need to fully align the chapter on criminal offenses against the economy of the Criminal Code with international instruments has been recognised in the National Anti-Corruption Strategy for the period from 2013 to 2018, the accompanying Action Plan, and in Action Plan for Chapter 23, subchapter Fight against Corruption, providing the improvement of economic and corruption offenses in the Criminal Code.

New state of play: In November 2016, extensive amendments to the Criminal Code ("Off. Gazette no. 94/16") were adopted. These amendments include revision of Criminal Code heads related to crimes against the economy and crimes against official duty. With these changes, Criminal Code is modernised thus providing a good framework for the work of the police and public prosecutors offices. Also, in November 2016 new Law on organisation and competence of state authorities in suppression of organized crime, terrorism and corruption ("Official Gazette of RS", No. 94/2016 and 87/18 - other law) was adopted, introducing a complete specialization in police, public prosecutor's offices and the courts for this type of crime, as well as modern tools for prosecution of these crimes.

IPA project "Prevention of and Fight against Corruption" carried out an analysis "Illicit enrichment - Analysis of the Serbian model," whose conclusion is that Serbian model of criminal legislation provides a comprehensive solution in this area, and that is not necessary to make further changes. Analysis urges Serbia to monitor the application of its legislation in relation to the corruptive offenses where the perpetrators are officials performing public functions, and to, in accordance with results of the analysis, estimate the need of establishing "illicit enrichment"

criminal offense, in accordance with the UN Convention against Corruption. Application of Criminal Code will be closely monitored in accordance with the recommendation of the above-mentioned analysis (activity 2.2.4.1.). Monitoring the implementation of the Criminal Code as well as the Law on Organisation and Competence of State Authorities in Suppression of Organized Crime, Terrorism and Corruption will be conducted by the Ministry of Justice. Partner institutions are courts and public prosecutors' offices of general and special jurisdiction, with obligation to deliver reports on number of initiated and completed proceedings. Ministry of Justice draws up uniform report. Furthermore, in March 2020, the National Assembly adopted the Law on origin property of and special tax, which establishes system of determination and taxation of illicit property.

The right of citizens to access information of public importance was established by the Law on Free Access to Information of Public Importance. Despite the fact that the current law is based on high international standards of exercising the rights from the perspective of methods for the protection of the rights, authorities coverage, the number and nature of exceptions to the principle of free access to information and similar criteria, practice of application of this law showed that improvements are necessary. From the standpoint of the legal framework for the exercise of the right of access to information, it is important that the Government, on the initiative of the Commissioner, determined the liability of public authorities to obtain the opinion of competent institutions in the process of adopting regulations through the amendments of the Government's Rules of Procedure, and enabled the availability of materials and information to the public through the amendments of the Rules of Procedure - obligation of public debate in drafting laws.

New state of play: In the field of access to information of public importance, the "Analysis of the Law on Free Access to Information of Public Importance, with recommendations for its amendments" was carried out. During the process of drafting amendments of the Law on Free Access to Information of Public Importance, the comments of SIGMA experts have been incorporated into the Draft Law to the extent possible. Capacities of Commissioner for Information of Public Importance and Personal Data Protection are strengthened - Rulebook on internal organisation and classification of jobs in Commissioner's Office was amended on 10 May 2017, by which the Commissioner's Office has systematized jobs for 94 employees. Current number of full-time employees in Commissioner's Office is 74. Implementation of the Law on Free Access to Information of Public Importance is regularly monitored, on a monthly, quarterly and annual basis.

Training courses for officials authorised to decide on requests for free access to information are continuously performed, and continuous approach to training will continue in the framework of the Revised Action Plan for CH 23.

The Republic of Serbia has a legal framework that guarantees a wide range of public access to information of public importance, which is a fundamental right in a democratic society. The implementation of regulations in this area, in connection with the respect of the right to personal data protection and the presumption of innocence, still represents a challenge. Exposure of the details of investigations based on anonymous sources of information that was "leaked" from police action or criminal prosecution, may jeopardize the investigation, undermine the presumption of innocence and violate the right to privacy. In such cases, the absence of adequate response against persons who have exposed sensitive and confidential information from the investigation is notable. The aim of the regulations on personal data protection is the protection of fundamental human rights, which requires that the information can only be obtained in accordance with the law - under strict conditions and for the purposes defined by law. Therefore, it is necessary to strengthen internal control mechanisms and sanctioning to prevent the disclosure of confidential information to the media.

One of the main goals of the previous Public Administration Reform Strategy (PAR Strategy) for the period 2004 - 2013 was the professionalization and de-politicization of public administration. Little progress was made in this field, which is the reason why Public Administration Reform Strategy in Serbia, adopted in February 2014, provides a continuation of the ongoing reform activities and extends them with the system of state administration in the public administration system. The two key objectives of the new strategy relating to the de-politicization of public administration were the establishment of a harmonised public service system based on merit and promotion of human resource management, and the strengthening of transparency, ethics and accountability in the performance of public administration. Government of the Republic of Serbia adopted accompanying Action plan for the implementation of PAR Strategy on March 19, 2015, which further regulates numerous activities for realisation of stipulated goals. It is planned to achieve the results in this area by introducing civil service system based on the principles of de-politicization, professionalization, as well as a model of progress and reward according to merit (merit system). Special attention is given to clearly and precisely

define the requirements and criteria for candidate selection and promotion, especially in the case of managerial jobs, i.e. position. In the area of control mechanisms, regulations on internal audit and financial management and control are aligned with international standards, Central Harmonization Unit continued to direct the technical activities, in particular training and certification of internal audit.

New state of play: In the Republic of Serbia, in accordance with the strategic directions set forth in the Public Administration Reform Strategy ("Off. Gazette" No. 9/14, 42 / 14, and 54/18 - correction) there is ongoing comprehensive reform process of the legislation dealing with the system of labor relations and wages of employees in public administration, with the aim to improve the legal framework on unique basis, regulating the status of employees in public administration, in accordance with the principles of de-politicization, professionalism and merit.

The Law on Employees of Autonomous Provinces and Local self-government Units ("Official Gazette of RS" No. 21/16, 113/17, 113/17 - other law, 95/18), in effect since 1 December 2016 in the bodies of local self-government and autonomous provinces, prescribes for the first time the system of labor relations in autonomous provinces and local self-governments in a comprehensive manner, in order to establish the basic principles of the civil service system, based on the standards adopted in modern comparative legal systems.

Law on Employees in the Public Service ("Official Gazette of the Republic of Serbia", No. 113/17, 95/18) was adopted, and it is in effect commencing from 1st January 2020. Law regulates labor status and salaries of employees in public services (education, science, culture, health and social protection), establishes system of labor relations in public services based on merit and introduces the functions of human resources management through mandatory institutes (staff planning, the competition process, evaluation of work results, etc.).

Amendments to the Law on Public Agencies ("Official Gazette" No. 18/05, 81/05 - correction, 47/18), introduce principle of merit in the system of employment in public agencies, through mandatory checks of professional training, knowledge and skills of the candidates in the selection procedure.

Law on Amendments to the Law on Civil Servants ("Official Gazette", No. 79/05, 81/05 - correction, 83/05 - correction, 64/07, 67/07 - correction, 116/08, 104/09, 99/14, 94/17, 95/18), provides a legal basis for introducing the system of competencies in all human resource management functions for the purpose of improving and enhancing the employment process and strengthening the competition process that allows greater impartiality and transparency, improving the evaluation system and strengthening professional training.

Within Action Plan for implementation of Public Administration Reform Strategy for period 2018-2020 ("Official Gazette", No. 54/18), there are new measures developed, which will contribute in establishment of harmonised system of labor relations and salaries in the public administration based on the principles of transparency and fairness, as well as establishment and improvement of functions of human resources management services in public administration and local self-government units, through the introduction of new instruments and capacity building for human resources management services.

Positive legal framework of the Republic of Serbia now does provide adequate protection for persons reporting suspicions of corruption or any other illegal actions (whistleblowers) as they may suffer some consequences and often the ones that affect their employment status. In accordance with previous reports on the progress of the Republic of Serbia in the process of European integration, while keeping in mind the United Nations Convention against Corruption, in response to perceived shortcomings of the existing system of protection, the National Anti-Corruption Strategy for the period 2013 - 2018, and the related Action Plan stipulated the obligatory enactment of a comprehensive law to regulate the issue of the protection of whistleblowers. The Law on protection of whistleblowers was adopted by the National Assembly in November 2014 and entered into force in June 2015. The main aim of the law is to establish an efficient and effective protection of whistleblowers. In addition to establishing an adequate legal framework, a series of measures for the effective implementation of regulations in practice and awareness raising about the importance and methods to protect whistleblowers were envisaged. For that purpose, within preparatory activities for effective implementation of the law, official trainers hired by Judicial Academy, conducted nearly 50 professional trainings for judges of all higher courts, for the territory of four Appellate courts in Serbia.

New state of play: Implementation of the Law on Protection of Whistleblowers is regularly monitored through the preparation of the Ministry of Justice annual reports. Annual reports for 2015-2016, 2016-2017 and 2017-2018 were prepared and published on the Ministry of Justice official website. Since the beginning of the implementation of the Law on Whistleblowers (5th

June 2015) to 31st December 2019, in all courts in the Republic of Serbia there are 774 cases received, of which 714 are resolved and 60 are unresolved. Monitoring of the implementation of the law will be continued, within the framework of the Revised AP 23, subchapter Fight against Corruption.

In the global professional community, Law on Protection of Whistleblowers is characterized as a "gold standard" in whistleblowers protection. Training courses in this area have been conducted regularly, and the civil sector that deals with the protection of whistleblowers is growing stronger. In 2018 only, 16 training courses in the field of protection of whistleblowers were held for 293 representatives of judicial authorities (judges, judicial assistants, prosecutors, prosecutorial assistants, users of initial training of the Judicial Academy) as well as representatives of civil society organisations and trade unions. Within the IPA project "Prevention of and Fight against Corruption" the "Analysis of best practices in whistleblowers protection" was carried out. Republic of Serbia will continue to monitor the effects of the Law on Protection of Whistleblowers in terms of state authorities' proceedings regarding whistleblowers disclosures (activity 2.2.7.3.).

On 13 November 2018, Serbia adopted the Law on Lobbying ("Official Gazette", No. 87/18). The law has been in effect since September 2019. Lobbying is defined as an activity that influences the authorities of the Republic of Serbia, autonomous provinces and local self-government bodies, bodies of public authority holders, founded by the Republic of Serbia, autonomous province or local self-government unit in the process of adopting laws, other regulations and general acts within the jurisdiction of those authorities, in order to achieve the interests of users of lobbying, in accordance with the law. This law regulates the conditions and manner of lobbying, lobbying rules, registry and records related to lobbying and other issues of importance for lobbying. The Anti-Corruption Agency plays a significant role in the process of registration and supervision of lobbyists and lobbying entities.

The Law on Public Procurement (as follows: PPL) provided a series of measures to strengthen control and supervision over its implementation. There are special provisions on the prevention of corruption and conflict of interest, as well as greater transparency in public procurement procedures. The Public Procurement Office (PPO) and the Republic Commission for the Protection of Rights in Public Procurement Procedures (RC), were given new powers and greater authority. PPO supervises the implementation of the Law on Public Procurement. In order to prevent unreasoned implementation of the negotiation procedure without a prior public call, an obligation to obtain the prior opinion of the PPO was introduced. It is introduced that the PPO and the State Audit institution (DRI) monitor procurement plans and the merits of changes to public procurement contracts. A longer statute of limitations for violations of Public Procurement (3 years) is prescribed. PPO has received authorisation for initiating misdemeanor proceedings, while the RC is responsible for prosecution in the first degree. Both institutions are responsible for initiating the procedure for the determination of void public procurement contract. RC in cases prescribed by law terminates public procurement contract, impose fines and decides on prohibition of misuse of right to petition for protection of the right. A key problem during the past year of implementing the new system of supervision and control of the implementation of the Law on Public Procurement is the limited administrative capacity of PPO, above all in terms of personnel. It is also necessary to analyse the effects of all mechanisms of supervision and control, and in accordance with the findings of the analysis make changes through amendments to the Public Procurement Law, as well as make recommendations in respect of other legislation. Cooperation between the institutions in the system of supervision and control is significantly improved from the beginning of implementation of the Law on Public Procurement on April 1st 2013, but it is necessary to work on its further improvement.

New state of play: Law on Public Procurement was amended in 2015 ("Official Gazette", No. 124/12, 14/15 and 68/15). Amendments to the law determined series of measures with aim of further strengthening control and supervision of its implementation, specific provisions on the prevention of corruption and conflict of interest, as well as the provisions related to greater transparency in public procurement procedures. Public Procurement Office competencies have also been expanded in terms of monitoring the implementation of the Law and initiation of misdemeanor procedures. The new Law on Public Procurement was adopted in December 2019 ("Official Gazette", No. 91/19), in terms of better implementation of public procurement principles, as well as further harmonization with the EU acquis.

Analysis of the effects of the application of mechanisms for monitoring, oversight and control of public procurement was conducted, as well as Needs analysis of the Public Procurement Office concerning staff and technical capacity. The Rulebook on internal organisation and job classification in the Public Procurement Office was adopted on 11 January 2018, by which number of employees in PPO is increased. Further strengthening of staff capacities in PPO is expected. Public Procurement Portal (<http://portal.ujn.gov.rs/>) has been upgraded by means of introducing new contents and by upgrading the search system (publishing contracting authorities' procurement plans, publishing procurements to be conducted by international procedures,

development of Portal's page in English, upgrading the searching, establishing the register of public contracts, improving the reporting system). New Public Procurement Portal will be developed, in line with the new functionalities arising from the new Public Procurement Law. In 2019, a new Public Procurement Law is adopted in order to increase transparency and efficiency in public procurement and to strengthen control procedures in public procurement, with aim to further harmonise PPL with the EU acquis. Republic of Serbia will continue to monitor implementation of the law. Training courses for police, public prosecutors and courts in this area will continue to be organized in the future.

Privatization process in Serbia has proved to be one of the most critical areas of corruption. The report of the Anti-Corruption Council and many other indicators point to a number of irregularities that have occurred due to a series of inaccuracies and non-transparency of the privatization legislation. Such vagueness of regulations has created numerous opportunities for abuse. In addition, many of the privatization contracts contain violations of the equivalence of benefits, which was enabled by inadequate control, both in terms of performance of the contract, and in the exercise of powers of the Director of the Privatization Agency. The National Anti-Corruption Strategy in the period from 2013 to 2018 provides a number of measures to prevent corruption in the privatization process. They can be grouped into two categories: changes of the corruptive provisions of the rules and improvement of the conduct of the competent authorities in the detection and prosecution of criminal offenses in the privatization process. New Law on Privatization ("Official Gazette of RS" No. 83/2014) was adopted in order to improve the legal provisions of the privatization process and eliminate the deficiencies that have led to numerous abuses. The adoption of the new law represents the beginning of implementation of the Action Plan for implementation of the Strategy, which provides a number of other measures to improve these areas.

New state of play: The Law on Public Enterprises ("Official Gazette of RS", no. 15/16 and 88/19) was adopted in 2015. During the drafting of the Law on Public Enterprises, special attention was paid to issues concerning the appointment procedure of directors (terms and conditions, criteria, actions of the Commission for the appointment of directors, the possibility of dismissal of the director of a public enterprise, the period of appointment of acting director). The law defines and tightens conditions for the election of members of the supervisory board, both in terms of work experience and responsibilities, and expands criteria for termination of the mandate of the President and members of the Supervisory Board before the expiration of the period for which they are appointed. Executive Board is no longer exists, and it is envisaged that Director elects executive directors, in order to personalize responsibility both of directors and executive directors. The criteria and elements for determining the criteria for the appointment of directors of public enterprises are determined by the Regulation on the Criteria for the Appointment of Directors of Public Enterprises ("Official Gazette of RS", no. 65/16). The Law on Public Enterprises was amended in December 2019 ("Official Gazette of RS", no. 88/19), in terms of greater liability of director of public enterprise. Namely, the director of public enterprise will be removed if he/she uses public enterprise resources for promotion of political parties/subjects, carry out activities related to the promotion of political parties or political entities and election campaign during working hours, put pressure on employees and persons engaged on other grounds in the public enterprise in connection with the support of political party or candidate in the elections, and if he was aware that persons employed or engaged on other grounds in the public enterprise uses the resources of a public enterprise for the promotion of political parties or political entities or puts pressure on other employees and engaged on other grounds in the public enterprise in relation with the support of political party or candidate in the elections, but failed to take actions for which is responsible to prevent it.

The amendments to the Law on Public Private Partnership and Concessions ("Official Gazette of RS", no. 88/11, 15/16 and 104/16) were adopted in 2016. During the drafting of the Law on Public Private Partnership and Concessions special attention was paid to issues concerning: establishment of a register of public contracts in order to make available information on public-private partnership to the public (register was established in December 2015); the introduction of better control of the financial impact of public-private partnerships; defining additional elements of public contracts that protect the public interest in projects of public-private-partnership and concessions; criteria for establishing balanced relations in risk sharing between public and private partners; compliance with international standards and international best practices.

The Law on Amendments to the Law on Bankruptcy was adopted on December 14th, 2017 ("Official Gazette of RS", no. 113/17). Following these changes, the Law on Bankruptcy was amended twice, in order to comply with the Law on financial security and to improve the position of the Republic of Serbia in Doing Business list. The latest amendments to the Law on Bankruptcy in 2018 were adopted in order to improve the efficiency and transparency of the existing legal framework and to remedy identified deficiencies. These changes give more rights to creditors in the selection of bankruptcy administrators, submission of reorganisation plan, as well as more rights to creditors' assembly in bankruptcy proceedings.

Law on Privatization ("Official Gazette of RS", no. 83/14), which entered into force in August 2014 as well as amendments to this law adopted in 2015 ("RS Official Gazette", no. 46/15 and 112/15), regulates the privatization procedure and control of the privatization procedure, with aim to eliminate the risk of corruption. In terms of the risk of corruption, the law stipulates who can be a buyer in the privatization process. It also stipulates that the Ministry of Economy shall obtain, from the competent anti-money laundering authority, an opinion on the absence of obstacles the buyer or strategic investor may encounter when concluding the agreement. The application of this article significantly reduces the possibility of corruption in the privatization process. The Directorate for Prevention of Money Laundering issued positive opinions on all requests submitted in 2016, 2017 and 2018.

Bearing in mind that the latest amendments to the Law on Privatization regulate and control the privatization process in order to eliminate the risk of corruption, and the fact that the privatization process in Serbia is nearing its end, further changes to legislation in this area are not expected.

New state of play: Law on Customs Service was adopted on 7th December 2018 and entered into force on 17th December 2018. Law regulates the operations of the customs service, its internal organisation and the management, competences, rights, duties and responsibilities of customs officers, which are the basis for determining the competences of customs officials in accordance with the fundamental values of the EU framework of customs competences. The novelties of the law are, among other things, related to the competences in terms of customs-misdemeanor procedure, subsequent customs control as well as operations of internal control, which was not regulated in previous legislation.

Article 55 of the Constitution guarantees freedom of political, union or any other association and the right to stay out of any associations, and associations are established without prior approval, by registration in the register kept by the state authority in accordance with the law. In this regard, in January 2011, the Government established the Office for Cooperation with Civil Society Organisations (Office) to support the development of civil dialogue between government institutions and civil society organisations in the process of the reform of the institutions and society in general. The importance and the role of the Office are reflected, inter alia, in the establishment of clear standards and procedures for the involvement of civil society at all levels of decision-making. In recent years, civil society has been very active in monitoring and evaluating the work of public authorities in this field, through public hearings, conferences, round tables and debates organized by various civil society organisations and government institutions. In terms of the development of the National Anti-Corruption Strategy from 2013 to 2018, and the accompanying Action Plan, as well as Action Plan for Chapter 23 and Draft of Revised Action Plan for Chapter 23, representatives of civil society organisations were involved in all phases of the aforementioned acts, which have been contributed by their comments, suggestions and proposals. This has resulted in the adoption of the strategic objectives relating to the creation of conditions for active participation of civil society in the fight against corruption.

New state of play: The Office for Cooperation with Civil Society of the Government of the Republic of Serbia continued with the series of regular activities in order to encourage and increase more efficient participation of citizens in the fight against corruption. On March 5, 2018 a new Regulation on Funds for Programme Promotion or the Lacking Funds for Programmes in Public Interest Implemented by Associations was adopted, introducing, among other changes, the obligation for all public administration units to submit the annual plan of public calls to the Office for Cooperation with Civil Society. It also introduces the issue of conflict of interest and the definition of situations in which the conflict of interests may appear either for the members of the Commission or the funds beneficiaries, as well as the possible measures for its removal. The National Assembly of the Republic of Serbia adopted the Law Amending the Law on State Administration at its session held on 20 June 2018 ("Official Gazette of RS" no. 47/2018 and 30/2018 – other law). The amendments to the Law provide for a more effective participation of the interested public in the process of adoption of regulations, which ensures transparency and improves the quality of the legislative process. The Methodology for planning, monitoring the implementation and evaluation of civil society programs/projects financed from the budget, as well as the Manual for implementing the Methodology were carried out and published on the web page of the Office. Public calls for allocation of funds for civil society organisations with purpose to carry out projects in the fight against corruption have been implemented, and the projects were carried out by civil society organisations. Implementation of the competition for alternative reporting on the implementation of the National Strategy and Action Plan for Fight against Corruption was conducted successfully. Alternative reports were submitted.

REPRESSION OF CORRUPTION

The legislative framework regulating repression of corruption in Serbia encompasses:

Criminal Procedure Code (“Official Gazette of RS“, No. 72/11, 101/11, 121/12, 32/13, 45/13, 55/14 and 35/19); Law on Seizure and Confiscation of the Proceeds from Crime (“Official Gazette of RS“, No 32/13, 94/16 and 35/19); Criminal Code of Serbia (“Official Gazette of RS“, No. 85/05 88/05, 107/05, 72/09, 111/09, 121/12, 104/13, 108/14, 94/16 and 35/19), Law on organisation and competence of state authorities in suppression of organised crime, terrorism and corruption (“Official Gazette of RS“, No. 94/2016 and 87/18 - other law). Institutional repressive apparatus consists of: police (detection of corruption offenses), public prosecutors (prosecution of corruption), and courts (sanctioning corruption).

The key measure in the field of repression of corruption was the adoption and implementation of the Financial Investigations Strategy for period 2015-2016. This Strategy is an integrative document for the largest number of anti-corruption repressive measures. Responsible authorities for the implementation of this Strategy were Ministry of Justice and Public Prosecutor's Office. The Financial Investigations Strategy from 2015 through 2016, along with the new Law on ACA (in the prevention field) represents the pillars of the Action Plan for Chapter 23, subchapter fight against corruption.

Established efficient and proactive action in detecting and prosecuting corruption and organized crime represents the basis of the repressive action against these phenomena. The key prerequisites for effective acting involve independent competent institutions, adequate staffing, effective horizontal and vertical cooperation established and exchange of information between the police, public prosecutors, courts and other state bodies and institutions. The Financial Investigations Strategy from 2015 through 2016 prescribes specialization in economic crime matters in police, prosecution offices and four appellate courts, advanced trainings in cooperation with the Judicial Academy of judicial officers (in four Appellate courts) who handle financial investigations, establishment of task forces comprised of police officers and officers of other relevant government authorities, appointment of liaison officers for contact with the prosecutor's office and the police in every authority which comes across facts connected to financial crimes. Regarding introduction of forensic accounting offices within Public Prosecutor's offices, the Prosecutor's Office for Organized Crime should have at least two forensic accountants, while departments in the four higher prosecutor's offices should have minimum of one forensic accountant. A forensic accountant should be able to identify criminal activity from the financial standpoint, but he should also be familiar with investigation and evidentiary techniques. Forensic accountants need to assist public prosecutors in finding answers that they cannot provide because of the complexity of the case. In a domain of repression of corruption, proper implementation of the Financial Investigations Strategy activities represented key contribution for reformation of repression system, prioritisation of the work on 24 controversial privatization cases from current phases to satisfactory resolution in line with Anti-Corruption Council recommendations. Also, implementation of the Financial Investigations Strategy represented adequate tool for resolving financial criminal cases in future. When it comes to 24 controversial privatization cases, Republic of Serbia is demonstrating strong will to resolve all cases.

The need for cooperation with national and European institutions and organisations, as well as other international organisations (Eurojust, OLAF, GRECO, OECD, etc.) is particularly emphasized. With the entry into force of the new Criminal Procedure Code, in all public prosecutors' offices, of general and special jurisdiction, the prosecution has obtained a leading role in obtaining evidence and their presentation in court. Certain results have been achieved in practice; however, further progress is necessary particularly in cases of high-level corruption. Improving financial investigations is one of the prerequisites for achieving significant results in practice, in addition to strengthening the independence and mutual information exchange between relevant authorities. (See further Chapter 24, subchapter fight against organized crime.)

In the Republic of Serbia, the police, prosecution and courts use different systems for monitoring criminal cases. In practice, such an approach creates several problems. The police keeps statistical records according to the number of reported crimes; the prosecution according to the number of reported persons; whereas the court statistics is kept according to the number of cases. Such record keeping is not suitable for measuring the progress and the level of efficiency of the criminal justice system, neither for setting up criminal policy. The goal of establishing a unique records keeping system or an electronic record for criminal offenses with elements of corruption is, inter alia, the precise systematization and classification of data as well as regular control and information exchange. One of the tasks this information system has to correspond to is to establish a uniform system of reporting on corruption and organized crime. By achieving this goal, the Ministry of Justice shall have the ability to produce reliable annual report on cases with elements of corruption, which contain all the relevant information about the course of the investigation, the progress of the criminal proceedings and their outcome. Mutually compatible forms in the police, courts and prosecutors' offices should also include the possibility of monitoring cases of proactive conduct, acting upon the reports of the Agency, State Audit Institution, Tax Administration, and Administration for public procurement, etc.

The legal framework for conducting financial investigations and tracing criminal proceeds is regulated by the Law on Seizure and Confiscation of the Proceeds from Crime ("Official Gazette of RS", no. 32/2013, 94/16 and 35/2019). Also, the Criminal Procedure Code ("Official Gazette of RS", no. 72/11, 101/11, 121/12, 32/13, 45/13, 55/14 and 35/19) provides for special investigative techniques that are used to facilitate tracking of the proceeds from crime. Competent authority for the implementation of financial investigation is the Financial Investigation Unit, responsible for financial investigation at the Ministry of Interior, while the Directorate for Administration of Seized Assets is responsible for the management of seized assets within the Ministry of Justice. The Action Plan for Chapter 23 provides for measures to improve the implementation of financial investigations and management of seized assets. It is necessary, inter alia, to improve the efficiency of relevant institutions, records keeping and information exchange at the national and international level.

New state of play: The goals set by the Financial Investigations Strategy were fully implemented by adoption and implementation of the Law on organisation and competence of state authorities in suppression of organised crime, terrorism and corruption ("Official Gazette of RS", No. 94/2016 and 87/18 - other law). The first goal - the establishment of effective repressive authorities was fulfilled by the establishment of a new organisation in the public prosecutor's offices, courts and police. Special departments for suppressing corruption were established in four higher public prosecutors offices, as well as equivalent departments in higher courts. In the police, within the Criminal Police Directorate, the Anti-Corruption Department was formed, which consists of nine sections: the Department of Coordination and Planning and the Anti-Corruption sections in Belgrade, Novi Sad, Nis, Kraljevo, Subotica, Zajecar, Jagodina and Uzice. The above mentioned Special departments for suppressing corruption represent four regional judicial center in which full specialization for corruption criminal offenses was made. Each of these departments is territorially competent for its appellate areas. The second goal - improved cooperation was fulfilled by establishing a network of liaison officers. Within 13 competent state authorities, at least two liaison officers were appointed. All liaison officers have passed specialised training for work in multidisciplinary teams. For fulfillment of this goal it is important to emphasize that the law provides possibility of establishing task forces that work on the most complex cases of corruption. The third goal - the establishment of financial forensics was fulfilled by the introduction of financial forensic experts in the work of four Special departments for suppressing corruption and in the Prosecutor's Office for Organized Crime. The fourth goal – training courses, represents horizontal goal that permeates all of the above-mentioned goals of Financial Investigations Strategy. In this regard, numerous training courses have been conducted.

Training courses are organized by the Judicial Academy, with the crucial support of the IPA project "Prevention of and Fight against Corruption": in 2018, there were eight three-day training seminars on "financial investigations techniques" for judges, prosecutors, police investigators and members of the institutions within the jurisdiction of the appellate courts (Belgrade, Novi Sad, Nis, Kraljevo) with 232 participants (64 judges, 72 public prosecutors, 71 policeman and 25 representatives of the liaison institutions); two three-day training seminars on financial investigations for higher operational heads of specialised "task force" units, where 59 supervisors were trained; eight one-day roundtables in four regional centers for judges and public prosecutors selected for work in Special departments for suppressing corruption on "Effective management of the procedure and the use of circumstantial evidence in cases of economic crime and corruption" with total of 86 participants (28 judges, 20 judicial associates, 21 public prosecutors, 15 prosecutor associates); eight 1-day training sessions on Practical aspects of ethical dilemmas and their resolution for the judges and prosecutors were organised; five practical communication trainings were organised for heads and their deputies of the specialised AC department; 20 trainings were organised where more than 340 representatives of the public administration, local-self-government, prosecutors, judges, police officers and representatives of the CSO were trained in the field of prevention and combating of the corruption; six 5-day Train the Trainers training were conducted. More than 120 new trainers (representatives of the public administration, local-self-government and CSOs) are trained in the field of prevention and combating of the corruption; Partner in the implementation of training courses was the USA Ministry of Justice - OPDAT.

In 2019, 3 roundtables on current issues in enforcement of Law on Organisation and Jurisdiction of State Authorities in Combating Organized Crime, Terrorism and Corruption were organized for the judges, deputy prosecutors and financial forensics (16 high courts judges (special departments), 20 appellate courts judges, 2 deputy prosecutors and 2 financial forensics); 6 full day events were organized on cooperation mechanisms (liaison agencies) between Republic public prosecutors' office, Ministry of Interior – AC department and 12 out of 13 liaison agencies' representatives; (partner in the implementation – OPDAT) ; Five seminars on capacity building of Tax Administration (Misdemeanor or Criminal Offence – identifying criminal intent) - 121 chiefs in tax control tax police attended; 4 AC operational teams' workshops for deputy prosecutors and 21 AC police officers – total of 43 deputy prosecutors and 78 AC police officers.

Within extensive organisational and technical preparations for the implementation of new legal solutions, a reconstruction of a 1500 square meter building in Novi Sad was completed, and will be used for the needs of Special department of the Prosecutor's Office for suppressing corruption and Special Department of the Higher Court. A complete reconstruction of the Palace of Justice in Belgrade with an area of 26,350 square meters was finished. Reconstruction is financed by European Investment Bank credit in the amount of 16.6 million euros. Special Department of the Prosecutor's Office for the suppression of corruption and equivalent Special Department of the Higher Court are located there. Also, an adequate building for judicial authorities was provided in Kraljevo.

As of 31 December 2019, five task forces were formed, one in each Special Department, except in Nis, where three task forces were formed.

By adoption of the Law on Personal Data Protection ("Official Gazette of RS" no. 87/18), conditions for membership of the Republic of Serbia in Eurojust have been met. Republic of Serbia and Eurojust signed Agreement on cooperation in December 2019.

With regard to cooperation with OLAF, AFCOS network was established and fully operational.

In order to establish a system of uniform statistical monitoring and reporting for corruption criminal offences by all competent authorities, Feasibility study on development and implementation of the methodology for the collection of statistical data was conducted, within the IPA project "Prevention and fight against corruption". The concept of Feasibility study was developed by gathering information on the current state of information and communication technology within all competent authorities. The aim of the Feasibility study was to evaluate the current state of ICT equipment in the competent bodies, as well as the legislative framework that enables the exchange of information, and to propose the most efficient methodology for developing a system for uniformed statistical reporting.

On 23. 11. 2016, National Assembly adopted the Law on Amendments and Supplements to the Law on Seizure and Confiscation of the Proceeds from Crime ("Official Gazette of RS" no. 94/16), aligned with the EU Directive 2014/42, as well as necessary by-laws: Instruction on the content and drafting requirements of seized assets reports, Instruction on the sales method of temporarily seized movable assets and Rules of Procedure for the assessment of the value of seized assets ("Official Gazette of RS" no. 25/2018). Material and technical capacities of the Directorate for Administration of Seized Assets were strengthened through the purchase of software for recording of seized property. Representatives of the Directorate attend training courses in the field of commercial and criminal law, regularly organized by the Judicial Academy. The development of a platform for negotiations to sign contracts with directorates from the countries of the region and the EU countries is in progress.

Pursuant to the Constitution of the Republic of Serbia, the following categories of persons shall enjoy immunity: MPs, the President of the Republic, the President and members of the Government, the judges of the Constitutional Court, judges, public prosecutors and deputy public prosecutors, the Ombudsman, members of the High Judicial Council and State Prosecutorial Council. Parliamentary immunity includes substantive immunity (immunity from liability) and the procedural immunity. A judge may not be detained in proceedings instituted for a criminal offence committed in the performance of judicial functions without the approval of the High Judicial Council. Member of High Judicial Council shall enjoy immunity as a judge. A public prosecutor and deputy public prosecutor cannot be held responsible for the opinions expressed in the exercise of prosecutorial functions unless it is a criminal offence of violating the law by the public prosecutor or deputy public prosecutor. A public prosecutor and deputy public prosecutor may not be deprived of liberty in proceedings instituted for a criminal offence committed in the exercise of prosecutorial function or service, without the approval of the competent committee of the National Assembly. Member of the State Prosecutorial Council shall enjoy immunity as a prosecutor. A judge of the Constitutional Court shall enjoy immunity as a deputy. The Constitutional Court decides on his/her immunity.

New state of play: National Assembly and General Secretariat of the Government conducted „Analysis of the provisions regulating immunity of the officials whose immunity is subject to decisions of the National Assembly and Government (scope and procedure for lifting immunity)". Analysis conclusion is that the current regulations already provide effective and efficient implementation of the procedure for lifting immunities, and that there were no cases of obstruction of criminal investigations and criminal proceedings in connection with corruption and other

crimes.

Regarding measures to prevent leaks to the media of confidential information to the media in connection with criminal investigations, the Analysis of normative, organisational and functional framework, with particular emphasis on measures to prevent information leaks and repressive measures to suppress unauthorised communication of data relating to criminal proceedings was carried out. The „Ideal model for the detection of offenders and proving criminal offence of disclosing official secrets ("leaking information to the media")“ was developed. As an integral part of the „Ideal model“, Instruction on the obligation to protect and preserve the secret and confidential data and Declaration on keeping secret and confidential data, applicable on all employees in the Public Prosecutor's Office and the Ministry of Interior, were created. An Analysis of the current level of IT security system was conducted, based on which proposals for future steps were made, regarding the increase of IT protection level and the introduction of an early warning system and alarm system. The Republic Public Prosecutor's Office and the Ministry of the Interior continuously monitor the sanctioning of violations of regulations preventing disclosure of confidential information.

Results achieved by implementing the Action Plan for the Implementation of the National Strategy for the Fight against Corruption for the period from 2013 to 2018 had been analyzed in 2016. On that basis, Government adopted Revised Action Plan for the implementation of National Strategy for the Fight against Corruption. Revision was made based on Anti-Corruption Agency Annual Reports, contributions submitted by the authorities responsible for the implementation of the Action Plan, perceived difficulties in the implementation and monitoring of the implementation of the Action Plan, and the fact that the Action Plan for Chapter 23 envisages the same or essentially the same obligations as the Action plan for the implementation of the National Strategy for the Fight against Corruption. Having said that, all activities envisaged by the Action Plan for Chapter 23, which have also been prescribed in the Action Plan for the implementation of National Strategy, continue to be monitored through appropriate activities in Action Plan for Chapter 23.

Results achieved by implementing the Action Plan for the Implementation of the National Strategy for the Fight against Corruption for the period from 2013 to 2018 and Action Plan for Chapter 23, were analyzed again in 2018, through document „Gap analysis on the implementation of the National Anti-corruption Strategy its Action Plan for implementation and the Action Plan for Chapter 23“ done within IPA Project „Prevention and Fight against Corruption“. Findings and recommendations of the „Gap analysis“ serve as the basis for defining the measures that need to be implemented for the remaining period up to accession of the Republic of Serbia to the European Union.

2.1.IMPLEMENTATION OF ANTI-CORRUPTION MEASURES

RECOMMENDATION FROM THE SCREENING REPORT	OVERALL RESULT	IMPACT INDICATOR
<p>2.1.1. Broaden the political and institutional ownership, including high level coordination, of the fight against corruption and identify clear high level institutional leadership in the implementation of the anti-corruption strategy in particular;</p>	<p>Coordination of implementation of anti-corruption measures established at the highest political level, along with political and institutional accountability of high level institutional leadership for the implementation of strategic measures in the fight against corruption.</p>	<ol style="list-style-type: none"> 1. Positive opinion of European Commission stated in Annual Progress Report on Serbia 2. Extent of implementation of measures and activities from the Operational plan, based on the reports of the Anti-Corruption Agency and Coordination

				Body for the implementation of the Operational Plan - at least 2/3 of activities/measures in the Operational Plan for the Prevention of Corruption in areas of particular risk implemented at the end of validity period.	
<p>Interim benchmark: Serbia implements the Action Plan accompanying the National Anti-Corruption Strategy for the period 2013-2018. It strictly monitors the implementation and takes remedial action where needed. Serbia conducts an impact assessment in 2018 of its results.</p>					
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/DEAD LINE	FINANCIAL RESOURCES	RESULT
2.1.1.1.	Preparing and adopting the Operational Plan for the Prevention of Corruption in areas of particular risk.	<ul style="list-style-type: none"> -Ministry of Justice (State secretary in charge of anti-corruption) -Anti-Corruption Agency -all relevant institutions -with participation of CSOs 	II quarter of 2021	<p>Budget of the Republic of Serbia</p> <p>34.569 €</p> <p>and IPA 2013</p> <p>„Prevention and Fight Against Corruption“project</p> <p>– 3.600.000 €</p>	Operational Plan for the Prevention of Corruption in areas of particular risk adopted.

2.1.1.2.	Adopting Decision on establishing the Coordination Body for the implementation of the Operational Plan for the Prevention of Corruption in areas of particular risk.	-Government of the Republic of Serbia -Ministry of Justice (State secretary in charge of anti-corruption)	II quarter of 2021.	Budget of the Republic of Serbia Activity requiring insignificant costs.	Decision on establishing the Coordination Body for the implementation of the Operational Plan for the Prevention of Corruption in areas of particular risk adopted. The Coordination Body holds meetings and solves identified problems and takes measures for fulfillment of the Operational Plan.
2.1.1.3.	Organizing regular meetings of the Coordination Body in line with new Decision (activity 2.1.1.2.) Meetings of the coordination bodies are open to the public and participation of civil society organisations.	-Ministry of Justice (State secretary in charge of anti-corruption) -Anti-Corruption Agency -all relevant institutions	Continuously, commencing from adoption of Decision from 2.1.1.2.	Budget of the Republic of Serbia 2.553 € in 2020 - 851 € in 2021 - 851 € in 2022 - 851 €	Publishing of reports from meetings of the Coordination Body on the website of Ministry of Justice. Reports of Anti-Corruption Agency on the monitoring of the implementation of the Operational Plan for the Prevention of Corruption in areas of particular risk reviewed. The Coordination body considers CSO concrete propositions on Coordination body reports on implementation of the Operational Plan. The Coordination Body solves problems arising in fulfillment of the Operational Plan.
INTERIM BENCHMARK:			OVERALL RESULT	IMPACT INDICATOR	

<p>2.1.2. The Serbian government engages in a constructive relationship with the Anti-Corruption Council, seriously considers the latter's recommendation and takes them as much as possible into account.</p>				<p>Systematic consideration of the recommendations of the Anti-Corruption Council ensured.</p>	<p>1. Number of reviewed recommendations which have been taken into consideration by the Government and other competent state authorities during implementation of measures in the field of fight against corruption stated in Annual report on work of Anti-Corruption Council.</p>
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/DEAD LINE	FINANCIAL RESOURCES	RESULT
2.1.2.1.	<p>The Government considers the reports of the Anti-Corruption Council at its meetings and takes them as much as possible into account.</p> <p>The Council is invited on the Government session to present the main findings.</p>	<p>-Government of the Republic of Serbia</p>	<p>Continuously</p>	<p>Budget of the Republic of Serbia</p> <p>Activity requiring insignificant costs.</p>	<p>The Government considered reports of the Council and adopted the conclusions on further act in accordance with the findings and recommendations of the Council.</p>
2.1.2.2.	<p>Adopt a new Decision of the Government that regulates the work of the Anti-Corruption Council, in line with analysis “Anti-Corruption Council of the Government of the Republic of Serbia in the light of best practices in the European Union” conducted within IPA 2013 “Prevention and Fight against Corruption” project.</p>	<p>-Government of the Republic of Serbia</p> <p>-Ministry of Justice (State secretary in charge of anti-corruption)</p> <p>-Anti-Corruption Council</p>	<p>II quarter of 2021</p>	<p>Budget of the Republic of Serbia</p> <p>Activity requiring insignificant costs.</p>	<p>New Decision of the Government that regulates the work of the Anti-Corruption Council is adopted in line with Analysis.</p>
2.1.2.3.	<p>Inclusion of Anti-Corruption Council in legislative procedure concerning regulations which, according to Council’s assessment, bear a risk of corruption, through active participation in working groups for law drafting, on the initiative</p>	<p>-Anti-Corruption Council</p>	<p>Continuously.</p>	<p>Budget of the Republic of Serbia-25.926 €</p>	<p>The Council timely receives information about legislative activities; acts proactively in its work and members of the Council take active participation in legislative procedure.</p>

	of the Council or the authorities competent to propose laws. Members of the Council are required to take active participation in the operation of working groups.				
2.1.2.4.	The Republic Public Prosecutor's Office considers the report of Anti-Corruption Council from the point of possible criminal liability and forwards them to the competent public prosecutor's offices, monitors implementation and draws up reports.	-The Republic Public Prosecutor's Office -Government of the Republic of Serbia	Continuously.	Budget of the Republic of Serbia- 2.553 € in 2020 - 851 € in 2021 - 851 € in 2022 - 851 €	The Republic Public Prosecutor's Office drawn up annual reports on implementation of activities in compliance with reports of Anti-Corruption Council and submitted reports to the Government.
2.1.2.5.	Additional strengthening of budgetary and staff capacities of Anti-Corruption Council.	-Government of the Republic of Serbia -Anti-Corruption Council	II quarter of 2021.	Budget of the Republic of Serbia- 181.125 €	Government issued decree on appointment of members of Anti-Corruption Council. Higher degree of administrative support of General Secretariat of the Government.
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
2.1.3. Serbia conducts a comprehensive assessment of its legislation comparing it against the EU acquis and the United Nation's Convention against Corruption and amends its legislation where needed. Serbia follows up on all GRECO recommendations.			Ensured legal alignment with the EU <i>Acquis</i> and UNCAC in field of fight against corruption including as regards the definitions of active and passive corruption.		<ol style="list-style-type: none"> 1. Positive opinion of European Commission stated in annual progress report on Serbia; 2. GRECO reports on evaluation; 3. Reports of UN Office on Drugs and Crime on compatibility with UNCAC;

ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/DEAD LINE	FINANCIAL RESOURCES	RESULT
2.1.3.1.	Adopt amendments and supplements to legal framework of fight against corruption taking into account recommendations of the “Analysis of compatibility of anti-corruption legislation with EU <i>Acquis</i> and international standards” conducted within IPA 2013 “Prevention and fight against Corruption” project.	<p>-Ministry of Justice (State secretary in charge of anti-corruption)</p> <p>- other ministries in accordance with their responsibilities</p> <p>-Government of the Republic of Serbia</p> <p>-National Assembly</p>	IV quarter of 2021	<p>Budget of the Republic of Serbia-30.878 €</p> <p>and IPA 2019 (Support to AP 23 in Fight Against Corruption and Fundamental Rights - Flexible Facility- 5.000.000 €)</p> <p>In 2021.</p>	Amendments and supplements to the regulations adopted.
RECOMMENDATION FROM THE SCREENING REPORT			OVERALL RESULT	IMPACT INDICATOR	
2.1.4. Clarify the co-ordination and co-operation between the different actors in charge of implementing and monitoring the action plan			Coordination of implementation and monitoring of implementation of the strategic documents is clearly defined and divided. All institutions involved in the coordination of implementation are committed to the proper coordination. ACA has a clear role in the monitoring of the implementation of the strategic documents. There is a solid and operational mechanism of indicating “under-performers” (based on ACA annual report on implementation of strategic documents) to the Coordination Body which would follow up on it.	<ol style="list-style-type: none"> 1. Positive opinion of European Commission stated in Annual Progress Report on Serbia 2. Degree of implementation of measures and activities from Action plans (AP 23, Subchapter Fight against Corruption and Operational plan), based on the reports of the Anti-Corruption Agency and Coordination Body for the implementation of the Operational Plan for the Prevention of Corruption in areas of particular risk 3. At least 2/3 of activities/measures in the Operational Plan for the Prevention of Corruption in areas of 	

				particular risk and AP 23, Subchapter Fight against Corruption implemented at the end of validity period.	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/DEAD LINE	FINANCIAL RESOURCES	RESULT
2.1.4.1.	Adopting Decision on establishing the Coordination Body for the implementation of the Operational Plan for the Prevention of Corruption in areas of particular risk (activity 2.1.1.2.).	-Ministry of Justice (State secretary in charge of anti-corruption) -Government of the Republic of Serbia	II quarter of 2021.	Budget of the Republic of Serbia – in 2021 Activity requiring insignificant costs.	Decision on establishing the Coordination Body for the implementation of the Operational Plan adopted.
2.2. PREVENTION OF CORRUPTION					
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
<p>2.2.1. Interim benchmark: Serbia adopts the new Law on the Anti-Corruption Agency (ACA) providing it with a clear and strong mandate. Serbia ensures that ACA continues to enjoy the necessary independence, receives sufficient financial and human resources as well as training and is well connected to other relevant authorities (including to their databases). Serbia ensures that bodies that fail to report and cooperate with ACA are held accountable.</p> <p>Interim benchmark: Serbia provides an initial track record of effective implementation of the asset declaration and verification system, including dissuasive sanctions for non-compliance and appropriate follow up measures (including through criminal investigations where relevant) in cases where the reported assets do not correspond to the reality.</p>			Improved efficiency of Anti-corruption Agency in exercising its competencies through an amended legal basis, strengthen its administrative capacity and ensured better connectivity to various agencies and state authorities.		<ol style="list-style-type: none"> 1. Positive opinion of European Commission stated in Annual Progress Report on Serbia 2. Annual report on work of Anti-Corruption Agency reflects improved efficiency within the ACA mandate.

ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/DEAD LINE	FINANCIAL RESOURCES	RESULT
2.2.1.1.	Monitoring the implementation of new Law on the Prevention of Corruption and acting of all state authorities, in line with the new Law on the Prevention of Corruption.	-Anti-Corruption Agency -in cooperation with other relevant institutions	Continuously, once a year	Budget of the Republic of Serbia- 275.724 €	Annual report on the activities of the Anti-Corruption Agency contains following elements: 1) number of obligations fulfilled by public officials in line with the Law on Corruption Prevention; 2) number of measures issued by the ACA which is complied with by public officials; 3) percentage of institutions which complied with obligation to adopt integrity plan and local anti-corruption plan; 4) percentage of measures in integrity plan and local anti-corruption plan implemented by relevant institutions; 5) number of institutions complying with obligation to conduct ethics and integrity trainings as per ACA's plan and programme. 6) qualitative analyses, comparisons with previous years, comparison of results with the number of reported cases and subjects of control. National Assembly adopted conclusions on the

					<p>implementation of the new Law on the Prevention of Corruption.</p> <p>Government and other state authorities act in accordance with conclusions of National Assembly.</p> <p>Report on progress of the Republic of Serbia issued by European Commission.</p>
2.2.1.2.	<p>Conduct analysis of the effects of implementation of the new Law on the Prevention of Corruption, which will cover the period from the beginning of its implementation and the next three years, particularly in the following areas:</p> <ul style="list-style-type: none"> -assets declaration and incomes of public office holders, including dissuasive sanctions for non-compliance and appropriate follow up measures (including through criminal investigations where relevant); -prevention of conflict of interest; -control of financing the political activities; -supervision over implementation of integrity plans; -supervision over implementation of Revised Action Plan for Chapter 23, subchapter fight against corruption. 	<ul style="list-style-type: none"> -Anti-Corruption Agency -Misdemeanor courts -Republic Public Prosecutors Office -in cooperation with other relevant institutions 	IV quarter of 2023	<p>Budget of the Republic of Serbia- budgeted in 2.2.1.1.</p> <p>- Donor support is needed, for which will be applied in the upcoming period</p>	<p>Analysis has identified the effects of implementation of the new Law on the Prevention of Corruption</p> <p>in the following areas:</p> <ul style="list-style-type: none"> -assets declaration and incomes of public office holders; -prevention of conflict of interest; -control of financing the political activities; -supervision over implementation of integrity plans; -supervision over implementation of Revised Action Plan for Chapter 23, subchapter fight against corruption. <p>Analysis includes both quantitative and qualitative indicators.</p> <p>Analysis is publicly available on ACAS official web-site.</p>

<p>2.2.1.3.</p>	<p>Continuous specialised trainings for employees of the Anti-Corruption Agency in order to implement the new Law on the Prevention of Corruption and the Law on Lobbying.</p>	<p>-Anti-Corruption Agency</p>	<p>Continuously, commencing from adoption of the Law on the Prevention of Corruption and the Law on Lobbying</p>	<p>Budget of the Republic of Serbia</p> <p>4.023 €</p> <p>in 2020 - 1.341 €</p> <p>in 2021 - 1.341 €</p> <p>in 2022 - 1.341 €</p> <p>and USAID GAI Project/OSCE</p> <p>Within international organizations broader program of support, funds have been provided for the implementation of trainings until the end of 2020. Donor support will be needed for the period after 2020, for which will be applied in the upcoming period.</p>	<p>Conducted trainings.</p> <p>Out of total number of ACA staff at least 2/3 of ACA staff attended trainings for implementation of the new Law on Corruption Prevention, i.e. Law on Lobbying in the first year of implementation.</p>
<p>2.2.1.4.</p>	<p>Customise software for reporting on National Anti-Corruption Strategy and Action plan for its implementation to respond to the needs of monitoring the relevant measures in the Revised Action Plan for Chapter 23. Test and regularly maintain the software.</p>	<p>-Anti-Corruption Agency</p>	<p>For software update: IV quarter of 2020</p> <p>For maintenance: continuously</p>	<p>b) for software maintainance</p> <p>The total amount of funds for software customization is not known yet.</p>	<p>Updated software to respond to the needs of monitoring the relevant measures in the Action Plan for Chapter 23.</p> <p>Software is tested and regularly maintained.</p>

2.2.1.5.	Customise software for reporting on the Revised Action Plan for Chapter 23, subchapter Fight Against Corruption, to respond to the needs of monitoring the Operational Plan for the Prevention of Corruption in areas of particular risk.	-Anti-Corruption Agency	I quarter of 2021	<p>Budget of the Republic of Serbia</p> <p>9.950 €</p> <p>If the necessary funds are not provided in the RS budget, donor support will be needed, for which will be applied in the upcoming period.</p>	Updated software to respond to the needs of monitoring the Operational Plan for the Prevention of Corruption in areas of particular risk.
2.2.1.6.	<p>Upgrade software application that refers to the integrity plans.</p> <p>Regular maintenance of the software application that refers to the integrity plans.</p>	-Anti-Corruption Agency	<p>For software upgrade: IV quarter of 2021</p> <p>For software maintenance: continuously</p>	<p>Budget of the Republic of Serbia</p> <p>and donor support</p> <p>If the necessary funds are not provided in the RS budget, donor support will be needed, for which will be applied in the following period.</p>	Software upgraded and regularly maintained.

2.2.1.7.	Development of video tutorials for the third cycle of development, implementation and reporting on implementation of integrity plans.	-Anti-Corruption Agency	IV quarter of 2021	<p>Budget of the Republic of Serbia – 9.950 €</p> <p>and</p> <p>donor support.</p> <p>If the necessary funds are not provided in the RS budget, donor support will be needed, for which will be applied in the following period.</p>	Video tutorials developed, operational and publicly available.
2.2.1.8.	Organizing multidisciplinary training sessions and workshops with institutions that intensively cooperate with the Anti-Corruption Agency, including training courses for journalists.	-Anti-Corruption Agency	Continuously	<p>Donor support (including USAID GAI Project)</p> <p>Donor support is needed for which will be applied in the upcoming period.</p> <p>Within international organizations broader program of support, funds have been provided for the implementation of trainings until the end of 2020. Donor support will be needed for the</p>	<p>Organized training sessions and workshops that contribute to the higher level of knowledge necessary for the implementation of the new Law on the Prevention of Corruption.</p> <p>At least two training sessions per year organized with institutions with which the ACA intensively cooperates.</p> <p>At least one training session for journalists organized per year.</p>

				period after 2020, for which will be applied in the upcoming period.	
2.2.1.9.	Organizing workshops with the relevant parliamentary committees in order to implement the recommendations of the Agency, including training for MPs on ethics and integrity.	-Anti-Corruption Agency - relevant parliamentary committee	Continuously	Budget of the Republic of Serbia- 21.450 € total; 8.050 € per year	Organized workshops that contribute to the higher level of knowledge necessary for the implementation of the new Law on the Prevention of Corruption. At least two workshops per year organized with MPs, i. e. members of the relevant committees of the National Assembly.
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
2.2.2. Serbia amends its Law on Financing of Political Activities and reinforces the independence and administrative capacity of relevant supervisory authorities, in particular the State Audit Institution and the Republic Electoral Commission. Serbia provides an initial track record on the proper implementation of the law, including deterrent sanctions where required.			Law on control of financing of political activities is implemented efficiently in particular in terms of adequate sanctioning of noncompliance with the provisions of the law.		1. Positive opinion of European Commission on progress of Serbia. 2. Report on control of political activities issued by Anti-Corruption Agency reflects improved efficiency in control of political activities; 3. Reports of the State Audit Institution and electoral committee; 4. Number of initiated and finalized misdemeanor procedures and other proceedings, including the number and level of sanctions applied.
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/DEAD LINE	FINANCIAL RESOURCES	RESULT

2.2.2.1.	<p>Amend the Law on Financing of Political Activities in order to clarify and separate duties of Agency, State Audit Institution and other relevant state authorities in the process of control of political activities and precisely determine duties and mechanisms for transparency of financing of political subjects in accordance with quality analysis on implementation of Law on Financing of Political Activities.</p> <p>Ensure that amendments encompass strengthening ACA capacity to receive the necessary information on financial flows.</p>	<p>-Ministry of Finance</p> <p>-Anti-Corruption Agency</p> <p>-Government of the Republic of Serbia</p> <p>-National Assembly</p> <p>-With participation of Civil Society Organisations</p>	IV quarter of 2020.	Budget of the Republic of Serbia -48.900 €	Adopted amendments and supplements to Law on Financing of Political Activities.
2.2.2.2.	<p>Prescribe that the program of revision entails compulsory revision of parliamentary political parties on the republic level and introduction of duty of director of Tax administration to include in the annual or extraordinary plan of tax control, donors of financial resources and other services to political subjects, in compliance with report of Agency on financing political activities and subjects.</p>	<p>-Ministry of Finance</p> <p>-Government of the Republic of Serbia</p> <p>-National Assembly</p>	IV quarter of 2020.	Budget of the Republic of Serbia -budgeted in 2.2.2.1.	Adopted amendments and supplements to Law on Financing of Political Activities.
2.2.2.3.	<p>Monitoring the implementation of Law on Financing Political Activities, including application of deterrent sancions.</p>	<p>-Anti-Corruption Agency</p> <p>-Misdemeanour Courts</p> <p>-Republic Public Prosecutors Office</p>	Continuously	Budget of the Republic of Serbia - 15.318 € in 2020 - 5.106 € in 2021 - 5.106 €	<p>Report of Anti-Corruption Agency on financing of political activities and election campaign:</p> <p>1) at least 50% of political subjects submitted annual financial reports;</p> <p>2) at least 70% of political subjects submitted election campaign costs.</p>

				in 2022 - 5.106 €	3) number of initialized misdemeanor proceedings, number and level of sanctions imposed by Misdemeanour Courts Annual Reports of Republic Public Prosecutors Office on criminal proceedings derived from application of article 38. of the Law on Financing Political Activities, including the number and level of sanctions applied.
2.2.2.4.	Adoption of by-laws which regulate criteria and deadlines for controlling reports of political subjects by introducing the plan of priority control of reports in order to enable prioritisation of control of reports.	-Anti-Corruption Agency	II quarter of 2021	Budget of the Republic of Serbia and donor support Donor support is needed for which will be applied in the upcoming period. Budgeted in 2.2.2.1.	Adopted by-laws.
2.2.2.5.	Strengthening capacities of all entities responsible for implementation of the Law on financing political activities, the Republic Electoral Commission, the training of judges of misdemeanor courts.	-Anti-Corruption Agency -Judicial Academy -Republic Electoral Commission	Continuously, commencing from I quarter of 2021	Budget of the Republic of Serbia- 1.310 € per year If the necessary funds are not provided in the RS budget, donor support will be needed, for which will be applied in the upcoming	Capacities of all entities responsible for implementation of the Law on financing political activities, the Republic Electoral Commission, trained judges of misdemeanor courts strengthened. Number of trainings held in relation to planned trainings on Law on financing political activities implementation.

				period.	
2.2.2.6.	Strengthening technical capacities of the Anti-Corruption Agency for the monitoring the financing of political activities, software for on line notification, better availability of published data.	-Anti-Corruption Agency	Continuously, commencing from IV quarter of 2020	Budget of the Republic of Serbia - 20.044 €	Technical capacities that enable effective control of monitoring the financing of political activities strengthened.
2.2.2.7.	Developing online training modules related to the implementation of the Law on Financing of Political Activities.	-Anti-Corruption Agency	Continuously, commencing from II quarter of 2021	Donor support Donor support is needed for which will be applied in the upcoming period. Costs currently unknown.	Online training modules developed.
2.2.2.8.	Designing a handbook for the implementation of the Law on financing political activities.	-Anti-Corruption Agency	II quarter of 2021	Donor support Donor support is needed for which will be applied in the upcoming period. Costs currently unknown.	Handbook designed.
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR

<p>2.2.3. Serbia provides an initial track record showing an increase in the number of detected and resolved conflict of interest cases, including deterrent sanctions. Serbia provides trainings and raises awareness so as to ensure that the concept is well understood at all levels.</p>		<p>The legal and administrative framework to prevent and deal with conflicts of interest improved. Ensured that the concept is well understood at all levels.</p>		<ol style="list-style-type: none"> 1. More conflicts of interest are prevented; 2. There is a good understanding of the concept at all levels of the administration; 3. Conflict of interest cases, especially as a part of criminal offence of corruption are adequately sanctioned; 4. Positive opinion of European Commission on progress of Serbia; 5. Annual report on operation of Anti-Corruption Agency; 6. Annual report of High Civil Service Council 7. Number of initiated and finalized misdemeanor and other proceedings increased when compared to the previous relation between initiated and finalized misdemeanour and other proceedings
ACTIVITIES	RESPONSIBLE AUTHORITY	TIMEFRAME/DEAD LINE	FINANCIAL RESOURCES	RESULT

2.2.3.1.	Drafting the Guidebook on prevention of conflicts of interest after the adoption of the Law on the Prevention of Corruption. Presentation of the Guidebook.	-Anti-Corruption Agency	III quarter of 2020	USAID GAI Project Within USAID GAI support the necessary funds were provided for 2020.	Drafted and published guidebook, which should enable understanding of the concept of conflict of interest, informs all risk categories that may come into conflict of interest and guide them in avoiding conflict of interest. Guidebook presented at round table.
2.2.3.2.	Develop video materials-potential conflicts of interest situations, including dissemination and awareness raising component.	-Anti-Corruption Agency	IV quarter of 2020	Budget of the Republic of Serbia-20.000€ and donor support. If additional funds are needed, it will be applied for donor support.	Video materials developed, operational, disseminated and extensively used during the trainings for public officials conducted by the ACA..
2.2.3.3.	Conduct professional education of employees in public administration in connection to issues of prevention of conflict of interests.	-National Academy of Public Administration	Continuously	Budget of the Republic of Serbia Costs currently unknown – will be known will after development of the training plan of the National Academy of Public Administration.	Conducted professional education of employees in public administration in connection to issues of prevention of conflict of interests. Number of seminars held in relation to planned trainings on prevention of conflict of interests.

2.2.3.4.	Regular monitoring of public officials' conflict of interest cases, including the number and level of sanctions applied.	-Anti-Corruption Agency -Republic Public Prosecutors Office -Misdemeanor courts	Continuously	Budget of the Republic of Serbia 2.553 € in 2020 - 851 € in 2021 - 851 € in 2022 - 851 €	Public officials' conflict of interest cases are regularly monitored through Anti-Corruption Agency reports.
2.2.3.5.	Monitoring of conflict of interest cases through implementation of Code of Conduct for civil servants, in terms of number of detected and resolved conflict of interest cases, including disciplinary measures.	-High Civil Service Council	Continuously, once a year	Budget of the Republic of Serbia 15.318 € in 2020 - 5.106 € in 2021 - 5.106 € in 2022 - 5.106 €	High Civil Service Council annual report contains data on number of detected and resolved conflict of interest cases, including disciplinary measures.
RECOMMENDATION FROM THE SCREENING REPORT			OVERALL RESULT		IMPACT INDICATOR
2.2.4. Look into and adequate and institutional solution to effectively address cases of illicit enrichment;			Cases of illicit enrichment are efficiently resolved according to adequate legal and institutional framework.		<ol style="list-style-type: none"> 1. Positive opinion by European Commission on Serbia's progress 2. Number of initiated and finalized misdemeanor and other procedures.
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/DEAD LINE	FINANCIAL RESOURCES	RESULT

2.2.4.1.	<p>Monitoring the implementation of the Criminal Code and the Law on Organisation and Competence of State Authorities in Suppression of Organized Crime, Terrorism and Corruption along with obligation of courts and public prosecutors' offices of general and special jurisdiction, to deliver reports on number of initiated and completed proceedings.</p> <p>Ministry of Justice draws up uniform report (composed of reports of all mentioned authorities) and publishes it on the website.</p> <p>(Connected activity 2.3.1.3.)</p>	-Ministry of Justice (State secretary in charge of anti-corruption)	Continuously, once a year	<p>Budget of the Republic of Serbia-</p> <p>63.060 €</p> <p>in 2020 - 21.020 €</p> <p>in 2021 - 21.020 €</p> <p>in 2022 - 21.020 €</p>	<p>Prepared and published report on the website of the Ministry of Justice.</p> <p>Annual report of Anti-Corruption Agency.</p>
INTERIM BENCHMARK		OVERALL RESULT		IMPACT INDICATOR	
<p>2.2.5. Serbia amends its law on Free Access to Information of Public Importance, it strengthens the administrative capacity of the Office of the Commissioner for Information of Public Importance and Personal Data Protection, provides training on handling access to information requests and an initial track record of improved access to information, including with regard to privatisation deals, the activities of state owned enterprises, public procurement processes, public expenditures and donations from abroad to political parties.</p>		<p>Regulation in the field of free access to information are improved, their implementation is improved, inter alia, in regards to privatization, public procurement, public expenditures and donations from abroad to political subjects.</p>		<ol style="list-style-type: none"> 1. Requests for access for information are adequately handled; 2. Positive opinion on progress of Serbia issued by European Commission; 3. Number of initiated and finalized procedures before Commissioner; 4. Number of rejected requests, court proceedings launched (on the basis of rejections) and number and content of court decisions 	

					5. Annual report on work of Commissioner
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/DEAD LINE	FINANCIAL RESOURCES	RESULT
2.2.5.1.	<p>Conduct analysis of implementation of Law on free access to information of public importance, in particular emphasizing the following areas:</p> <ul style="list-style-type: none"> -privatization - public procurement -public expenditures -foreign donations to political subjects. 	<p>-Commissioner for Information of Public Importance and Personal data Protection</p> <p>-with participation of Civil Society Organisations</p>	Analysis: III quarter of 2020.	<p>Budget of the Republic of Serbia- 8.642 €</p> <p>in 2020.</p>	Conducted analysis of implementation of Law on free access to information of public importance, in particular emphasizing areas of privatization, public procurement, public expenditures and foreign donations to political subjects.
2.2.5.2.	Adopt amendments to Law on free access to information of public importance based on analysis of implementation of Law on free access to information of public importance.	<p>-Ministry of Public Administration and Local-Self-government</p> <p>Partner institution:</p>	IV quarter of 2020.	<p>-Budget of the Republic of Serbia- 48.909 €</p> <p>in 2020.</p>	Adopted amendments to Law on free access to information of public importance.

		<p>-Commissioner for Information of Public Importance and Personal data Protection</p> <p>-Government of the Republic of Serbia</p> <p>-National Assembly</p>			
2.2.5.3	<p>Capacity building of the Commissioner based on previously conducted analysis of current staff capacities in particular:</p> <ul style="list-style-type: none"> - organisational structure - number of employees - degree of competencies, <p>in line with amended Rulebook on internal organisation and classification of jobs.</p>	<p>- Commissioner for Information of Public Importance and Personal Data Protection</p> <p>-National Assembly – Board for Administrative matters</p>	<p>Continuously, commencing from six months after adoption of amendments to the Law</p>	<p>Budget of the Republic of Serbia</p> <p>Costs currently unknown. Will be known after the completion of the analysis.</p>	<p>Amended Rulebook on internal organisation and classification of jobs.</p> <p>Vacancies filled in accordance with amended Rulebook.</p>
2.2.5.4.	<p>Monitoring of implementation of Law of free access to information of public importance.</p>	<p>-Commissioner for Information of Public Importance and Personal data Protection</p>	<p>Continuously, commencing from entry the Law into force</p>	<p>Budget of the Republic of Serbia-- 639 €</p> <p>in 2020 - 213 €</p> <p>in 2021 - 213 €</p> <p>in 2022 - 213 €</p>	<p>Overview of current state in annual report issued by Commissioner for Information of Public Importance and Personal data Protection.</p>

2.2.5.5.	Conduct trainings for officials authorised to decide on requests for free access to information, in accordance with case law and international standards.	<p>- National Academy of Public Administration</p> <p>-Commissioner for Information of Public Importance and Personal data Protection</p>	Continuously	<p>Budget of the Republic of Serbia</p> <p>Costs currently unknown – will be known will after development of the training plan of the National Academy of Public Administration.</p> <p>and</p> <p>IPA 2019 - 5.000.000 € (Support to AP 23 in Fight Against Corruption and Fundamental Rights - Flexible Facility)</p>	<p>Trainings conducted.</p> <p>Percentage of trained officials authorised to decide on requests for free access to information in relation to those required/in needs of training.</p>
INTERIM BENCHMARK		OVERALL RESULT		IMPACT INDICATOR	
<p>2.2.6. Serbia recruits and manages the career of civil servants on the basis of clear and transparent criteria, focusing on merits and proven skills. Serbia develops and applies a mechanism for the effective implementation of the Code of Conduct for civil servants. Serbia provides an initial track record of effective sanctions in cases of breaches of this Code. Serbia ensures prevention of corruption through systematic introduction of effective internal control systems and strengthening managerial accountability in the public sector.</p>		<p>Public administration has been depoliticized and transparent, with strengthened integrity of public administration and internal control and audit bodies.</p>		<ol style="list-style-type: none"> 1. Positive opinion of European Commission on Serbia’s progress; 2. Number of officials in public administration who are employed or promoted in accordance with merits system; 3. Percentage of state authorities which have internal control and/or audit body 4. Harmonised finance management to 	

					INTOSAI standards of internal control.
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/DEAD LINE	FINANCIAL RESOURCES	RESULT
2.2.6.1.	Ensure implementation of the new legal framework based on competencies in the processes of recruitment, evaluation, promotion and career development of civil servants.	-Human Resources Management Service -High Civil Service Council -Ministry of Public Administration and Local Self-government	Continuously	Budget of the Republic of Serbia -8.642 €	Processes of recruitment, evaluation, promotion and career development of civil servants are based on the full implementation of the system of competences (evidented in the Human Resources Management Service relevant reports).
2.2.6.2.	Completion of all initiated vacancy procedures for filling appointed positions in the state administration and the commencement of competition procedures for all vacant positions (including appointed positions that are currently in acting status).	-Human Resources Management Service -High Civil Service Council -authorised proposers -Government of the Republic of Serbia	Continuously	Budget of the Republic of Serbia 630.000 € in 2020 - 210.000 € y 2021 - 210.000 € y 2022 - 210.000 €	Vacancy procedures implemented. All initiated vacancy procedures for filling appointed positions in the state administration completed by Competition Commissions.

2.2.6.3.	Monitoring the Code of Conduct for civil servants violations, through the applied sanctions in cases of violation of the Code.	-High Civil Service Council	Continuously, once a year	Budget of the Republic of Serbia budgeted in 2.2.3.5.	Sanctions in cases of violation of the Code of Conduct for civil servants are applied. Annual reports of the High Civil Service Council.
2.2.6.4.	Improve program budgeting implementation process (operational and methodological improvement of the process of planning and preparing of multiannual budget on all levels of government).	-Ministry of Finance	Continuously	Budget of the Republic of Serbia - 30.878 € and Donor support. Donor support will be needed, for which will be applied in the following period. Costs currently unknown – will be known until the end of 2020.	Program budgeting implementation process improved on all levels of government.
2.2.6.5.	Conduct periodical analyses of program budgeting process and identify recommendations for improvement.	-Ministry of Finance	Continuously, once a year	Budgeted in 2.2.6.4. and in Chapter32	Percentage of budget users switched to the program budgeting. Recommendations for improvement identified.
2.2.6.6.	Improve methodology of program budgeting and preparing new instructions in line with analyses recommendations (activity 2.2.6.5.).	-Ministry of Finance -Republic Secretariat for	Continuously, once a year	Budgeted in 2.2.6.4. and in Chapter32	Percentage of harmonization of budget users program structures with Instruction for preparation of program budgeting.

		public policies			
2.2.6.7.	Strengthen staff capacities of the Central Harmonization Unit (which performs central directing and coordinating of the activities of the public internal control) in accordance with amended Rulebook on job classification.	-Ministry of Finance	IV quarter of 2022	Budgeted in 2.2.6.4. and in Chapter32	Positions filled.
2.2.6.8.	Increase the number of trained managers and employees in the public administration on the basis and importance of financial management and control, and increase the number of qualified internal auditors.	-Ministry of Finance	Continuously	Budgeted in Chapter32	Consolidated Annual Report on state of internal financial control in public sector. Number of newly trained managers and employees in the public administration and certified internal auditors in relation to 2013.
INTERIM BENCHMARK		OVERALL RESULT			IMPACT INDICATOR
2.2.7. Serbia effectively implements the new Law on Whistle-Blowers and monitors its implementation.		Implementation of the Law on Whistle-Blowers is effective and regularly monitored.			<ol style="list-style-type: none"> 1. Positive opinion of the European Commission stated in the Annual Progress Report on Serbia; 2. Number of initiated and finalized criminal proceedings for the protection of whistle-blowers.
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME /DEADLINE	FINANCIAL RESOURCES	RESULT

2.2.7.1.	Conduct training on the implementation of the Law on protection of whistleblowers for the police, public prosecutors, judges, as well as special departments for suppression of corruption in Higher public prosecutors' offices and Higher courts.	-Judicial Academy	Continuously	<p>IPA 2013 – 3.600.000 € “Prevention and Fight against Corruption” Project</p> <p>and</p> <p>IPA 2019 - 5.000.000 € (Support to AP 23 in Fight Against Corruption and Fundamental Rights - Flexible Facility)</p>	<p>Training courses for the police, public prosecutors, judges, and special departments for suppression of corruption in Higher public prosecutors' offices and Higher courts conducted.</p> <p>Percentage of police officers, public prosecutors and judges trained on the implementation of the Law on protection of whistleblowers in relation to those required/in needs of training.</p>
2.2.7.2.	Monitor the implementation of the Law on whistle blowers through the preparation of the annual report of the Ministry of Justice made on the basis of periodic reports of the competent authorities on cases of acting in relation to the whistle blowers.	-Ministry of Justice (state secretary)	Continuously, once a year	<p>Budget of the Republic of Serbia - 1914 €</p> <p>in 2020 - 638 €</p> <p>in 2021 - 638 €</p> <p>in 2022 - 638 €</p> <p>and</p> <p>IPA 2019 - 5.000.000 € (Support to AP 23 in Fight Against Corruption and Fundamental Rights - Flexible Facility)</p>	Annual Report of the Ministry of Justice developed and published with detailed statistics.

2.2.7.3.	Monitor the effects of the Law on protection of Whistle-blowers in terms of acting of state authorities upon whistleblowers disclosures.	-Ministry of Justice (state secretary)	Continuously, once a year	Budget of the Republic of Serbia – budgeted in 2.2.7.2. and IPA 2019 - 5.000.000 € (Support to AP 23 in Fight Against Corruption and Fundamental Rights - Flexible Facility)	Ministry of Justice report on the state authorities' actions upon whistleblowers disclosures is developed and published.
2.2.7.4.	Raising awareness of citizens about the Law on protection of Whistleblowers and raising their readiness to report wrongdoings as whistleblowers.	-Ministry of Justice (state secretary)	IV quarter of 2021	IPA 2019 - 5.000.000 € (Support to AP 23 in Fight Against Corruption and Fundamental Rights - Flexible Facility) and USAID GAI	Raising awareness campaign conducted.
INTERIM BENCHMARK		OVERALL RESULT			IMPACT INDICATOR
2.2.8. Serbia implements and assesses the impact of measures taken to reduce corruption in vulnerable areas (health sector, taxation and customs, education, local authorities, the privatisation process, public procurement and the police), takes remedial action where needed and establishes an initial track record of a measurable reduction of corruption in these areas.		Measures taken to reduce corruption in public procurement are implemented and assessed. Track record of a measurable reduction of corruption in public procurement is established.			<ol style="list-style-type: none"> 1. Positive opinion of the European Commission stated in the Annual Progress Report on Serbia; 2. Annual supervision report of the Public Procurement Office, Annual report of the Republic Commission for the Protection of Rights in Public Procurement and Annual report of the

					State Audit Institution; 3. Number of initiated and finalized misdemeanor and other proceedings for breaches of the Law on Public Procurement.
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME /DEADLINE	FINANCIAL RESOURCES	RESULT
2.2.8.1.	Strengthen staff capacity of the Public Procurement Office especially in terms of the number and position of employees.	-Public Procurement Office	IV quarter of 2020.	Budget of the Republic of Serbia In 2020. Staff capacity strengthening costs currently unknown.	Positions filled.
2.2.8.2.	Establish a new public procurement portal in line with new functionalities arising from the new Public Procurement Law.	-Public Procurement Office	IV quarter of 2020.	Budget of the Republic of Serbia - 80.000 € and IPA 2013 “Prevention and Fight against Corruption” Project – Public Administration Reform Sector - 800.000 €	New public procurement portal established and operational.

2.2.8.3.	Monitoring the implementation of the measures of supervision and control in public procurement.	-Public Procurement Office -Republic Commission for the Protection of Rights in Public Procurement -Ministry of Finance	Continuously, once a year	Budget of the Republic of Serbia -1.914 € In 2020 - 638 € In 2021 - 638 € In 2022 - 638 €	Report of the Administration for Public Procurement on supervision over the implementation of the Law on Public Procurement. Report of the Republic Commission for the Protection of Rights in Public Procurement. Report of the Ministry of Finance on monitoring the execution of public procurement contracts.
2.2.8.4.	Conduct training courses for police officers, prosecutors, judges and Public Procurement Office staff to efficiently prosecute cases of corruption in public procurement (pursuant to Financial Investigations Strategy).	-Public Procurement Office -Republic Commission for the Protection of Rights in Public Procurement -Judicial Academy	Continuously	Budget of the Republic of Serbia- 3.083.301€ (budgeted in 2.2.8.6.) and donor support IPA 2019 – 5.000.000 € (Support to AP 23 in Fight Against Corruption and Fundamental Rights - Flexible Facility)	Training courses conducted. Percentage of police officers, public prosecutors, judges and Public Procurement Office staff trained in relation to those required/in needs of training.
2.2.8.5.	Develop Methodology for drafting the Impact assessment of measures undertaken to reduce corruption in public procurement area.	-Anti-Corruption Agency -Public Procurement Office -Republic Commission for	IV quarter of 2020	Budget of the Republic of Serbia (budgeted in 2.2.8.6.) and donor support.	Methodology for Impact assessment of measures undertaken to reduce corruption in public procurement area is developed and based on clear criteria.

		the Protection of Rights in Public Procurement		Within IPA 2013 – Prevention and Fight against Corruption Project, the necessary funds were provided.	
2.2.8.6.	Establish the Working Group for drafting Impact assessment in Public Procurement field and collect all relevant data.	-Anti-Corruption Agency -in cooperation with all relevant institutions	II quarter of 2021	Budget of the Republic of Serbia - 30.878 €	Working Group is established and operational. All relevant data for drafting Impact assessment in Public Procurement field collected.
2.2.8.7.	Conduct and present Impact assessment in Public Procurement field.	-Anti-Corruption Agency	I quarter of 2022	Budget of the Republic of Serbia (budgeted in 2.2.8.6.) and donor support. Donor support is needed, for which will be applied in the upcoming period.	Impact assessment in Public Procurement field is drafted and presented to the National Assembly.
2.2.8.8.	Undertake corrective measures based on impact assessment findings	-all relevant institutions, based on impact assessment findings	I quarter 2023	Budget of the Republic of Serbia and donor support Costs currently unknown. Will be known after completion of Impact assessment – activity 2.2.8.7.	Corrective measures based on impact assessment findings undertaken.

INTERIM BENCHMARK		OVERALL RESULT		IMPACT INDICATOR	
<p>2.2.9. Serbia implements and assesses the impact of measures taken to reduce corruption in vulnerable areas (health sector, taxation and customs, education, local authorities, the privatisation process, public procurement and the police), takes remedial action where needed and establishes an initial track record of a measurable reduction of corruption in these areas.</p>		<p>Prevention and sanctioning of corruption in the private sector, particularly in the privatization process is performed through concrete measures establishing transparency and accountability, particularly in commercial entities owned or controlled by the state.</p>		<ol style="list-style-type: none"> 1. Positive opinion of the European Commission stated in the Annual Progress Report on Serbia; 2. Reports of the Anti-Corruption Council; 3. Number of initiated and finalized criminal proceedings for corruption in the private sector. 	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME /DEADLINE	FINANCIAL RESOURCES	RESULT
2.2.9.1.	Establish internal control in all public companies.	<p>-Ministry of Finance, Central Harmonization Unit</p> <p>-All public companies</p>	IV quarter of 2022	Budgeted in Chapter 32	Internal control established in all public companies, which is confirmed in Annual report of the Central Harmonization Unit.
2.2.9.2.	Develop Methodology for drafting the Impact assessment of measures undertaken to reduce corruption in privatisation process.	<p>-Anti-Corruption Agency</p> <p>-in cooperation with Ministry of Commerce</p>	IV quarter of 2020	<p>Budget of the Republic of Serbia (budgeted in 2.2.9.3.) and donor support</p> <p>If the donor support is needed, for which will be applied in the upcoming period.</p>	Methodology for Impact assessment of measures undertaken to reduce corruption in privatisation process is developed and based on clear criteria.

2.2.9.3.	Establish the Working Group for drafting Impact assessment in privatisation process and collect all relevant data.	-Anti-Corruption Agency -in cooperation with all relevant institutions	II quarter of 2021	Budget of the Republic of Serbia 30.878 €	Working Group is established and operational. All relevant data for drafting Impact assessment in privatisation process collected.
2.2.9.4.	Conduct and present Impact assessment in privatisation process.	-Anti-Corruption Agency	II quarter of 2022	Budget of the Republic of Serbia (budgeted in 2.2.9.3.) and donor support 21.000,00 € Donor support is needed for which will be applied in the upcoming period.	Impact assessment in privatisation process is drafted and presented to the National Assembly.
2.2.9.5.	Undertake corrective measures based on Impact assessment findings.	-all relevant institutions, based on impact assessment findings	II quarter of 2023	Budget of the Republic of Serbia Costs currently unknown. Will be known after completion of Impact assessment – activity 2.2.9.4.	Corrective measures based on Impact assessment findings undertaken.
INTERIM BENCHMARK		OVERALL RESULT			IMPACT INDICATOR

<p>2.2.10. Serbia implements and assesses the impact of measures taken to reduce corruption in vulnerable areas (health sector, taxation and customs, education, local authorities, the privatisation process, public procurement and the police), takes remedial action where needed and establishes an initial track record of a measurable reduction of corruption in these areas.</p>		<p>Assessment of the measures against corruption in the field of health, tax, education, police, customs and local government indicates that they are improved and fully implemented.</p>		<p>1. Positive opinion of the European Commission stated in the Annual Progress Report on Serbia; 2. The extent of fulfillment of the measures and activities in the areas identified in the Operational Plan and sectoral strategies and action plans, based on the reports of the Anti-Corruption Agency;</p>	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME /DEADLINE	FINANCIAL RESOURCES	RESULT
<p>2.2.10.1.</p>	<div data-bbox="266 638 602 707" style="border: 1px solid black; padding: 5px; text-align: center; margin-bottom: 10px;"> <p>HEALTH</p> </div> <p>Develop Methodology for drafting the Impact assessment of measures undertaken to reduce corruption in health sector.</p>	<p>-Anti-Corruption Agency -in cooperation with Ministry of Health</p>	<p>IV quarter of 2020</p>	<p>Budget of the Republic of Serbia (budgeted in 2.2.10.2.) and donor support. If additional funds are needed, it will be applied for donor support.</p>	<p>Methodology for Impact assessment of measures undertaken to reduce corruption in health sector is developed and based on clear criteria.</p>
<p>2.2.10.2.</p>	<p>Establish the Working Group for drafting Impact assessment in health sector and collect all relevant data.</p>	<p>-Anti-Corruption Agency -in cooperation with all relevant institutions</p>	<p>II quarter of 2021</p>	<p>Budget of the Republic of Serbia 30.878 €</p>	<p>Working Group is established and operational. All relevant data for drafting Impact assessment in health sector collected.</p>

2.2.10.3.	Conduct and present Impact assessment in health sector.	-Anti-Corruption Agency	II quarter of 2022	Budget of the Republic of Serbia (budgeted in 2.2.10.2.) and donor support 21.000,00 € Donor support is needed for which will be applied in the upcoming period.	Impact assessment in health sector is drafted and presented to the National Assembly.
2.2.10.4.	Undertake corrective measures based on Impact assessment findings.	-all relevant institutions, based on impact assessment findings	II quarter of 2023	Budget of the Republic of Serbia Costs currently unknown. Will be known after completion of Impact assessment – activity 2.2.10.3.	Corrective measures based on Impact assessment findings undertaken
2.2.10.5.	Prepare and adopt Operational Plan for fight against corruption in the health area.	-Ministry of Health -with participation of CSOs	IV quarter of 2021	Budget of the Republic of Serbia 17.285 €	Operational Plan for fight against corruption in the health area adopted.
2.2.10.6.	<div data-bbox="266 1243 616 1302" style="border: 1px solid black; background-color: #e0e0e0; padding: 5px; text-align: center; margin-bottom: 5px;">TAXATION</div> Develop Methodology for drafting the Impact	-Anti-Corruption Agency	IV quarter of 2020		Methodology for Impact assessment of

	assessment of measures undertaken to reduce corruption in taxation area.	-in cooperation with Ministry of Finance, Tax Administration		Budget of the Republic of Serbia (budgeted in 2.2.10.7.) and donor support. If additional funds are needed, it will be applied for donor support.	measures undertaken to reduce corruption in taxation area is developed and based on clear criteria.
2.2.10.7.	Establish the Working Group for drafting Impact assessment in taxation area and collect all relevant data.	-Anti-Corruption Agency -in cooperation with all relevant institutions	II quarter of 2021	Budget of the Republic of Serbia 30.878 €	Working Group is established and operational. All relevant data for drafting Impact assessment in taxation area collected.
2.2.10.8.	Conduct and present Impact assessment in taxation area.	-Anti-Corruption Agency	II quarter of 2022	Budget of the Republic of Serbia (budgeted in 2.2.10.7.) and donor support 21.000,00 € Donor support is needed for which will be applied in the upcoming period.	I Impact assessment in taxation area is drafted and presented to the National Assembly.

2.2.10.9.	Undertake corrective measures based on Impact assessment findings.	-all relevant institutions, based on impact assessment findings	II quarter of 2023	Budget of the Republic of Serbia Costs currently unknown. Will be known after completion of Impact assessment – activity 2.2.10.8.	Corrective measures based on Impact assessment findings undertaken.
2.2.10.10.	Prepare and adopt Operational plan for fight against corruption in the taxation area.	-Ministry of Finance, Tax Administration -with participation of CSOs	IV quarter of 2020	Budget of the Republic of Serbia 17.285 €	Operational plan for fight against corruption in the taxation area adopted.
2.2.10.11.	<div style="border: 1px solid black; padding: 2px; display: inline-block; margin-bottom: 5px;">EDUCATION</div> Develop Methodology for drafting the Impact assessment of measures undertaken to reduce corruption in education area.	-Anti-Corruption Agency -in cooperation with Ministry of Education	IV quarter of 2020	Budget of the Republic of Serbia (budgeted in 2.2.10.12.) and donor support. If additional funds are needed, it will be applied for donor support.	Methodology for Impact assessment of measures undertaken to reduce corruption in education area is developed and based on clear criteria.
2.2.10.12.	Establish the Working Group for drafting Impact assessment in education area and collect all relevant data.	-Anti-Corruption Agency -in cooperation with all relevant institutions	II quarter of 2021	Budget of the Republic of Serbia 30.878 €	Working Group is established and operational. All relevant data for drafting Impact assessment in education area collected.
2.2.10.13.	Conduct and present Impact assessment in education area.	-Anti-Corruption Agency	II quarter of 2022	Budget of the Republic of Serbia	Impact assessment in education area is drafted and presented to the National Assembly.

				(budgeted in 2.2.10.12.) and donor support 21.000,00 € Donor support is needed for which will be applied in the upcoming period.	
2.2.10.1 4.	Undertake corrective measures based on Impact assessment findings	-all relevant institutions, based on impact assessment findings	II quarter of 2023	Budget of the Republic of Serbia Costs currently unknown. Will be known after completion of Impact assessment – activity 2.2.10.13.	Corrective measures based on Impact assessment findings undertaken.
2.2.10.1 5.	Prepare and adopt Operational plan for fight against corruption in education area.	-Ministry of Education -with participation of CSOs	III quarter of 2021	Budget of the Republic of Serbia 17.285 €	Operational plan for fight against corruption in education area adopted.
2.2.10.1 6.	<div style="border: 1px solid black; background-color: #d9e1f2; padding: 2px; text-align: center; margin-bottom: 5px;">POLICE</div> <p>Develop mechanisms to strengthen the integrity of the police officers: a) Develop corruption risk analysis for each job position in police;</p>	-Ministry of Interior	For item a): IV quarter of 2021. For item b): III quarter of 2020.	a) Budget of the Republic of Serbia - 8.642 € b) Budgeted in Chapter 24	Corruption risk analysis in police conducted. Risk registry developed. Procedures for methodology of work and acting in the Department developed.

	b) Create the conditions for the normative regulation, strengthening the integrity of the police officers (amendments to the procedures and work methodologies);				
2.2.10.1 7.	Strengthen the capacity of the internal control for the purpose of prevention and suppression of corruption in the police in accordance with the performed analysis and amended normative framework.	-Ministry of Interior	Continuously, until IV quarter of 2021.	Capacity building - Budget of the Republic of Serbia Costs currently unknown. Will be known after the completion of the analysis.	Capacities strengthened – number of employees in Internal control sector increased.
2.2.10.1 8.	Continuous training of staff in the Department of internal control and all employees of the Ministry of Interior in relation to the integrity.	-Ministry of Interior -Criminalistics Police Academy	Continuously	IPA 2016 - "European Union support for effective border management" Project	Training courses conducted. Percentage of MoI employees trained on integrity rules in relation to those required/in needs of training.
2.2.10.1 9.	Develop Methodology for drafting the Impact assessment of measures undertaken to reduce corruption in police.	-Anti-Corruption Agency -in cooperation with Ministry of Interior and relevant CSOs	IV quarter of 2020	Budget of the Republic of Serbia (budgeted in 2.2.10.20.) and donor support.	Methodology for Impact assessment of measures undertaken to reduce corruption in police is developed and based on clear criteria.

				If additional funds are needed, it will be applied for donor support.	
2.2.10.2 0.	Establish the Working Group for drafting Impact assessment in police and collect all relevant data.	-Anti-Corruption Agency -in cooperation with all relevant institutions and CSOs	II quarter of 2021	Budget of the Republic of Serbia 30.878 €	Working Group is established and operational. All relevant data for drafting Impact assessment in police collected. Working Group collects all relevant data in line with indicators set out in Methodology (2.2.10.19.) and insures assistance to the Agency in the process of conduction of Impact Assessment.
2.2.10.2 1.	Conduct and present Impact assessment in police.	-Anti-Corruption Agency	II quarter of 2022	Budget of the Republic of Serbia (budgeted in 2.2.10.20.) and donor support. Donor support is needed, for which will be applied in the upcoming period.	Impact assessment in police is drafted and presented to the National Assembly and to the general public.
2.2.10.2 2.	Undertake corrective measures based on Impact assessment findings	-all relevant institutions, based on impact assessment findings	II quarter of 2023	Budget of the Republic of Serbia Costs currently unknown. Will be known after completion of Impact assessment	Corrective measures based on Impact assessment findings undertaken.

				– activity 2.2.10.21.	
	CUSTOMS				
2.2.10.2 3.	<p>Establish the Working group in Ministry of Justice for consideration of Customs Administration initiative (based on Corruption Risk Analysis of the customs system legal framework) for amendments to Criminal Procedure Code, and act in accordance with its conclusions.</p> <p>(link with activity 2.3.7.2.)</p>	<p>-Ministry of Justice</p> <p>-Customs Administration, Ministry of Finance</p> <p>-Government of the Republic of Serbia</p> <p>-National Assembly</p>	<p>For establishing Working group:</p> <p>I quarter of 2021</p> <p>For amendments and supplements:</p> <p>by IV quarter of 2022</p>	<p>Budget of the Republic of Serbia</p> <p>30.878 €</p>	<p>Working group is established.</p> <p>Amendments and supplements to the law adopted, in line with Working group conclusions.</p>
2.2.10.2 4.	<p>Conduct training of the staff at customs in line with new regulations.</p>	<p>-Customs Administration, Ministry of Finance</p>	<p>Continuously</p>	<p>Budget of the Republic of Serbia</p> <p>24.000 €</p> <p>in 2020 - 8.000 €</p> <p>in 2021 - 8.000 €</p> <p>in 2022 - 8.000 €</p>	<p>Training conducted.</p> <p>Percentage of Customs staff trained in relation to those required/in needs of training.</p>

2.2.10.2 5.	Strengthen capacities of the Department of Internal Control through purchasing adequate accompanying equipment, IT equipment, uniforms and staff recruitment of 15 people.	-Customs Administration, Ministry of Finance	Continuously	Budgeted in Chapter 29	Capacities strengthened (adequate accompanying equipment, IT equipment, uniforms and other). Increased number by 13 systematized jobs in 2021.
2.2.10.2 6.	Install video surveillance in customs offices and border crossings with centralised recorder of Signal in the Customs Administration and the ability of the Customs Administration to access video surveillance in each object in the real time.	-Customs Administration, Ministry of Finance	IV quarter of 2021.	Budgeted in Chapter 24	Video surveillance installed.
2.2.10.2 7.	Develop Methodology for drafting the Impact assessment of measures undertaken to reduce corruption in customs.	-Anti-Corruption Agency -in cooperation with - Customs Administration, Ministry of Finance	IV quarter of 2020	Budget of the Republic of Serbia (budgeted in 2.2.10.28.) and donor support. If additional funds are needed, it will be applied for donor support.	Methodology for Impact assessment of measures undertaken to reduce corruption in customs is developed and based on clear criteria.
2.2.10.2 8.	Establish the Working Group for drafting Impact assessment in customs and collect all relevant data.	-Anti-Corruption Agency -in cooperation with all relevant institutions	II quarter of 2021	Budget of the Republic of Serbia 30.878 €	Working Group is established and operational. All relevant data for drafting Impact assessment in customs collected.

2.2.10.2 9.	Conduct and present Impact assessment in customs.	Anti-Corruption Agency	II quarter of 2022	Budget of the Republic of Serbia (budgeted in 2.2.10.28.) and donor support 21.000,00 € Donor support is needed, for which will be applied in the upcoming period.	Impact assessment in customs is drafted and presented to the National Assembly.
2.2.10.3 0.	Undertake corrective measures based on Impact assessment findings	-all relevant institutions, based on impact assessment findings	II quarter of 2023	Budget of the Republic of Serbia Costs currently unknown. Will be known after completion of Impact assessment – activity 2.2.10.29.	Corrective measures based on Impact assessment findings undertaken.
2.2.10.3 1.	<div style="text-align: center; border: 1px solid black; padding: 2px; width: fit-content; margin: 0 auto;">LOCAL ADMINISTRATION</div> <p>Assemblies of the autonomous provinces and local self-governments adopt local action plans and form a permanent working body for monitoring of implementation of local action plans.</p>	<p>For adoption:</p> <p>-Assemblies of autonomous provinces and local self-governments</p>	<p>For adoption:</p> <p>IV quarter of 2020</p> <p>For reporting:</p>	Budget of the Republic of Serbia Activity requires insignificant costs.	<p>Local action plans developed.</p> <p>Formed working body for monitoring of implementation of local action plans.</p>

		<p>For reporting:</p> <p>-Anti-Corruption Agency, based on data collected from autonomous provinces and local self-governments</p>	continuously, until the implementation of the obligations of local self-governments and autonomous provinces	<p>Donor support (including USAID GAI Project)</p> <p>If additional funds are needed, it will be applied for donor support.</p>	Assemblies of local self-governments and territorial autonomy units have adopted their local anti-corruption plans and established bodies to monitor their implementation in accordance with the Anti-Corruption Agency model of local action plan.
2.2.10.3 2.	Develop Methodology for drafting the Impact assessment of measures undertaken to reduce corruption in local self-governments.	-Anti-Corruption Agency	IV quarter of 2020	<p>Budget of the Republic of Serbia (budgeted in 2.2.10.33.)</p> <p>and donor support.</p> <p>If additional funds are needed, it will be applied for donor support.</p>	Methodology for Impact assessment of measures undertaken to reduce corruption in local self-governments is developed and based on clear criteria.
2.2.10.3 3.	Establish the Working Group for drafting Impact assessment in local self-governments and collect all relevant data.	-Anti-Corruption Agency -in cooperation with all relevant institutions	II quarter of 2021	<p>Budget of the Republic of Serbia 30.878 €</p>	Working Group is established and operational. All relevant data for drafting Impact assessment in local self-governments collected.
2.2.10.3 4.	Conduct and present Impact assessment in local self-governments.	-Anti-Corruption Agency	II quarter of 2022	<p>Budget of the Republic of Serbia (budgeted in 2.2.10.33.)</p>	Impact assessment in local self-governments is drafted and presented to the National Assembly.

				and donor support 21.000,00 € Donor support is needed, for which will be applied in the upcoming period.	
2.2.10.3 5.	Undertake corrective measures based on Impact assessment findings.	-all relevant institutions, based on impact assessment findings	II quarter of 2023	Budget of the Republic of Serbia Costs currently unknown. Will be known after completion of the Impact assessment – activity 2.2.10.34.	Corrective measures based on Impact assessment findings undertaken.
RECOMENDATION FROM THE SCREENING REPORT		OVERALL RESULT			IMPACT INDICATOR
2.2.11. Ensure that civil society is involved in the anticorruption agenda		Civil society is involved in the anticorruption agenda.			<ol style="list-style-type: none"> 1. Positive opinion of the European Commission stated in the Annual Progress Report on Serbia; 2. Annual report of the Office for Cooperation with Civil Society; 3. Number of measures against corruption which are carried out in partnership between CSOs and state authorities; 4. Number of joint programs/activities implemented; 5. Decrease of perceived level of

					corruption within the society.
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
2.2.11.1.	Conduct joint activities to encourage and increase the participation of citizens in the fight against corruption.	-Office for Cooperation with Civil Society	Continuously.	<p>Budget of the Republic of Serbia and donor support</p> <p>Donor support is needed, for which will be applied in the upcoming period.</p>	Joint activities periodically organized.
2.2.11.2.	<p>Further improvement of civil society organisations transparent funding system through:</p> <p>-monitoring of the implementation of the Regulation on Funds for Programme Promotion or the Lacking Funds for Programmes in Public Interest Implemented by Associations</p> <p>-capacity building for public administration employees.</p>	-Office for Cooperation with Civil Society	Continuously	<p>Budget of the Republic of Serbia and donor support</p> <p>Costs currently unknown. Will be known will after development of the training plan of the National Academy of Public Administration.</p> <p>Donor support is</p>	<p>Annual summary report on spending of funds planned and disbursed to associations and other civil society organisations from the budget of the Republic of Serbia consists relevant information on the implementation of the Regulation.</p> <p>Number of seminars for public administration employees held in relation to planned trainings on CSOs transparent funding system.</p>

				needed, for which will be applied in the upcoming period.	
2.2.11.3.	Implement public calls for allocation of funds to the CSOs for projects in the field of anti-corruption for the initiatives at national and local level, as well as for media initiatives in the field of fight against corruption.	-Anti-Corruption Agency	Continuously.	Budget of the Republic of Serbia 209.352 € in 2020 - 69.784 € in 2021 - 69.784 € in 2022 - 69.784 €	The civil sector is involved in the fight against corruption on the basis of conducted competitions for grants to civil society organisations for projects in this area.

2.3. REPRESSION OF CORRUPTION

INTERIM BENCHMARK		OVERALL RESULT		IMPACT INDICATOR
2.3.1. Serbia revises its Criminal Code and provides an effective solution for dealing with economic crime cases and in particular the criminal offense of "abuse of position of a responsible person".		Section of the Criminal Code regulating the chapter on criminal offenses against the economy is aligned with the EU standards, especially with regard to the criminal offense of abuse of office.		1. Positive opinion of the European Commission stated in the Annual Progress Report on Serbia; 2. Positive GRECO assessment; 3. Number of prosecuted persons for criminal offences against the economy.
ACTIVITIES	RESPONSIBLE AUTHORITY	TIMEFRAME/DE ADLINE	FINANCIAL RESOURCES	RESULT

2.3.1.1.	<p>Monitor the implementation of the amended Criminal Code - corruption and economic criminal offenses, with the obligation of the police, public prosecutors and courts to submit annual statistical reports on initiated and concluded proceedings to the Ministry of Justice.</p> <p>Ministry of Justice prepares a single annual report and publishes it on the website.</p>	<p>-Ministry of Interior</p> <p>-Republic Public Prosecutors' Office</p> <p>-Supreme Court of Cassation</p> <p>-Ministry of Justice (state secretary in charge of anti-corruption)</p>	Continuously	<p>Budget of the Republic of Serbia - 3.192 €</p> <p>in 2020 - 1.064 €</p> <p>in 2021 - 1.064 €</p> <p>in 2022 - 1.064 €</p>	Annual report published.
2.3.1.2.	Conduct training of judges and prosecutors to implement Criminal Code.	-Judicial Academy	Continuously	<p>Budget of the Republic of Serbia and</p> <p>IPA 2019 - 5.000.000 € (Support to AP 23 in Fight Against Corruption and Fundamental Rights - Flexible Facility)</p> <p>Budgeted in 1.3.1.1.</p>	<p>Training conducted.</p> <p>Number of seminars held in relation to planned trainings on CC implementation.</p>
2.3.1.3.	Monitor the implementation of the amended criminal offense "abuse of position of a responsible person" that contains the mechanism of "legal subsidiarity", valid from 1 March 2018. Monitoring is related to criminal events occurred after March 1, 2018.	<p>-Ministry of Justice (state secretary in charge of anti-corruption)</p> <p>-Republic Public Prosecutors' Office</p>	Continuously	<p>Budget of the Republic of Serbia - 639 €</p> <p>in 2020 - 213 €</p> <p>in 2021 - 213 €</p> <p>in 2022 - 213 €</p>	Annual reports published.

INTERIM BENCHMARK	OVERALL RESULT	IMPACT INDICATOR
<p>2.3.2. Serbia makes an analysis of its organisational structures and bodies prior to amending the Law on Organisation and Jurisdiction of State Authorities in the fight against organised crime, corruption and other particularly serious criminal offences. Serbia pays particular attention to capacity building in the prosecution service and the police and ensures the necessary financial and human resources and training. It substantially improves inter-agency co-operation and intelligence exchange in a safe and secure manner.</p>	<p>Independent, effective and specialised investigation/prosecution is fully insured, and in particular through:</p> <ul style="list-style-type: none"> - Proposing and implementing measures to strengthen the independence of the investigative and judicial authorities working on the investigation of corruption in order to effectively protect them from undue political pressure, -Providing adequate resources (including budget, staff, specialised training) to all investigative and judicial authorities involved in the fight against corruption, -Improvement of cooperation and exchange of information between the authorities involved in the fight against corruption, including the tax authorities and other indirectly linked bodies, through a better interconnection of databases and the establishment of a secure platform for communication, -Fully implementing recommendations of the FATF and strengthening capacity to conduct complex financial investigations in parallel with criminal investigations, as well as the strengthening of the special units of the Ministry of Interior and the provision of adequate training. 	<ol style="list-style-type: none"> 1. Positive opinion of the European Commission stated in the Annual Progress Report on Serbia; 2. Number of initiated and finalized criminal proceedings for criminal offences of corruption; 3. Following the systematic use of financial investigations, there is a gradual increase in the number and value of seized criminal assets. 4. Positive expert opinion following the analysis of reasons for concluding corruption cases at the stage of investigation, prosecution and adjudication.

ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME /DEADLINE	FINANCIAL RESOURCES	RESULT
2.3.2.1.	<p>Conduct analysis of compatibility of Republic of Serbia normative framework with FATF recommendations for conducting financial investigations parallel with criminal investigations. Develop planning document in the field of fight against financial crime, based on analysis findings.</p> <p>(link with AP for Chapter 24, activity 6.2.5.4.)</p>	<p>-Ministry of Justice (state secretary in charge of anti- corruption)</p> <p>-Republic Public Prosecutors' Office</p> <p>-Prosecutors' Office for Organized Crime</p> <p>-Ministry of Interior</p> <p>-Administration for the Prevention of Money Laundering</p>	<p>For analysis:IV quarter of 2020</p> <p>For planning document: IV quarter of 2021</p>	<p>Budget of the Republic of Serbia</p> <p>30.878 €,</p> <p>and IPA 2019 - 5.000.000 € (Support to AP 23 in Fight Against Corruption and Fundamental Rights - Flexible Facility)</p>	<p>Analysis of compatibility of Republic of Serbia normative framework with relevant FATF recommendations conducted.</p> <p>Planning document in the field of fight against financial crime developed.</p>
2.3.2.2.	<p>Strengthening the capacity of the Unit for financial investigation of the Ministry of Interior RS, based on the results of the analysis performed.</p> <p>Conduct trainings for Ministry of Interior Unit for financial investigation employees.</p> <p>(link with Chapter 24, activity 6.2.5.3.)</p>	<p>-Ministry of Interior</p>	<p>Commencing from II quarter of 2016, onwards.</p>	<p>Budgeted in Chapter 24</p>	<p>The number of employees in the Financial Investigation Unit increased - from 57 to 63 police officers.</p> <p>Trainings conducted. Percentage of Unit for financial investigation employees trained in relation to those required/in needs of training.</p>

2.3.2.3.	Conduct professional training of employees focusing on a mechanism of information exchange at the international level in accordance with the Framework Decision 2006/960/PUP for the purpose of effective seizure, confiscation and asset management.	-Judicial Academy -Ministry of Interior	IV quarter of 2021, onwards.	Budget of the Republic of Serbia - 4.800 € in 2021 - 2.400 € in 2022 - 2.400 €	Training conducted. Percentage of employees trained on a mechanism of information exchange at the international level in relation to those required/in needs of training.
2.3.2.4.	Continuous training of police, prosecutors and judges for conducting financial investigations, monitoring cash flows, proactive approach and special investigative techniques (link with Chapter 24 activity 6.2.5.2.)	-Judicial Academy -Ministry of the Interior - Criminal Police Directorate	Continuously	IPA 2013 -Project of prevention and fight against corruption, Service contract-3.600.000 € IPA 2019 - 5.000.000 € (Support to AP 23 in Fight Against Corruption and Fundamental Rights - Flexible Facility)	Training conducted. Percentage of police officers, public prosecutors and judges trained on financial investigations, monitoring cash flows, proactive approach and special investigative techniques, in relation to those required/in needs of training.
2.3.2.5.	Provide mutual database connectivity for criminal investigation and a safe system of electronic information exchange between public prosecutor's offices, the police, the Customs Department, Tax Administration, AntiCorruption Agency and other relevant bodies that have databases of importance to combating corruption.	-Ministry of Justice (state secretary in charge of anti- corruption) -Ministry of Interior - State Prosecutorial Council -Republic Public Prosecutors' Office -Anti-Corruption Agency	I quarter of 2022.	IPA 2019 - 5.000.000 € (Support to AP 23 in Fight Against Corruption and Fundamental Rights - Flexible Facility)	Database connectivity established.

2.3.2.6.	<p>Adopt the by-law from the Article 16, Paragraph 4, of the the Law on Organisation and Competence of State Authorities in Suppression of Organised Crime, Terrorism and Corruption, which will regulate the deadlines, the manner of conduct and the manner of official communication between the police and the public prosecutor's office, in organized crime cases and corruption.</p> <p>(link with AP for CH 24 activity 6.2.2.1.)</p>	<p>-Ministry of Justice (state secretary in charge of anti- corruption)</p> <p>-Ministry of Interior</p> <p>-Republic Public Prosecutors' Office</p> <p>-Prosecutors' Office for Organized Crime</p>	IVquarter of 2021	<p>Budget of the Republic of Serbia - 2.553 €</p> <p>in 2020 - 851 €</p> <p>in 2021 - 851 €</p> <p>in 2022 - 851 €</p>	The by-law adopted.
2.3.2.7.	<p>Strengthening the capacity of the Prosecutors' Office for Organized Crime and the Special Departments of Higher Public Prosecutor's Offices for Suppression of Corruption, through training courses on implementation of the new mechanism prescribed by the Law on Organisation and Competence of State Authorities in Suppression of Organised Crime, Terrorism and Corruption (liaison officers, task forces, financial forensic service).</p> <p>(link with AP for CH 24 activity 6.2.2.3.)</p>	<p>Judicial Academy</p> <p>--Prosecutors' Office for Organized Crime</p> <p>- Special Departments of Higher Public Prosecutor's Offices for Suppression of Corruption</p>	Continuously	<p>IPA 2013 „Prevention and Fight Against Corruption“ project “- 3.600.000 €</p>	<p>Training courses delivered.</p> <p>Percentage of employees trained in relation to those required/in needs of training.</p>

2.3.2.8.	Signing the Memorandum on cooperation between authorities responsible for implementation of the Law on Organisation and Competence of State Authorities in Suppression of Organised Crime, Terrorism and Corruption.	-Republic Public Prosecutors' Office -Ministry of Interior -authorities enumerated in the Article 20 of the Law	I quarter of 2021	Budget of the Republic of Serbia Budgeted in 2.3.2.6.	Memorandum on cooperation signed.
2.3.2.9.	Developing the Methodology of the establishment and performance of the task forces. (link with AP for CH 24 activity 6.2.2.5.)	-Republic Public Prosecutors' Office --Prosecutors' Office for Organized Crime -Ministry of Interior -Ministry of Justice (state secretary in charge of anti- corruption)	I quarter of 2021	Budget of the Republic of Serbia - 30.878 €	The Handbook on Methodology of the establishment and performance of the task forces developed and published.
2.3.2.10.	Strengthening the capacity of the Financial Forensics Service in the Prosecutors' Office for Organized Crime and other bodies. (link with AP for CH 24 activity 6.2.2.6.)	-Ministry of Justice (state secretary in charge of anti- corruption) -Republic Public Prosecutors' Office --Prosecutors' Office for Organized Crime	IV quarter of 2020, onwards	Budget of the Republic of Serbia - 122.544 € in 2021 -61.272 € in 2022 -61.272 €	The team of economic forensic experts in the Prosecutors' Office for Organized Crime established. Training courses of the economic forensic experts delivered. Number of seminars held in relation to planned trainings.

2.3.2.11.	<p>Adopt the new Rulebook on sistematization of workplaces in the POOC and in Special Departments of Higher Public Prosecutor's Offices for Suppression of Corruption, in accordance with conducted needs assesment of the HR capacities in the Prosecutors' Office for Organized Crime and Special Departments of Higher Public Prosecutor's Offices for Suppression of Corruption</p> <p>(link with AP for CH 24 activity 6.2.2.7.)</p>	<p>-Ministry of Justice (state secretary in charge of anti- corruption)</p> <p>--Prosecutors' Office for Organized Crime</p> <p>-Republic Public Prosecutors' Office</p> <p>-Higher Public Prosecutors' Offices in Belgrade, Novi Sad, Nis and Kraljevo</p> <p>-State Prosecutorial Council</p>	IV quarter of 2020	<p>Budget of the Republic of Serbia</p> <p>Activity requiring insignificant costs.</p> <p>and IPA 2013 „Prevention and Fight Against Corruption“ project - 3.600.000 €.</p> <p>Funds within IPA 2013 were provided for this activity.</p>	<p>The needs assesment for the expansion of HRcapacities conducted.</p> <p>Amendments of the Rulebook on sistematization of workplaces in the Prosecutors' Office for Organized Crime and in Special Departments of Higher Public Prosecutor's Offices for Suppression of Corruption adopted.</p>
2.3.2.12.	<p>Filling vacancies in accordance with the Rulebook on sistematization of the workplaces in the Prosecutors' Office for Organized Crime and in Special Departments of Higher Public Prosecutor's Offices for Suppression of Corruption.</p> <p>(link with AP for CH 24 activity 6.2.2.8.)</p>	<p>-Prosecutors' Office for Organized Crime</p> <p>-State Prosecutorial Council</p> <p>-Republic Public Prosecutors' Office</p> <p>-Ministry of Justice (state secretary in charge of</p>	IV quarter of 2021	<p>Budget of the Republic of Serbia</p> <p>Costs currently unknown. Will be known after completion of Rulebook – activity 2.3.2.11.</p>	<p>The Administrative capacities of the Prosecutors' Office for Organized Crime and Special Departments of Higher Public Prosecutor's Offices for Suppression of Corruption filled in accordance with the Rulebook on sistematization of the workplaces.</p>

		anti- corruption)			
2.3.2.13.	<p>Conduct needs analysis of technical capacities in the Prosecutors' Office for Organized Crime and Special Departments of Higher Public Prosecutor's Offices for Suppression of Corruption</p> <p>(link with AP for CH 24 activity 6.2.2.9.)</p>	<p>-Ministry of Justice (state secretary in charge of anti- corruption)</p> <p>--Prosecutors' Office for Organized Crime</p>	IV quarter of 2020	<p>Budget of the Republic of Serbia</p> <p>8.642 €</p>	Needs analysis of technical capacities conducted.
2.3.2.14.	<p>Procurement of the technical equipment for the Prosecutors' Office for Organized Crime and Special Departments of Higher Public Prosecutor's Offices for Suppression of Corruption, in accordance with the results of the needs analysis.</p> <p>(link with AP for CH 24 activity 6.2.2.10.)</p>	<p>-Ministry of Justice (state secretary in charge of anti- corruption)</p> <p>--Prosecutors' Office for Organized Crime</p>	IV quarter of 2021	<p>Budget of the Republic of Serbia</p> <p>Costs currently unknown. Will be known after completion of activity 2.3.2.13.</p> <p>and donor support – 500.000 €</p>	Technical equipment for the Prosecutors' Office for Organized Crime and Special Departments of Higher Public Prosecutor's Offices for Suppression of Corruption purchased.
RECOMENDATION FROM THE SCREENING REPORT		OVERALL RESULT			IMPACT INDICATOR

<p>2.3.3. Effectively investigate all allegations of corruption in privatization cases and ensure full transparency and accountability to avoid such cases in the future</p>		<p>All allegations of corruption in privatization cases are effectively investigated preventive measures are undertaken to ensure full transparency and accountability in acting.</p>		<ol style="list-style-type: none"> 1. Positive opinion of the European Commission stated in the Annual Progress Report on Serbia; 2. Number of initiated and finalized criminal proceedings against responsible persons for illegal actions carried out in privatization of state-owned capital; 3. Data on corruptive elements in privatization process can effectively collect and disclose at any moment; 4. Recommendations of Anti-corruption Council related to 24 controversial privatization cases assessed. 	
<p>ACTIVITIES</p>		<p>RESPONSIBLE AUTHORITY</p>	<p>TIMEFRAME /DEADLINE</p>	<p>FINANCIAL RESOURCES</p>	<p>RESULT</p>
<p>2.3.3.1.</p>	<p>Design and implement programs of mutual professional development of authorities participating in the process of privatization and authorities responsible for the prevention and prosecution of the cases of corruption.</p>	<p>-Judicial Academy (director)</p> <p>-Ministry of Commerce (state secretary)</p> <p>-Anti-corruption Agency (director, deputy director)</p>	<p>IV quarter of 2021</p>	<p>Budget of the Republic of Serbia</p> <p>Costs currently unknown. Will be known will after development of the training plan of the Judicial Academy.</p> <p>and IPA 2019 - 5.000.000 € (Support to AP 23)</p>	<p>Trainings conducted.</p> <p>Numbers of seminars held in relation to planned trainings on mutual professional development of authorities participating in the process of privatization and authorities responsible for the prevention and prosecution of the cases of corruption.</p>

				in Fight Against Corruption and Fundamental Rights - Flexible Facility)	
2.3.3.2.	Regular meetings of the Anti-Corruption Council with the Republic Public Prosecutor's Office and the Prosecutor's Office for Organized Crime, in order to improve the implementation of the recommendations listed in the Anti-Corruption Council reports.	- Anti-Corruption Council - Republic Public Prosecutor's Office -Prosecutor's Office for Organized Crime	Continuously	Budget of the Republic of Serbia Activity requiring insignificant costs.	Meetings are held regularly.
RECOMENDATION FROM THE SCREENING REPORT		OVERALL RESULT			IMPACT INDICATOR
2.3.4. Improve the collection of unified statistics on corruption, distinguishing clearly between different types of criminal activities and allowing for a detailed assessment of length of the cases, outcome etc.;		Established system for collection of unified statistics on corruption, distinguishing clearly between different types of criminal offences, length of the cases, outcome of the proceedings, etc.			<ol style="list-style-type: none"> 1. Positive opinion of the European Commission stated in the Annual Progress Report on Serbia; 2. At any time number of initiated and finalized criminal proceedings against responsible persons for criminal offences of corruption can be provided; 3. On that basis, an analysis of the proceedings for criminal offences of corruption can be made and conclusions drawn.
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME /DEADLINE	FINANCIAL RESOURCES	RESULT
2.3.4.1.	Conduct an analysis of Feasibility studies for the establishment of the unified electronic register of	-Ministry of Justice (state secretary in charge of	IV quarter of 2021.	Budget of the Republic of Serbia	Analysis of Feasibility studies conducted.

	criminal offenses related to corruption, conducted within IPA 2013 „Prevention and Fight Against Corruption“ project and USAI GAI Project. Act in accordance with analysis findings in terms of the most feasible solution.	anti- corruption)		17.285 €	
2.3.4.2.	Amend the positive regulations in order to establish unique methodology for data collection, records keeping and statistical reporting on criminal offences of corruption.	-Ministry of Justice (state secretary in charge of anti- corruption) -Government of the Republic of Serbia -National Assembly	II quarter of 2022.	Budget of the Republic of Serbia Costs currently unknown, connected to software development.	Amendments to the regulations adopted.

2.3.4.3.	Establish a model of unique records keeping (electronic register) for criminal offenses with an element of corruption, in accordance with the law governing the protection of personal data, which will be used in future for creating criminal policy.	-Ministry of Justice (state secretary in charge of anti- corruption) -Republic Public Prosecutors Office Partner institutions: -Ministry of Interior -Ministry of Finance -Law enforcement agencies -All relevant stakeholders	II quarter of 2022.	Budget of the Republic of Serbia Costs currently unknown, connected to software development. and IPA 2019 - 5.000.000 € (Support to AP 23 in Fight Against Corruption and Fundamental Rights - Flexible Facility)	Unique records keeping model is established.
RECOMENDATION FROM THE SCREENING REPORT		OVERALL RESULT		IMPACT INDICATOR	
2.3.5. Ensure that the legislative and institutional framework enables effective seizure, confiscation and management of the proceeds of crime resulting in an increased number of seizures and confiscations		Legislative and institutional framework enable effective seizure, confiscation and management of the proceeds of crime resulting in an increased number of seizures and confiscations		<ol style="list-style-type: none"> 1. Positive opinion of the European Commission stated in the Annual Progress Report on Serbia; 2. Gradual increase in the number of decisions on seizure and confiscation and value of seized and confiscated assets derived from criminal activity. 	

Interim benchmark: Serbia establishes an initial track record of efficient and effective investigations (incl. financial investigations), prosecution, convictions and asset confiscations in corruption cases, including high level cases. (Serbia applies a zero tolerance policy towards leaks related to planned or ongoing corruption related investigations and ensures that these are sanctioned should they occur – addressed within 2.3.7.).

ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME /DEADLINE	FINANCIAL RESOURCES	RESULT
2.3.5.1.	Strengthen the capacity of the Directorate for Administration of Seized Assets through training courses, particularly in the part relating to the management of property seized from legal entities.	-Ministry of Justice (state secretary in charge of anti- corruption) -Directorate for Administration of Seized Assets -Judicial Academy	Continuously	Budget of the Republic of Serbia- 900 € in 2020 - 300 € in 2021 - 300 € in 2022 - 300 €	Training courses conducted. Percentage of Directorate for Administration of Seized Assets employees trained in relation to those required/in needs of training.
2.3.5.2.	Advance international cooperation by signing contracts with the Directorates in the region and the EU. (link with Chapter 24, activity 6.2.6.6.)	-Ministry of Justice (state secretary in charge of anti- corruption) -Directorate for Administration of Seized Assets	Continuously	Budget of the Republic of Serbia Activity requiring insignificant costs	Number of contracts concluded with the Directorates in the region and in the EU.
2.3.5.3.	Strengthen capacity of Directorate for Administration of Seized Assets by recruiting new employees according to Rulebook on job classification.	-Ministry of Justice (state secretary in charge of anti- corruption)	IV quarter of 2021.	Budget of the Republic of Serbia	All positions filled in line with Rulebook on job classification.

		-Directorate for Administration of Seized Assets		40.848 €	
INTERIM BENCHMARK		OVERALL RESULT		IMPACT INDICATOR	
2.3.7. (Serbia establishes an initial track record of efficient and effective investigations (incl. financial investigations), prosecution, convictions and asset confiscations in corruption cases, including high level cases.- addressed within 2.3.5.) Serbia applies a zero tolerance policy towards leaks related to planned or ongoing corruption related investigations and ensures that these are sanctioned should they occur.		Measures to prevent leaks to the media of confidential information regarding the investigations are established and effectively implemented.		<ol style="list-style-type: none"> 1. Positive opinion of the European Commission stated in the Annual Progress Report on Serbia; 2. Number of proceedings for illegal distribution of information to the media about active investigation procedures. 	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME /DEADLINE	FINANCIAL RESOURCES	RESULT
2.3.7.1.	Adoption of new regulations and procedures aimed at introducing control and oversight mechanisms in line with the analysis of the current situation (normative, organisational and functional), identifying weaknesses and risks (level of data accessibility for the exact determination of availability in relation to time and content).	-Ministry of Interior	I quarter of 2021.	Budget of the Republic of Serbia - 17.285 € In 2021.	Amended or adopted new regulations and procedures in line with the analysis.
2.3.7.2.	Establish the Working group in the Ministry of Justice for consideration of Republic Public Prosecutors' Office initiatives for amendments to Criminal Procedure Code (based on Analysis of normative, organisational and functional framework - measures to prevent information leaks and repressive measures to suppress unauthorised communication of data	-Ministry of Justice (state secretary in charge of anti-corruption) -Republic Public Prosecutors' Office	For establishing Working group: I quarter of 2021	Budget of the Republic of Serbia - 30.878 €	Working group established. Amendments and supplements to the laws adopted, in line with Working group conclusions.

	relating to criminal proceedings), Criminal Code, and the Law on Public Prosecutor's Office (based on Analysis of the legislative framework regarding criminal, disciplinary and other types of liability in connection with the unauthorised communication of information). Act in accordance with Working group conclusions. (link with activity 2.2.10.23.)	-Government of the Republic of Serbia -National Assembly	For amendments and supplements: by IV quarter of 2022		
2.3.7.3.	Increase levels of IT protection by creating a so-called early warning system and alarm system.	-Ministry of Interior	Continuously	Budget of the Republic of Serbia - in 2020 Budgeted in 2.3.7.1.	Increased level of IT protection. Developed early warning system and alarm system.
2.3.7.4.	Monitor sanctioning of violations of regulations preventing disclosure of confidential information, along with the prepared analysis on the implementation of regulations and recommendations.	-Ministry of Interior -Republic Public Prosecutors' Office	Continuously	Budget of the Republic of Serbia- 2. 553€ in 2020 - 851€ in 2021 - 851€ in 2022 - 851€	Number of cases of violation of regulations preventing disclosure of confidential information. Conducted analysis on implementation with the recommendations.

3. FUNDAMENTAL RIGHTS

CURRENT STATE:

The Republic of Serbia will continue to improve its legal and normative framework for the protection and promotion of fundamental rights, in line with the EU *Acquis*, European and international standards and best practices.

Prohibition of torture, inhuman or degrading treatment and punishment

In the field of prevention and suppression of torture and ill-treatment, the Republic of Serbia plans to strengthen the capacities of the Ombudsman, especially in its role as the National Mechanism for the Prevention of Torture, by providing the necessary number and structure of employees for efficient performance of tasks within its competence and improvement of its organizational, financial independence. Also, through the definition of clear channels of communication between police officers, NPMs and civil society organizations, it is planned to achieve a higher level of coordination and raise the general level of awareness of the need to fully eliminate all forms of torture.

The amendments and supplements to the Law on the Ombudsman are also planned in order to strengthen the independence and improve the efficiency of the work of the Ombudsman, especially in carrying out the tasks of the National Mechanism for the Prevention of Torture. Through initial and continuous training of police officers, staff of the system for enforcement of criminal sanctions, a higher level of expertise and awareness about the necessity of establishing a zero tolerance for torture shall be achieved.

The existence of adequate infrastructure in facilities for enforcement of criminal sanctions is a significant aspect of the prevention of torture and the Republic of Serbia plans to make significant efforts in the construction of new institutions for the enforcement of criminal sanctions during the implementation of the Action Plan for Chapter 23, as well as renovate existing facilities. In addition to the renovation, significant attention will be paid to improving conditions at the Special Prison Hospital in Belgrade. Beyond the improvement of the infrastructure of the facilities for enforcement of criminal sanctions, significant efforts will be made to improve the infrastructure of detention facilities at the police stations.

The problem of overcrowding of the institutions for the enforcement of criminal sanctions will be addressed both through infrastructure investments (District prison Belgrade, Criminal Correctional Facility Zabela, Criminal Correctional Facility for women Požarevac, Criminal Correctional Facility in Sremska Mitrovica, District prison Leskovac), as well as through the development and further improvement of the system of alternative sanctions. Implementation of staff training is planned for the application of specialized treatment programs for convicted persons and sensitive categories of convicted persons (juveniles, individuals with mental illness, individuals with substance misuse problems, women, persons with special needs, elderly people) in order to successfully reintegrate them. Moreover, adoption of a new Strategy for the Development of the System of Enforcement of Criminal Sanctions in the Republic of Serbia and the Action Plan for its implementation, as well as the establishment of effective monitoring over its implementation is also planned.

The planned activities also involve strengthening the monitoring mechanism of the Ministry of Interior for the implementation of standards of police treatment in the area of prevention of torture through training, improvement of the complaint system, internal and external control as well as the adoption of by-laws. In the formulation of all measures in the field of prevention and suppression of torture, special attention has been paid to the recommendations of the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment and Punishment and Implementation of the Recommendations is a fundamental focus of all activities in this field.

Freedom of expression, including freedom and pluralism of the media

The development of the Action Plan for the implementation of the Strategy for the Development of the Public Information System in the Republic of Serbia for the period 2020-2025, which was adopted on January 30, 2020 ("Official Gazette of the RS" No. 30/18) is in progress. Immediately after the adoption of the Action Plan, amendments to the set of media laws will be introduced.

Frequent threats and violence against journalists are recognized as a serious threat to freedom of expression and media pluralism. In order to overcome this challenge, it is necessary to strengthen coordination of all competent authorities and to raise awareness of the importance of protecting journalists both through training and by giving priority to these cases, and these activities will be a focus in the forthcoming period. Information leaks about planned and ongoing criminal investigations has been spotted as a serious threat to the effectiveness of the investigation, the presumption of innocence and the confidentiality of personal data. It is planned to end these negative practices through new operational procedures, capacity building through training and more efficient coordination of competent authorities.

The principle of non-discrimination and the position of vulnerable social groups

In the following period, the Republic of Serbia plans to achieve full harmonization of the Law on the Prohibition of Discrimination with the *acquis*. The planned adoption of the new Strategy for the Prevention and Protection against Discrimination and the Action Plan and its consistent implementation and active monitoring shall improve the position of the most vulnerable social groups.

Through its dedicated work, the Commissioner for the Protection of Equality as a central national body specialized in combating all types and forms of discrimination and its prevention, has led to a significant increase in awareness of discrimination. The continuation of its capacity building in the forthcoming period is necessary in order to further improve the protection and prevention of discrimination. Also, capacity building of the Office for Human and Minority Rights is planned.

Positive progress made in improving the position of the LGBTI community will continue through the implementation of the Action Plan for the implementation of the Strategy for Prevention and Protection against Discrimination and through the consistent implementation of the Law on Anti-Discrimination. By continuing the implementation of an effective community policing model and continuous cooperation with representatives of the LGBTI community, the work on improving the security situation of all members of the LGBTI community will endure. In the following period, it is planned to continue with positive practice of raising awareness about prohibition of all forms of discrimination and methods of its prevention, which will be achieved through a series of educational events, training of citizens and civil servants, as well as printing and distribution of manuals for identification and response to discrimination.

By adopting the Strategy for improving the position of persons with disabilities in the Republic of Serbia for the period up to 2024 and the Action Plan for its implementation, as well as efficient monitoring of the implementation of these documents, the position of persons with disabilities shall be improved, which will foster the implementation of the UN Convention on the Rights of Persons with Disabilities.

Gender equality

In the following period, the Republic of Serbia plans to pay due attention to improving the implementation and promotion of the principles of gender equality, both in the strategic and legislative framework, as well as by strengthening the coordination and capacity of institutions. The existing legislative framework did not adequately regulate the field of gender equality, it is incompatible with the undertaken international obligations in the area of gender equality and subsidiary legislation and contains numerous deficiencies that prevent or significantly impede the comprehensive implementation of the principles of gender equality.

The Government of the Republic of Serbia has established a Coordination Body for Gender Equality that will consider all issues and coordinate the work of state administration bodies in relation to gender equality in order to enable all existing mechanisms (at the state, provincial and local level) to function in an efficient and uniform manner. It is planned to adopt the new Law on Gender Equality in order to fully align with the *acquis*, and subsequently adopt a new Action Plan for implementation of the National Strategy for Gender Equality as well as the new National Strategy and Action Plan for the Prevention and Suppression of Domestic Violence and Violence in Partner Relations, as well as effectively monitor their implementation. Through

the implementation of training of employees in public authority bodies in the field of gender equality, effective coordination and monitoring of the implementation of gender equality policies will be ensured.

Rights of the child

Through the strengthening of the role of the Council for the Rights of the Child, a higher level of coordination of all state bodies responsible for the implementation of strategic documents in the field of the rights of the child will be achieved. Also, through a broad, inclusive and transparent process, a new Strategic Framework for the Protection of Children against Violence will be implemented, which will continue to develop and improve the existing framework, based on previous experiences.

Activities aimed at the increase in the number of children benefiting from family support measures in order to reduce the necessity of using alternative care, or the accommodation of children in residential institutions or foster care will continue; whereas in case of necessity for alternative care, attempts will be made to use family-type accommodation in the local community, with the gradual increase in the availability of alternative options of alternative care that are selected on a case-by-case basis. Efforts shall be made to strictly control and reduce the number of children residing in residential institutions. Also, efforts shall be made to increase the number and type of services targeting children in vulnerable situations (children living and working on the street, children with disabilities in development and disability, children living in poverty, etc.). Through the adoption of the Strategy for de-institutionalization and development of community services and strengthening of the capacities of social protection providers, the mechanisms for social reintegration shall be improved.

Activities aimed at improvement of juvenile justice in order to fully implement European standards, particularly by enabling an annual increase in the number of children benefiting from a child oriented judiciary through widespread use and introduction of new diversionary schemes, specially adapted to the preparation for the release carried out by trained judicial and other experts, through the improvement of infrastructure and the widespread use of alternative sanctions. Training of staff for the application of specialized treatment programs for juvenile offenders for the purpose of successful reintegration was performed in cooperation with Twinning project "Strengthening capacities for training, education and employment of convicted persons" funded by EU - IPA 2013.

Procedural safeguards

The establishment of a functional system of free legal aid will be accompanied by additional training of the providers and staff in local self-government units, as well as public awareness campaign, which will significantly improve access to justice for all citizens, and especially the most vulnerable ones. Implementation of the law shall be closely monitored by the Ministry of Justice and reports shall be publicly available. Amendments and supplements to the Criminal Procedure Code will result in full harmonization with the EU acquis in the field of procedural safeguards, which will provide greater guarantees for exercising the right of the suspects or accused persons to access to a lawyer, legal aid, the right to information and the right to interpretation and translation. This will be followed by training of all relevant stakeholders.

By adopting a new strategic framework in the area of rights of victims and witnesses, as well as amendments to the normative framework, full harmonization with Directive 2012/29 / EU on rights, support and protection of victims and witnesses will also be achieved. Through the establishment of victim support services, another aspect of access to justice will be improved.

The position of national minorities

With regard to the position of national minorities, the Republic of Serbia applies the Action Plan for the Exercise of the Rights of National Minorities. The Action Plan focuses on the implementation of the existing legal framework, as well as the improvement of the legislative framework in the areas where such a need has been identified. The implementation of the Action Plan is monitored by the Council for National Minorities, which ensures full inclusion of National Councils of National Minorities and relevant public authorities, while

administrative support to the Council is provided by the Office for Human and Minority Rights. Every two months, all competent authorities submit reports on the implementation of activities prescribed in the Action Plan to the Office for Human and Minority Rights, and on this basis the reports on the status of implementation are prepared for the Council for National Minorities. In case of failure to meet the deadlines set by the Action Plan, the Council for National Minorities, based on its political authority, encourages effective implementation by the competent ministries.

In the domain of freedom of thought, conscience and religion, the dialogue between the Churches and religious communities with the Serbian Orthodox Church will continue, based on the idea proclaimed in the Constitution of the Republic of Serbia which states that Churches and religious communities are equal and free to independently regulate their internal organization, religious affairs, publicly perform religious rituals; and bearing in mind the specificities of European legal traditions in this domain and the cultural specificities of the region to which Serbia belongs. The aim of this dialogue is to encourage the use of minority languages in ceremonies, in accordance with the possibilities and needs, by respecting the principle of state neutrality in relation to religious issues in order to ensure that there are no unjustifiable restrictions on the access of members of national minorities to religious rites in their mother tongue.

As a part of the efforts to improve the position of the Roma national minority, a multi-annual Strategy and Action Plan for improving the situation of Roma are being implemented. The strategy covers the most important areas of life with special emphasis in the following areas: the issuance of personal documents, comprehensive measures against discrimination, compliance with international standards in forced displacement, equal access to health and social protection, education and labor market, as well as improved housing conditions. A new action plan for this Strategy will be developed that will enable the continuation of its efficient implementation. In developing the planned activities of the new Action Plan, the Operational conclusions of the Roma Seminar 2017-2019: Social inclusion: the situation of Roma in the Republic of Serbia will be taken into account. On behalf of the Government, the Deputy Prime Minister and the Minister of Construction, Transport and Infrastructure coordinates the activities of state bodies, local self-government units and public enterprises aimed at improving the position of Roma women and their full inclusion in social, economic, cultural and political aspects of life, with special emphasis in areas where they are particularly vulnerable (enrollment, education, housing, health care, social protection and employment).

The position of refugees and internally displaced persons

In the forthcoming period, significant efforts will be continued to improve the living conditions of refugees and internally displaced persons on two tracks. Significant financial resources will be invested in resolving the problems of housing for the most vulnerable families, especially those who are still in collective centers, both through the construction of new housing units and by providing the necessary building materials, which will enable the closure of all formal collective centers. Provision of complementary measures for the sustainable integration of refugees through programs aimed at economic empowerment shall continue. The introduction of a system of free legal aid available to refugees and internally displaced persons will provide a higher degree of legal certainty and facilitate access to personal documents, thus ensuring their full access to rights and promoting their social and economic integration.

Measures against racism and xenophobia

In the area of combating racism and xenophobia, training for judges, public prosecutors and police officers will be organized in the forthcoming period in order to improve the knowledge and skills necessary for the effective prosecution of hate crimes. Through the continuation of cooperation with international and regional organizations in the field of combating hate speech and hate crimes, as well as the organization of expert meetings aimed at establishing a mechanism to combat hate crime in the Republic of Serbia, the results in the area of prevention of racism and xenophobia will be improved.

Through the work of the National Council for the Prevention of Negative Phenomena in Sports, the measures and activities of state administration bodies and competent national sports associations will be improved to prevent violence and misbehavior in sport events.

Personal data protection

Through the implementation of the new Law on Personal Data Protection, aligned with the EU acquis in the given area, shall ensure a higher level of protection of personal data. Moreover,

by carrying out comprehensive training for the implementation of the new law, the necessary capacities will be provided for its effective implementation. Adoption of the Law on Personal Data Protection leads to changes in the competencies and organization of the Commissioner for Information of Public Importance and Personal Data Protection, hence requiring the continuation of strengthening of the Commissioner's capacity.

REFORM ACTIVITIES COMPLETED DURING THE IMPLEMENTATION OF THE ACTION PLAN

Prohibition of torture and inhuman or degrading treatment or punishment and reform of the prison system

Reconstruction of existing facilities in accordance with European standards is being successfully implemented. So far, one block was renovated and inhabited in the Belgrade District Prison, as well as in the Special Prison hospital in Belgrade. Pavilion was built for persons sentenced with the measure of compulsory psychiatric treatment. The reconstruction of the existing accommodation capacities of the penitentiary institutions has been completed in accordance with European standards in the district prison in Užice, the Criminal Correctional Facilities in Valjevo, Čuprija and Niš, as well as educational correctional facility Kruševac. Construction of new buildings and departments in order to improve living conditions in prisons has initiated. A new prison facility was built in Pancevo in order to improve living conditions.

In order to ensure more effective judicial review and supervision over the rights of individuals deprived of liberty, the Law on Enforcement of Criminal Sanctions and the Rulebooks governing the status of persons deprived of liberty have been printed and distributed. In addition, a Manual and a Handbook for prisoners and detainees as well as forms for the complaints and appeals are printed and distributed. A methodology was prepared by the Prosecutors' Office and the Police to investigate cases of abuse and torture in order to conduct effective investigations into allegations of ill-treatment and torture by the police.

Within the framework of the joint project of the European Union and the Council of Europe "Strengthening the protection of human rights of persons deprived of liberty and convicts in Serbia" ("Horizontal Facility" for the Western Balkans and Turkey), strengthening the human rights of persons deprived of liberty and convicts with a focus on the problems identified in the reports of the European Committee for the Prevention of Torture and Judgments of the European Court of Human Rights, the key activities involved: expert analysis of the draft Rulebook on the application of police powers with detailed recommendations, expert analysis of complaints system, internal control and external control mechanisms, expert analysis of the Law on the Protection of Persons with Mental Disorders, expert analysis of the normative framework and practice regarding the human rights of persons with mental disorders in the institutions of social protection, expert analysis of the inspection of psychiatric and social protection institutions and measures aimed at harmonization with EU standards and best practice. Moreover, revision of the system of continuous training of police officers in order to prevent torture, inhuman or degrading treatment was performed, and expert support for the development of a new Strategy for the Protection of Mental Health in the Republic of Serbia was provided.

Rulebook on police powers was adopted ("Official Gazette", no. 41/2019) and the Instruction on unified manner of records keeping in relation to applied powers, thus introducing clear procedures for treatment of detainees and persons in custody in order to ensure the exercise of their rights. An analysis of the current situation in the detention units was carried out, including recommendations for improvement of the situation in detention units, as well as for changing the normative framework and eliminating the weaknesses and risks in treatment of the arrested and detained persons. Numerous trainings have been conducted for treatment of the arrested and detained persons in accordance with international standards.

A complete network of offices for alternative sanctions has been established at the state level, by opening the remaining nine offices, thus setting up the total network of 25 offices. The establishment of a network of alternative sanction offices was accompanied by continuous training for the judiciary and newly appointed commissioners for alternative sanctions. The Rulebooks governing the implementation of alternative sanctions and monitoring of implementation have been adopted. Activities were implemented in order to strengthen cooperation and provide conditions for effective social reintegration of prisoners after serving their sentence through the signing of agreements on cooperation with non-governmental organizations, including constant work on the sensitization of local self-governments and the public. Establishing cooperation at the local level was a prerequisite for successful implementation of measures to provide assistance and support to former convicted persons in order to ensure social reintegration after the expiry of the sentence and the reduction of recidivism. Through the conducted

trainings, judges for the enforcement of criminal sanctions have improved knowledge in the field of the rights of persons deprived of liberty; contemporary trends in the enforcement of criminal sanctions; as well as accepted standards in the field of treatment and post-penal acceptance. A plan for extending the competencies of enforcement judges has been developed. The Strategy of Development of the System of Enforcement of Criminal Sanctions in the Republic of Serbia by 2020 was adopted.

Position of the ombudsman, the provincial ombudsman and local ombudsmen

Continuous efforts are being made to further strengthen the capacity of the Professional Service of the Ombudsman through hiring of full-time permanent staff, which will bring the total number of staff in line with current needs and provide the necessary number and structure of employees for efficient performance of tasks within its competence. Drafting of the new Law on Ombudsman is in progress.

Freedom of expression and freedom and pluralism of media

A set of media laws (Law on Public Information, Law on Electronic Media and the Law on public service media) has been adopted in 2014 and it is being implemented. The State Prosecutorial Council has adopted the Communication Strategy of the SPC and the Republic Public Prosecutor's Office for the period 2015-2020 in order to define the relationship, methods and scope of mutual communication in order to prevent information leaks about the course of criminal investigations in the media.

A new multiannual Strategy for the Development of Public Information System has been adopted in January 30, 2020.

An analysis of the Criminal Code was conducted regarding the need to establish a higher level of protection of journalists against threats of violence. The TAIEX mission organized for this purpose has not identified the need to amend the Criminal Code, but suggested amendments of other laws and practical guidelines. In order to increase the efficiency of the work of the public prosecutor's offices in criminal proceedings against the perpetrators of criminal offenses against journalists, the Republic Public Prosecutor issued an instruction envisaging that the appellate, higher and basic public prosecution offices keep separate records for criminal offences against persons performing activities of public interest in the field of information, in relation to actions undertaken and in connection with attacks on the media websites, in cases where urgent action is prescribed.

The Agreement on Cooperation between the Republic Public Prosecutor's Office and the Ministry of Interior has been signed and is being implemented, stipulating priority treatment in investigating threats and violence against journalists in order to improve the efficiency of investigations into attacks against journalists and the prosecution of offenders. A Permanent Working Group was established to implement a cooperation agreement between the Republic Public Prosecutor's Office, the Ministry of Interior and representative associations of journalists, which meets regularly. Concurrently, the Commission for consideration of the facts obtained during the investigations conducted on the killings of journalists continued to work and provides relevant institutions with its key findings.

Principle of non-discrimination and social position of vulnerable groups

The implementation of the Action Plan for Implementation of the Strategy for Prevention and Protection Against Discrimination was monitored by the body for oversight of the implementation of the Strategy and the AP for Prevention and Protection Against Discrimination. An analysis of the implementation of the Law on the Prohibition of Discrimination was conducted. Moreover, the mechanism of the Government of the Republic of Serbia for the implementation of all recommendations of the UN human rights mechanisms is established and operational.

In order to further develop the community policing model, particularly in multiethnic and multicultural environments, the Ministry of Interior has developed the Action Plan for the Implementation of the Community Policing Strategy which is effectively implemented. Police officers as contact persons for work with socially vulnerable groups (women victims of domestic violence and partner relationships, LGBTI persons and other vulnerable groups, in accordance with the security needs of local communities), who were specially trained and selected, have been assigned and started operating. All liaison officers passed specialized two-day training, as well as other trainings focused on the work of police in the community, as well

as communication skills. Representatives of the Ministry of the Interior hold regular meetings with representatives of socially vulnerable groups, the LGBTI community and civil society organizations aimed at sensitization and improvement of communication, in order to improve the security and protection of human and minority rights. Through active cooperation and organization of meetings between the police and representatives of socially vulnerable groups, LGBTI community and civil society organizations, mutual trust relationships have been established and preventive action has been improved in achieving protection of safety and protection of human and minority rights.

New strategic Framework for the Protection of Children against Violence has been adopted. In cooperation with UNICEF, a number of activities have been carried out to improve the foster care system by increasing the availability and quality of services for children with disabilities and their families, by strengthening the capacity of regional foster care centers and centers for social work and developing foster care procedures and guidelines as a shared care of foster parents and biological parents. Guidelines for the creation of a permanent child protection plan have been developed and distributed on the basis of existing measures for elimination of irregularities in the performance of the activities of accommodation of children and youth in social welfare institutions.

As a part of the project “Strengthening the justice system and social protection in order to improve child protection in Serbia”, with the support of UNICEF, evaluation of existing resources in large and small residential institutions for children was conducted, recommendations on the methods of their use in the process of transition from institutional to community care were developed. Likewise, the project activities towards an improvement of the system of case management in the centres for social work were carried out, focusing on treatment planning for support to families at risk of separation instead of an institutionalization-oriented approach. Increasing use of diversionary schemes and prioritizing restorative approach to juvenile offenders to ensure their social reintegration and reduce recidivism rates was also initiated. Practical guidelines for hearing children based on examples of best practices in EU countries have been defined and adopted and accessible to all experts in the justice system and the guardianship body, as well as the conditions for uniform application of protective measures aimed at protecting the children victims/witnesses in criminal proceedings. Training on the protection of children victims/witnesses in criminal proceedings was conducted within the training program of the Judicial Academy and the educational material was distributed. The training of judges, prosecutors, lawyers and police officers in contact with juvenile offenders continued at the Judicial Academy.

A new Council for Monitoring and Improving the Work of the Bodies in Criminal Proceedings and Enforcement of Criminal Sanctions against Juveniles was established. The increase in the use of diversionary schemes and the prioritization of the restorative approach in the treatment of juvenile offenders continued with the aim of their reintegration and reduction of recidivism. A special unit has been established to enforce the safety measure of compulsory psychiatric treatment and custody in a health institution for minors within the Special Prison Hospital.

A detailed analysis of alignment of the criminal justice legislation with the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) has been carried out and recommendations have been made to amend criminal legislation. Amendments to the Criminal Code were adopted in accordance with the analysis of compliance with the provisions of the Council of Europe Convention on the Prevention and Combating Violence against Women and Domestic Violence (Istanbul Convention). A new National Strategy for the Improvement of the Status of Women and the Promotion of Gender Equality has been announced. A special law that regulates the prevention of violence against women in the family and partner relations has been adopted and is efficiently implemented.

The Law on Peaceful Assembly, aligned with the recommendations of the Venice Commission and the ODIHR, as well as with Article 11 of the European Convention on Human Rights and Fundamental Freedoms and Article 12 of the Charter of Fundamental Rights of the European Union has been adopted and is being implemented.

Procedural safeguards

The Law on Free Legal Aid was adopted in November 2018 and its implementation started in October 2019. Training of staff in all local self-government units was organized with the support of MDTF JSS, resulting in over 300 individuals authorized to decide on free legal aid applications. All by-laws envisaged by law have been adopted and can be found at <http://www.pravno-informacioni-sistem.rs/SlGlasnikPortal/eli/rep/sgrs/skupstina/zakon/2018/87/15/reg>). The register of providers of free legal aid and free legal support is published on the Ministry's website (<https://www.mpravde.gov.rs/tekst/26350/registar-pruzalaca-besplatne-pravne-pomoci-i-besplatne-pravne-podrske.php>). The lists of providers of free legal aid and

support are updated regularly. Entry into the Registry remains open.

A comprehensive analysis has been developed with recommendations for improving procedural safeguards in order to align with EU acquis. Subsequently, an analysis has been prepared with recommendations for amending the normative framework in order to effectively apply minimum standards regarding the rights, support and protection of victims of crime/injured parties in line with Directive 2012/29/EU. A working group developed a Draft National Strategy for the Exercise of Rights of Victims and Witnesses with an accompanying Action Plan, with the support of the OSCE (IPA 2016).

Position of national minorities/Roma

A special Action Plan which corresponds to all the recommendations given in the Third opinion of Advisory Committee on Serbia in the context of the Council of Europe Framework Convention on the Protection of National Minorities, the second report of the Expert Committee on the Implementation of the European Charter for Regional and Minority Languages in the Republic of Serbia and reports on the implementation of bilateral agreements on the protection of national minorities, directed towards the implementation of existing legislation in the field of national minority rights, has been adopted through an inclusive process and is being implemented.

The Action Plan specifically addresses the areas of education, the use of minority languages, access to the media and religious services in minority languages, and adequate representation in public administration. Implementation of the Action Plan is monitored by the Council for National Minorities. The Council meets regularly and representatives of National Councils of National Minorities participate in its work. Reports on the implementation of the Action Plan are regularly developed and publicly available. Funds from the Budget Fund for National Minorities are regularly allocated according to the program of priority areas, in accordance with the decision of the Council for National Minorities.

Activities aimed at raising public awareness of the rights of national minorities and respect for cultural and linguistic diversity, through the support of the production of media content are being successfully implemented. Public calls for co-financing projects in the field of public information in the languages of national minorities are published on a regular basis. The purpose of the public calls is to co-finance the production of media content in the field of public information which contributes to accurate, impartial, timely and complete information of members of national minorities; preserving the cultural and linguistic identity of national minorities in the Republic of Serbia and encouraging creativity in all areas of public life of national minorities.

The new Law on Textbooks has been adopted and is being implemented, which ensures the availability of textbooks in the languages of national minorities for each school year. Activities aimed at raising the quality of primary and secondary education in the languages of national minorities are carried out regularly through the implementation of the competition for financing and co-financing activities, programs and projects of national councils of national minorities.

In order to improve the exercise of the right to register in the birth registry in the language of the national minority, the Ministry of Public Administration and Local Self-Government has developed the instruction and submitted it to the bodies of the municipal and city authorities who perform the entrusted tasks of records keeping. All planned trainings of registrars and deputy registrars, as well as trainings for employees in centers for social work and police administrations have been carried out. Concurrently, the Ministry of Interior fully implements the legal provisions allowing registration of permanent residence in the Center for Social Work. Requests are solved urgently and applicants are provided with free legal aid during the application process. The new Law on Registries was adopted, which ensures voluntary registration of nationality. The lawful and efficient exercise of the right to register in birth registries within the stipulated deadline was facilitated through implementation of electronic procedures and efficient coordination of state bodies.

Amendments to the Law on the Rights and Freedoms of National Minorities and the Law on National Councils of National Minorities have been adopted and are implemented.

A new Strategy for Social Inclusion of Roma in the Republic of Serbia for the period 2016-2025 has been adopted and is being implemented. The drafting of a new Action Plan for its implementation is in progress.

A comparative legal analysis was carried out regarding the regulation of the position of churches and religious communities in order to determine specific criteria based on the best practices of the member states of the European Union in the region (e.g. Romania, Croatia, Slovenia, Hungary) and implementation of solutions accepted in the region. The results of the analysis were presented to the competent employees of the Ministry of Justice and the Administration for Cooperation with Churches and Religious Communities. Staff capacity has been strengthened through training of staff in the normative sector of the Ministry of Justice and the registry of churches and religious communities, and through employment in the Administration for Cooperation with Churches and Religious Communities.

The Rulebook on recognizing discrimination in education, aimed at preventing discrimination and segregation of national minorities in education, has been adopted and is being implemented, while measures for desegregation at the class level and at school level are also implemented. Likewise, the Rulebook on enrollment of Roma students in secondary schools through affirmative action measures was adopted and is implemented. The Center for Roma Language at the Faculty of Philology, University of Belgrade, actively implements measures aimed at training teachers and researchers for lectures and scientific work in the field of Roma language and culture.

The Ministry of Education, Science and Technological Development continued to implement affirmative measures through a mentoring system and scholarships for education. With the support of international donors, a number of activities have been undertaken aimed at enrolling Roma children in kindergartens, as well as in another important area of prevention of school dropout. These activities are regularly and thoroughly reported.

Legislative framework in the field of cooperatives that will improve the employment opportunities for Roma in accordance with the best practices of the European Union has been adopted. In order to improve the housing conditions for the Roma population, the Law on Housing has been adopted and is implemented in accordance with the provisions of the International Convention on Economic, Social and Cultural Rights.

The position of refugees and internally displaced persons

Regular activities are carried out in the framework of the implementation of the Regional Housing Program for Refugees and regular national care programs, aimed at providing permanent housing solutions for refugees. The Commissioner for Refugees and Migration, with the support of the UNHCR, produced a record of the situation and needs of internally displaced persons in 2017, and it is estimated that more than 17,000 families remain in need. The provision of complementary measures for the sustainable integration of refugees continued through programs aimed at economic empowerment.

Measures against racism and xenophobia

The Criminal Code has been amended and aligned with the Framework Decision 2008/913/JHA Art. 1 (paragraphs c and d). Also, amendments and supplements to the Criminal Code prescribe that the criminal offense of violation of equality (Article 128) can be carried out if, due to sexual orientation or gender identity, human or citizen rights are restricted or denied. The National Council for the Prevention of Negative Sports Events was established in 2018 and meets regularly. The purpose of the establishment of this Council is to initiate and propose measures and coordinate the activities of state administration bodies and competent national sports associations to prevent violence and misbehavior in sport events.

Personal data protection

The new Law on Personal Data Protection was adopted in November 2018, aligned with the EU acquis and the recommendations of the EUROJUST Expert. The start of implementation of the law was preceded by adoption of the necessary bylaws and training of more than 360 judges and prosecutors and relevant staff in courts/prosecutors' offices.

3.1. PROHIBITION OF TORTURE AND INHUMAN OR DEGRADING TREATMENT OR PUNISHMENT

ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/D EADLINE	FINANCIAL RESOURCES		RESULT
3.1.1.1.	Introduce a system of mandatory education for new police officers and continuous education for current police officers regarding the treatment of detainees and persons remanded in custody in accordance with international standards in the field of human rights, professional ethics and acting in high risk situations.	-Ministry of Interior	Continuously	Budget of the Republic of Serbia- 6.300 € 2020. - 2.100 € 2021. - 2.100 € 2022.. 2.100 € Continuously, commencing from 2020.		Conducted training for 200 police officers on an annual basis; Decreased number of complaints about the conduct of police officers towards detainees and persons remanded in custody.
3.1.1.2.	In line with the new normative framework, establish Register containing information on all aspects of police detention in all police detention units.	-Ministry of Interior	By IV quarter of 2020.	-Budget of the Republic of Serbia-17.285 € In 2019. Horizontal Facility Phase II (tbc)		Records improved in line with the new normative framework. Register in all detention units established in line with the new normative framework.
3.1.1.3.	Construction, renovation and equipping of facilities for police detention in accordance with the recommendations of the CPT and the reports of the National Mechanism for the Prevention of Torture (Ombudsman) in accordance with the identified needs in the analysis of current conditions of detention facilities in all regional police administrations and planned dynamics.	-Ministry of Interior	Continuously, commencing from IV quarter of 2015.	Budget of the Republic of Serbia Prevention of torture in police detention facilities through the widespread implementation of the recommendations of the CPT and the analysis of current conditions of detention facilities in all regional police administrations.	Prevention of torture in police detention facilities through the widespread implementation of the recommendations of the CPT and the analysis of current conditions of detention facilities in all regional police administrations.	Number of constructed and restored facilities for police detention in accordance with the recommendations of the CPT and the analysis of current conditions of detention facilities in all regional police administrations. Baseline: It is necessary to perform full or partial adaptation of 184 detention facilities. Necessary equipment for detention facilities purchased in accordance with

					the recommendations of the CPT and the reports of the National Mechanism for the Prevention of Torture (Ombudsman).
3.1.1.4	<p>Improvement of the police conduct in the field of torture prevention through;</p> <p>-training of the members of the Commission for the implementation of standards of police conduct in the field of torture prevention in order to effectively perform their duties;</p> <p>-training of the detention units' directors in order to effectively monitor police conduct;</p> <p>-training of police officers working in the police stations in order to prevent any prohibited treatment;</p> <p>-unexpected visits to places of detention in order to control the implementation of the recommendations of the National Mechanism for the Prevention of Torture.</p>	-Ministry of Interior	Continuously, commencing from IV quarter of 2018.	<p>Budget of the Republic of Serbia –</p> <p><i>Horizontal Facility Phase II</i></p> <p>8.100 €</p> <p>in 2020. - 2.700 €</p> <p>in 2021. - 2.700 €</p> <p>in 2022.- . 2.700 €</p>	<p>Capacities of the supervision mechanism at the Ministry of Interior in the field of torture prevention strengthened through:</p> <p>Conducted training on the prevention of torture;</p> <p>Improved coordination of the Ombudsman and non-governmental sector;</p> <p>Unexpected visits to places of detention carried out regularly.</p>
3.1.1.5.	Intensify cooperation with the National Mechanism for the Prevention of Torture (Ombudsman) by holding regular meetings and	-Ministry of Interior	Continuously	Budget of the Republic of Serbia	Cooperation between the Ministry of Interior and National Mechanism for the Prevention of Torture (Ombudsman)

	reporting on actions undertaken pursuant the recommendations of the National Mechanism for the Prevention of Torture (Ombudsman).	-National Mechanism for the Prevention of Torture (Ombudsman)		Activity requiring insignificant costs	intensified. Number of meetings held. Number of implemented NPM recommendations provided to Ministry of Interior, as stated in NPM report.
3.1.1.6.	<p>Intensify cooperation between the Ministry of Interior with state authorities, National mechanism for the prevention of torture (Ombudsman) and civil society organizations in the field of torture prevention through:</p> <p>-Organization of workshops and discussions on the prohibition of torture in police, unprofessional behaviour of police officers and respect for the rights of detained persons and persons remanded into custody;</p> <p>-Establishment of a practice of the Ministry of Interior to report in writing on the measures taken in accordance with the recommendations of civil society organizations.</p> <p>-Raising awareness on prevention of torture in the police among police officers and provision of information to the public on the rights of detainees and persons remanded into custody.</p>	-Ministry of Interior	Continuously, commencing from I quarter of 2019.	<p>Budget of the Republic of Serbia-</p> <p>4.053 €</p> <p>in 2020. - 1.351 €</p> <p>in 2021. - 1.351 €</p> <p>in 2022. - 1.351 €</p>	<p>Cooperation between the Ministry of Interior with state authorities, National mechanism for the prevention of torture (Ombudsman) and civil society organizations intensified through:</p> <p>-organized workshops and discussions on the prohibition of torture in police and awareness raising.</p> <p>- Number of signed cooperation protocols between the Ministry of Interior and civil society organizations.</p> <p>- regular reports of the Ministry of Interior on undertaken measures in accordance with the recommendations of civil society organizations.</p> <p>-Awareness raising campaign including development and distribution of brochures, leaflets, media announcements, and media statements.</p>
3.1.1.7.	Systematically provide persons apprehended by the police, on whatever grounds, with a standard and comprehensive information sheet ("letter of rights"), setting out in a straightforward manner all their rights	-Ministry of Interior	Continuously, commencing from adoption of amendments and supplements to	<p>Budget of the Republic of Serbia-</p> <p>Costs currently unknown</p>	A standard and comprehensive information sheet ("letter of rights") setting out in a straightforward manner all their rights systematically provided to persons apprehended by the police, on

	(including the right of access to a doctor): -in Serbian language - languages of national minorities -other language detained persons are actually able to understand In line with amendments and supplements to the CPC aimed at alignments with the acquis in the field of procedural safeguards.		the CPC		whatever grounds: in Serbian language - languages of national minorities -other language detained persons are actually able to understand.
3.1.1.8.	Conduct training to investigate cases of abuse and torture in order to perform effective investigations into allegations of ill-treatment and torture by the police or other state bodies in accordance with the new methodology of investigation.	-Judicial Academy Partners: -Ministry of Interior -Republic public prosecutors' office -CSOs	Continuously, by IV quarter of 2020.	Budget of the Republic of Serbia- 1.702 € 8.100 € in 2020. - 2.700 € in 2021. - 2.700 € in 2022. - 2.700 € - "Supporting the protection of human rights for detained and convicted persons in Serbia" implemented within the framework of the joint program of the Council of Europe and the European Union entitled "Horizontal Facility for Support to the Western Balkans and Turkey"	Number of police officers and public prosecutors trained to investigate cases of torture and ill-treatment in order to conduct effective investigations into allegations of torture and ill-treatment by the police or other state bodies in accordance with the new methodology of investigation.

3.1.1.9.	Construction of new building in order to improve living conditions in prison in Kragujevac.	-Administration for enforcement of criminal sanctions	Finalization of works: 2021.	Budget of the Republic of Serbia- 28.457.774 €	Prison in Kragujevac constructed.
3.1.1.10.	Reconstruction of existing accommodation capacity of the current institutions in accordance with European standards and their alignment with existing standards, including the following institutions: <ul style="list-style-type: none"> - District Prison in Belgrade - Criminal Correctional Facility Zabela - Correctional Facility for Women Pozarevac - Criminal Correctional Facility Sremska Mitrovica - District prison Leskovac 	-Administration for enforcement of criminal sanctions	By the end of 2021.	Budget of the Republic of Serbia- 16.339.022 € <p>-IPA 2013- Contract for the execution of works for the women's penitentiary in Požarevac and the contract for the supervision of the execution of works -3.000.000 €</p> 640 milion RSD Budget of the Republic of Serbia, 5.2 milion EUR for District prison Leskovac <p>Belgrade District Prison 419,978€</p> <p>KPZ Zabela 7,220,550€</p> <p>Penitentiary in Sremska Mitrovica 3,498,485€</p>	Reconstruction of accommodation capacities of the current institutions in accordance with European standards finalized.

<p>3.1.1.11.</p>	<p>Conduct training of staff for the implementation of specialized treatment programs for convicted individuals and vulnerable categories of convicted individuals (juveniles, individuals with mental disorder, individuals with substance abuse problems, women, persons with disabilities, elderly persons) for the purpose of their successful reintegration.</p>	<p>-Administration for enforcement of criminal sanctions</p>	<p>By IV quarter of 2020.</p>	<p>Budget of the Republic of Serbia</p> <p>7.200 €</p> <p>in 2020. - 2.400 €</p> <p>in 2021. - 2.400 €</p> <p>in 2022. - 2.400 €</p>	<p>Staff training conducted.</p> <p>Number and structure of employees who participated in training.</p> <p>Relevant staff of the Administration for enforcement of criminal sanctions improved their knowledge and skills for the implementation of specialized treatment programs for convicted individuals and vulnerable categories of convicted individuals (juveniles, individuals with mental disorder, individuals with substance abuse problems, women, persons with disabilities, elderly persons) for the purpose of their successful reintegration.</p>
<p>3.1.1.12.</p>	<p>Continuous implementation of the provisions of the Rulebook on detailed conditions for the application of physical restraint and isolation of persons with mental disorders who are treated in psychiatric institutions and control of the implementation.</p>	<p>-Ministry of Health</p>	<p>Continuously</p>	<p>Budget of the Republic of Serbia-</p> <p>31.914 €</p> <p>in 2020. - 10.638 €</p> <p>in 2021. - 10.638 €</p> <p>in 2022. - 10.638 €</p>	<p>Continuous implementation of the provisions of the Rulebook ensures adequate implementation of the procedures of physical restraint and isolation of persons with mental disorders, which is noted in the report of the National mechanism for the prevention of torture (Ombudsman).</p> <p>Number of visits.</p> <p>Number of determined breaches of the rulebook.</p>

3.1.1.13	Continuous implementation of the relevant provisions for the application of physical restraint and isolation of persons with mental disorders who are deprived of liberty (e.g. special prison hospital, institutes for social protection for placement of service users) and control of the implementation.	-Administration for enforcement of criminal sanctions -Ministry of Labour, Employment, Veterans and Social Affairs	Continuously	Budget of the Republic of Serbia- 31.914 € in 2020. - 10.638 € in 2021. - 10.638 € in 2022. - 10.638 €	Continuous implementation of the relevant provisions which is noted in the report of the National mechanism for the prevention of torture (Ombudsman). Number of visits. Number of determined breaches of the relevant provisions.
3.1.1.14	Establishment of a functional system of deinstitutionalization in line with the new Program for the Protection of Mental Health in the Republic of Serbia for the period 2019 - 2026 with its accompanying Action Plan.	-Ministry of Health	Continuously, commencing from IV quarter of 2020	Budget of the Republic of Serbia Horizontal Facility Phase II Costs currently unknown	Functional system of deinstitutionalization established in line with the new Program for the Protection of Mental Health in the Republic of Serbia for the period 2019 - 2026 with its accompanying Action Plan.
3.1.1.15	Mandatory implementation of the developed models of individual treatment plans in line with the CPT recommendations	-Ministry of Health -Administration for Enforcement of Criminal Sanctions	Continuously, commencing from II quarter of 2019	Budget of the Republic of Serbia 31.914 € in 2020. - 10.638 € in 2021. - 10.638 €	Developed models of individual treatment plans continuously implemented in line with the CPT recommendations.

				in 2022. - 10.638 €	
3.1.1.16.	Full implementation of the Action plan for the implementation of Strategy for Reducing Overcrowding in Institutions for Enforcement of Criminal Sanctions.	-Administration for enforcement of criminal sanctions -other responsible authorities in line with AP	Continuously, commencing from IV quarter of 2016.	Budget of the Republic of Serbia Budgeted in the AP for implementation of the Strategy	Reports on implementation of Action plan for the implementation of Strategy for Reducing Overcrowding in Institutions for Enforcement of Criminal Sanctions AP indicate level of implementation.
3.1.1.17.	Amend the Law on enforcement of criminal sanctions in order to expand competencies of the enforcement judge.	-Ministry of Justice -Administration for enforcement of criminal sanctions -National assembly	By IV quarter of 2020	Budget of the Republic of Serbia- 48.900 €	Amendments to the Law on enforcement of criminal sanctions adopted.
3.1.1.18.	Reorganization of existing services for the treatment and alternative sanctions within the Administration for enforcement of criminal sanctions by establishing a separated special department for alternative sanctions in accordance with the new job classification.	-Administration for enforcement of criminal sanctions	IV quarter of 2020.	Budget of the Republic of Serbia - 255.300 €	A special department for alternative sanctions within the Administration for enforcement of criminal sanctions established.
3.1.1.19.	Conduct training for new commissioners for alternative sanctions.	-Administration for enforcement of criminal sanctions -Judicial	Continuously, by the end of 2021	Budget of the Republic of Serbia - 3.600 € in 2020. - 1.200 €	Training for new commissioners for alternative sanctions conducted. 7 new commissioners per year trained by the end of 2021.

		Academy		in 2021. - 1.200 €	
				in 2022. . 1.200 €	

3.2. POSITION OF THE OMBUDSMAN, THE PROVINCIAL OMBUDSMAN AND LOCAL OMBUDSMEN

INTERIM BENCHMARK		OVERALL RESULT		IMPACT INDICATOR	
<p>3.2.1. Serbia further amends the law on the Ombudsman so as to strengthen its independence in line with international standards Serbia strengthens the institutional capacity of its ombudsman structures, including its role as National Preventive Mechanism for Torture. Serbia actively and continuously gives public support to relevant independent human rights institutions.</p>		<p>The capacity of the Ombudsman, the Provincial Ombudsman-Ombudsman and the local services of the Ombudsman are strengthened and these institutions perform duties in their competence in full capacity.</p> <p>The Ombudsman acts as a national mechanism for the prevention of torture in accordance with the Optional Protocol to the Convention against Torture - formed a separate organizational unit of the NPM with an adequate number of employees and full organizational, functional and financial independence.</p>		<p>1. The report of the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment stating that the capacity of the Ombudsman as a National Prevention Mechanism, are significantly enhanced;</p> <p>2. Annual Report of the Ombudsman noting the improvement of the capacity of the Ombudsman, especially with regard to the national preventive mechanism for torture;</p> <p>3. European Commission Annual Progress Report on Serbia stating progress in the part relating to the capacity of the Ombudsman, the provincial ombudsman and local ombudsman services;</p> <p>4. Annual report of the National Prevention Mechanism (Ombudsman) noting improvement of the capacity of the national preventive mechanism for torture.</p>	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
3.2.1.1.	Further strengthening the capacity of the professional service of the Ombudsman through	-Ombudsman	For bringing total	Budget of the Republic of Serbia-	Baseline in 2019: 88 civil servants

	facilitating full employment status, bringing total employment in line with current vacancies securing the necessary number and structure of the (Ombudsman) office.	-National Assembly of the Republic of Serbia	employment to 106 employees in line with new Rulebook on internal systematization. By IV quarter of 2021.	183.816 € in 2021. - 91.908 € in 2022. - 91.908 €	Target: 106 civil servants Employment of 18 new civil servants, bringing total employment to 106 employees in line with new Rulebook on internal systematization. No reductions.
3.2.1.2.	Enable the premises for adequate long-term placement of the Ombudsman.	-Government of the Republic of Serbia	By the end of 2021.	Budget of the Republic of Serbia- 69.324 €	Adequate long-term placement of the Ombudsman secured and functional. The Ombudsman and professional service of the Ombudsman started working in the premises provided for adequate long-term placement.
3.2.1.3.	Amend and supplement the Law on Ombudsman in order to strengthen independence and improve efficiency of work of the Ombudsman, particularly with regard to its operation as National Prevention Mechanism.	-Ministry of State Administration and Local Self-government -Ombudsman -National assembly	By IV quarter of 2020.	Budget of the Republic of Serbia- 48.900 €	Law on amendments and supplements to the law on Ombudsman enabling increased autonomy and improvement of the efficiency of the Ombudsman, particularly with regard to its operation as National Prevention Mechanism adopted.
3.2.1.4.	Adoption of the new Rulebook on organization and job systematization at the technical service	-Ombudsman	II quarter of 2021.	Budget of the Republic of Serbia- 8.642 €	New Rulebook on organization and job systematization at the technical service of the

	of the Ombudsman in line with the amendments and supplements to the Law on Ombudsman.	-National assembly			Ombudsman in line with the amendments and supplements to the Law on Ombudsman adopted.
3.2.1.5.	Effective follow up of Ombudsman's recommendations issued to the state authority bodies of in the process of control.	-Government of the Republic of Serbia -Controlled body -Ombudsman	Continuously	Budget of the Republic of Serbia - 95.739 € in 2020. - 31.913 €, in 2021. - 31.913 €, in 2022. - 31.913 €	The state authority bodies fully comply with Ombudsman's recommendations.
3.2.1.6.	Regularly monitor the effectiveness of acting of the state authority bodies in line with the recommendations of the National Prevention Mechanism.	-Government of the Republic of Serbia -Controlled body -National Prevention Mechanism	Continuously	Budget of the Republic of Serbia – 63.825 € in 2020. - 21.275 € , in 2021. - 21.275 € in 2022. - 21.275 €	Full implementation recommendations of the National Prevention Mechanism by state authority bodies.
3.2.1.7.	Regular review of the report of the Ombusman by the National Assembly.	-National assembly	Continuously commencing from III quarter of 2019.	Budget of the Republic of Serbia Activity requiring insignificant costs	Report of the Ombusman is regularly reviewed by the National Assembly .
3.2.1.8.	Regular reporting of the Government on conclusions of the National Assembly adopted upon review of the report of the Ombusman by the National Assembly.	- Government of the Republic of Serbia	Continuously commencing from III quarter of 2019.	Budget of the Republic of Serbia Activity requiring insignificant costs	Government regularly reports to the National Assembly on conclusions adopted upon review of the report of the Ombusman by the National Assembly.

3.3. FREEDOM OF EXPRESSION AND FREEDOM AND PLURALISM OF MEDIA

INTERIM BENCHMARK	OVERALL RESULT	IMPACT INDICATOR
<p>3.3.1. Serbia fully respects the independence of media, applies a zero-tolerance policy as regards threats and attacks against journalists, and prioritising criminal investigations should such cases occur. Serbia provides an initial track record of progress in the work of the "Commission for consideration of the facts that were obtained in the investigations that were conducted on the killings of journalists" including further investigations, effective prosecution and deterrent sanctions for perpetrators</p>	<p>More efficient protection of journalists against threats and violence ensured through improvement of the system of preventive measures undertaken for the purpose of protecting journalists and prioritization of investigations of threats and violence against journalists in order to effectively sanction past attacks.</p> <p>Achieved higher level of cooperation between the journalists' associations, the police and public prosecutors in relation to the protection of journalists' safety.</p>	<ol style="list-style-type: none"> 1. European Commission Annual Progress Report on Serbia stating higher extent of protection of journalists against threats and violence; 2. Annual report of the Ombudsman noting higher extent of protection of journalists against threats and violence; 3. Increased number of actions undertaken by the prosecutors' office in order to ensure protection of journalists, as well as prosecution of the perpetrators of criminal offences against journalists; 4. Finalization of the investigation in three cases of killings of journalists within the scope of work of Commission for consideration of the facts obtained during the investigations conducted on the killings of journalists. 5. Substantial improvement of the position of Serbia on internationally recognized press freedom indexes. <p>Baseline: 2019 <i>Press Freedom Index by Reporters without borders</i> Serbia is positioned as 90 among 180 Countries with score of 31.18)² 2019 Freedom in the World from Freedom</p>

² Reporters without borders: World Press Freedom Index <https://rsf.org/en/ranking#>

ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
3.3.1.1.	Analyze the relevant provisions of the Criminal Code in order to assess potential need for amendments and supplements that would lead to a higher level of protection of journalists from threats of violence, taking into account the results of the TAIEX Expert Mission on the Protection of Journalists in the Criminal Code JHA IND/ EXP 63971.	- Republic Public Prosecutor's Office in cooperation with a permanent working group that monitors the implementation of the Agreement on Cooperation and Measures for Improving the Safety of Journalists	By IV quarter of 2020.	Budget of the Republic of Serbia – 8.642 €	Analysis of the Criminal Code developed including recommendations for establishment of a more efficient protection of journalists against threats and violence. The conclusions arising from the analyses related to a potential need for amendments and supplements to the Criminal Code submitted to the Ministry of Justice for consideration.

house³ Serbia has score 2 in Freedom of expression segment (max score =1, min score =4)

³ Freedom House, Freedom in the world: <https://freedomhouse.org/report/freedom-world/2019/serbia>

<p>3.3.1.2.</p>	<p>Continuation of the work of the Commission for consideration of the facts obtained during the investigations conducted on the killings of journalists and provision of regular reports.</p>	<p>-Government of the Republic of Serbia</p> <p>-Commission for consideration of the facts that were obtained in the investigations that were conducted on the killings of journalists</p>	<p>Continuously</p>	<p>Budget of the Republic of Serbia - 6.915 €</p> <p>in 2020. - 2.305 €</p> <p>in 2021. - 2.305 €</p> <p>in 2022. - 2.305 €</p>	<p>Annual reports on the work of the Commission submitted.</p> <p>Responsible authorities regularly follow up on the recommendations of the Commission through investigations and prosecution.</p>
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3.3.1.3.	Regular updating of special records in the appellate, higher and basic public prosecutor's offices in relation to criminal offences committed against persons performing occupations that are of importance to public information, in connection with the affairs they perform, as well as attacks on the media websites, in which cases urgent acting is prescribed.	- Republic Public Prosecutors' Office	Continuously	Budget of the Republic of Serbia - 2.553 € in 2020. - 851 € in 2021. - 851 € in 2022. - 851 €	Instructive guidelines on forming the separate records of criminal offenses committed against journalists and attacks on media internet sites, and designating priority in acting upon these criminal offenses adopted. Special records referred to in this activity are regularly updated.
3.3.1.4.	Implementation of a cooperation agreement of the Republic Public Prosecutor's Office and the Ministry of Interior, stipulating acting in the investigation of threats and violence against journalists as a priority in order to improve the efficiency of the investigation of the attacks on journalists and prosecution of the perpetrators.	-Republic Public Prosecutor's Office -Ministry of Interior	Continuously	Budget of the Republic of Serbia Activity requiring insignificant costs	Increased number of actions undertaken by the prosecutors' office and the Ministry of Interior, on the basis of implementation of the cooperation agreement resulting in more efficient investigation and prosecution against defendant. Number of organized meetings of the Permanent Working Group; The established obligation to act urgently in cases of criminal offences committed to the detriment of journalists implemented in practice; Contact points and coordinators for handling cases in this area designated. Number of criminal reports filed by the Ministry of the Interior at the request of the Republic Public Prosecutor's Office, against the perpetrators of criminal offenses to the detriment of journalists.
3.3.1.5	Implementation of the Cooperation Agreement among the Public Prosecutors'	-Republic Public Prosecutors' Office	Continuously	Budget of the Republic of Serbia	Regular meetings of the permanent working group.

	Office, Ministry of Interior and relevant associations of journalists.	-Ministry of Interior -Representatives of the associations of journalists		51.855 € 17.285 annually	Minutes from the meetings of the permanent working group. Annual report of the permanent working group publicly available.
3.3.1.6.	<p>Improve the system of measures taken to protect the safety of journalists through:</p> <ul style="list-style-type: none"> - use of the established mechanism of cooperation between the public prosecutor's office, police, journalist associations and media associations; - training of journalists and media owners on the possibilities of criminal protection and the basics of information security; - training for members of the prosecution and police in order to better understand the issues and to act more effectively in cases where the security of journalists is compromised. 	<p>-Republic Public Prosecutor's Office in cooperation with a permanent working group that monitors the implementation of the Agreement on Cooperation and Measures for Improving the Safety of Journalists</p> <p>-Ministry of Interior</p>	Continuously	<p>Budget of the Republic of Serbia-</p> <p>2.553 €</p> <p>in 2020.- 851 €</p> <p>in 2021. - 851 €</p> <p>in 2022. - 851 €</p>	<p>System of measures undertaken for the purpose of protection of journalists' safety improved in cooperation with representatives of journalists' associations.</p> <p>Regular consideration of the risk of threat to the safety of journalists through the work of the Permanent Working Group, which monitors the implementation of the Cooperation Agreement and measures to raise the level of journalists' safety.</p> <p>Consideration of the work of the established mechanism of cooperation by the Permanent Working Group.</p> <p>Training of journalists and media owners on the possibilities of criminal protection and the basics of information security organized.</p> <p>Training for members of the prosecution and police held to better understand the issues and to act more effectively in cases where the safety of journalists is compromised</p>
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
3.3.2. Through the implementation of the Strategy for the Development of Public Information System, Serbia takes active measures for reforming its media landscape thus creating an enabling environment for freedom of expression, based			Improved legal and institutional framework for the protection of media freedoms.		1. European Commission Annual Progress Report on Serbia stating progress concerning freedom of expression and media;

on transparency (including on ownership of media), integrity and pluralism				<p>Achieved full withdrawal of state ownership of the media.</p> <p>Absence of unauthorized disclosure of information related to ongoing or planned criminal investigations to the media.</p>	<p>2. Annual report of the Ombudsman noting higher level of protection of media freedoms;</p> <p>3. Number of disciplinary proceedings regarding media leaks about ongoing or planned criminal investigations.</p> <p>4 Substantial improvement of the position of Serbia on internationally recognized press freedom indexes.</p> <p>Baseline: 2019 <i>Press Freedom Index by Reporters without borders</i> Serbia is positioned as 90 among 180 Countries with score of 31.18)⁴</p> <p>2019 Freedom in the World from Freedom house⁵ Serbia has score 2 in Freedom of expression segment (max score =1, min score =4)</p>
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
3.3.2.1.	Implementation and efficient monitoring the implementation of the set of media laws and periodic reporting.	-Ministry for culture and information	Continuously, through annual reports.	<p>Budget of the Republic of Serbia-</p> <p>31.914 €</p> <p>in 2020. - 10.638 €</p> <p>in 2021. - 10.638 €</p> <p>in 2022. - 10.638 €</p>	Reports of the Ministry for culture and information indicating effective implementation of the set of media laws are publicly available.

⁴ Reporters without borders: World Press Freedom Index <https://rsf.org/en/ranking#>

⁵ Freedom House, Freedom in the world: <https://freedomhouse.org/report/freedom-world/2019/serbia>

3.3.2.2.	Strengthening the capacities of the Ministry of Culture and Information in order to improve the monitoring and the quality of reports on implementation of the set of media laws.	-Ministry for culture and information	Commencing from IV quarter of 2020	Budget of the Republic of Serbia IPA 2019-2020	Increased number of staff. Number of professional trainings held for staff. The quality and type of information in periodic reports on the implementation of a set of media laws have improved.
3.3.2.3.	Adopt Action Plan for implementation of the new multiannual Strategy for the Development of Public Information System in the Republic of Serbia for the period 2020-2025, in particular focusing on: -further enhancement of transparency of media ownership, -follow up on effects of media privatization, -prevention of media control resulting from excessive dependence on state financed advertising, -strengthening media pluralism, - strengthening media literacy, -strengthening co- and self-regulation.	-Ministry for culture and information - Government of the Republic of Serbia	IV quarter of 2020.	Budget of the Republic of Serbia Activity requiring insignificant costs	Action plan for the Strategy for the Development of Public Information System in the Republic of Serbia for the period 2020-2025 adopted.

<p>3.3.2.4.</p>	<p>Implementation of the new multiannual Strategy for the Development of Public Information System in the Republic of Serbia for the period 2020-2025 and its Action Plan.</p> <p>Establishing clear mechanism for monitoring implementation of the Strategy.</p>	<p>-Ministry for culture and information</p>	<p>For implementation: Continuously, commencing from II quarter of 2020</p>	<p>Budget of the Republic of Serbia</p> <p>17,285 € per year</p> <p>For the work of the working group: 17,285 €</p> <p>-The implementation budget will be specified in the AP of the Strategy</p> <p>IPA 2019</p>	<p>Effective implementation of the Action Plan confirmed through monitoring precise indicators provided in the AP.</p> <p>Reports on implementation of the Action Plan publicly available.</p> <p>Alternative reports of the associations of journalists indicate level of implementation.</p>
<p>3.3.2.5.</p>	<p>Conditions created for the full functionality, transparency and update of the Media Registries and/or media registers in accordance with the activities of the Strategy for the Development of Public Information System in the Republic of Serbia for the period 2020-2025 (Measure 2.1 in the Strategy)</p>	<p>-Ministry for culture and information</p> <p>-Business Registers Agency</p>	<p>Continuously, commencing from III quarter of 2019.</p>	<p>Budget of the Business Registers Agency</p> <p>* Costs are to be borne by Business Registers Agency</p>	<p>Efficient comprehensive and transparent Registry of the media ownership structure established in accordance with the new Strategy for the Development of the Public Information System in the Republic of Serbia for the period 2020-2025.</p> <p>Data on media ownership structure in the Registry regularly updated.</p> <p>Registry enables access to data on provision of public funds, the basis for the provision of public funds and the ownership.</p>
<p>3.3.2.6.</p>	<p>Efficient monitoring of the functioning of Registry of the media ownership in line with the Strategy for the Development of Public Information System in the Republic of Serbia for the period 2020-2025, through data collection and follow up.</p>	<p>-Ministry for culture and information</p> <p>-Business Registers Agency</p>	<p>Continuously</p>	<p>Budget of the Republic of Serbia-</p> <p>2.553 €</p> <p>in 2020. - 851 €</p> <p>in 2021. - 851 €</p>	<p>Published annual reports in accordance with the mechanism envisaged in the Strategy for the Development of Public Information System in the Republic of Serbia for the period 2020-2025.</p> <p>Number of rejected media when applying for the competition as a result of the lack of registration in the Register.</p>

				in 2022. - 851 €	
3.3.2.7.	Ensure efficient functioning of a comprehensive and transparent Registry of media services and record of providers of on demand media services and regular update of the data, in line with Law on Electronic Media including data on ownership of the providers of media services, and data on the exercise of media pluralism.	-Regulatory authority of electronic media	Continuously	Budget of the Regulatory authority of electronic media * Costs are to be borne by Regulatory authority of electronic media	Relevant data on media services and record of providers of on demand media services publicly available at the website of Regulatory authority of electronic media, including data on ownership of the providers of media services, and data on the exercise of media pluralism. Data on media services and providers of media services in the Registry regularly updated.
3.3.2.8.	Effective monitoring over the implementation of the Ethics code of Journalists of Serbia for the purpose of promoting self-regulation and respect of ethical and professional standards, strengthen professional integrity and increase visibility of the Press Council. Measures continuously pronounced by Regulatory authority for electronic media in line with the law.	-Press Council -Regulatory authority for electronic media, for the part of activity related to electronic media	Continuously	Budget of the Press Council * Costs are to be borne by the Press Council	Regular reports of the Press Council indicating efficient acting upon submitted complaints. Regular reports of the Regulatory authority for electronic media on imposed measures for electronic media. Number and structure of decisions on citizens' complaints filed for violation of the Code of Journalists of Serbia. Priority in the project co-financing of production of media content under equal conditions is given to the media that comply with the laws and the Code of Journalists of

					<p>Serbia, that is, which have less pronounced measures by Regulatory authority for electronic media and less decisions and public reprimands by the Press Council.</p> <p>Reports of the Press Council containing statistics on the measures imposed published twice per year.</p>
3.3.2.9.	<p>Enhance professional conduct of media service providers and journalists considering EU best practices, through training in the field of</p> <ul style="list-style-type: none"> - human rights -media ethics -hate speech 	<p>-Ministry for culture and information</p> <p>Partners:</p> <ul style="list-style-type: none"> --Press Council - CSOs -Anticorruption council -Regulatory authority of electronic media 	Continuously	<p>Budget of the Republic of Serbia 2.553 €</p> <p>in 2020. - 851 € in 2021. - 851 € in 2022.- 851 €</p> <p>IPA 2019-2020</p>	<p>Number of trainings held.</p> <p>Number of complaints regarding professional conduct of journalists and media service providers.</p> <p>Reports of relevant watchdog organizations indicating higher degree of professional conduct of journalists and media service providers.</p>
3.3.2.10.	<p>Effectively monitor the functioning of the system of co-financing media projects from the budgetary and/or public financial resources pursuant to new legislation on project funding of media.</p>	<p>-Ministry for culture and information</p> <p>-Provincial secretariat for Culture and Information</p> <p>-Local self-</p>	Continuously	<p>Budget of the Republic of Serbia - 31.914 €</p> <p>In 2020-2022 10.638 € per year</p> <p>Budget of AP Vojvodina - costs currently unknown</p> <p>Local self-government</p>	<p>Efficient mechanisms for monitoring the functioning of the system of co-financing media projects from the budgetary and/or public financial resources pursuant to new legislation on project funding of media established through:</p> <p>-introduction and effective implementation of the obligation of public authority bodies to regularly submit reports on co-financing</p>

		government units		budget - costs currently unknown	media projects. -analysis of public authority bodies on the quality of the supported projects based on beneficiaries' reports on funds disbursement. Data from external evaluation of project implementation made available to the public through the publication of reports
3.3.2.11.	Create a regulatory framework in the field of public information and advertising by the public authority bodies and companies owned or funded mainly by the state (Measure 2.6. in the Media Strategy for the Development of Public Information System in the Republic of Serbia for the period 2020-2025).	- Ministry for culture and information - Ministry for Trade, Tourism, and Telecommunications	From 2021	Budget of the Republic of Serbia – 51.855 € 17.285 € per year	Improved Media Registry in which all state subsidies are recorded (public procurement, competitions, other types of contracts with the media).
3.3.2.12.	Effectively monitor the use of tax deductions, budgetary funds and/or other forms of state aid which represents potential source of influence on media independence, through: - Improving legal provisions regarding the entry of data into the Media Register; -Introduction of obligation for public authority bodies to report all state aid to media in the Media Registry - Clear specification of sanctions and sanctioning failure to report all state aid to Media Registry in line with Article 137 of the Law on Public Information and Media)	- Ministry for culture and information in cooperation with Commission for state aid control, based on the data of public authority bodies at all levels -Business Registers Agency	Continuously	Budget of the Republic of Serbia 31.914 € In 2020-2022 - 10.638 € per year	Efficient monitoring over use of tax deductions, budgetary funds and/or other forms of state aid which represents potential source of influence on media independence established and implemented through: - reports of public authority bodies on all state aid to media available in Media Registry -regular sanctioning of public authority bodies for a failure to report all state aid to media in the Media Registry Media Registry improved and data contained therein easily accessible, including

					<p>information about all state aid provided to media. Analyses of relevant media market performed and published.</p> <p>Measures imposed in cases of unauthorised media concentration.</p>
3.3.2.13.	Monitoring of concentration in the media in accordance with the Law on Protection of Competition and the Strategy for the Development of Public Information System in the Republic of Serbia for the period 2020-2025.	-Commission for Protection of Competition	Continuously	<p>Budget of Commission for Protection of Competition</p> <p>* Costs are to be borne by Commission for Protection of Competition</p>	<p>Annual reports including an overview of the imposed sanctions, proceedings and opinions submitted to the National Assembly and publicly available confirms the monitoring of concentration in the media.</p> <p>Analyses of media concentration published.</p>
3.3.2.14.	Established measurable criteria for determining the thresholds for permissible media concentration and the risk of media pluralism, in addition to the share in viewership, listening and circulation (Measure 2.2. in the Strategy for the Development of Public Information System in the Republic of Serbia for the period 2020-2025)	<p>-Ministry for culture and information</p> <p>-Regulatory authority of electronic media</p> <p>- Republic Agency for Electronic Communications and Postal Services</p>	In line with AP for Media Strategy	<p>Budget of the Republic of Serbia</p> <p>8.642 €</p>	<p>Analyses of relevant media market performed and published.</p> <p>Amended regulation in line with the results of media market analyses.</p> <p>Imposed measures in cases of unauthorised media concentration</p>

3.3.2.15.	Determining the existence of violation of media pluralism.	- Ministry for culture and information -Regulatory authority of electronic media	IV quarter of 2020.	Budget of the Republic of Serbia - 8.642 €	Performed and published analyses of the relevant media market with recorded cases of violation of media pluralism in accordance with European standards.
3.3.2.16.	Develop Program of Communication of the Ministry of Interior with the media aimed at defining relationship, methods and scope of communication.	-Ministry of Interior	III quarter of 2021.	Budget of the Republic of Serbia – 8.642 €	Program of Communication of the Ministry of Interior with the media aimed at defining relationship, methods and scope of communication developed.
3.3.2.17.	Amendment and supplements to the Law on Public Prosecution which prescribe that disciplinarily offences in the part relating to the accountability of public prosecutors and deputy public prosecutors for unauthorized communication of information about ongoing or planned investigations to the media, in order to enable subsequent amendments and supplements to the Code of Ethics and the Rules of the disciplinary proceedings and disciplinary responsibilities of public prosecutors and deputy public prosecutors.	-Ministry of Justice -State Prosecutorial Council	I quarter of 2021.	Budget of the Republic of Serbia – 8.642 €	Amendment and supplements to the Law on Public Prosecution which prescribe that disciplinarily offences in the part relating to the accountability of public prosecutors and deputy public prosecutors for unauthorized communication of information about ongoing or planned investigations to the media adopted. Amendment and supplements to the Code of Ethics and the Rules of the disciplinary proceedings and disciplinary responsibilities of public prosecutors and deputy public prosecutors adopted.

3.3.2.18.	Monitoring implementation of the Law on Police stipulating that unauthorized communication to the media represents serious breach of duty.	-Ministry of Interior	Continuously	Budget of the Republic of Serbia – Budgeted in Chapter 24	Number of disciplinary proceedings in cases of violations of the law initiated.
3.3.2.19.	Monitoring implementation of the Code of Police Ethics and law governing internal affairs in the part relating to the responsibility of police officers for unauthorized communication of information about ongoing or planned investigations to the media.	-Ministry of Interior	Continuously	Budget of the Republic of Serbia – Budgeted in Chapter 24.	Disciplinary proceedings in cases of violations of the law initiated.
3.3.2.20.	Amendments and supplements to the bylaws governing the procedures of confidentiality and safety of planning and conducting criminal investigations in order to improve the privacy and protection of police procedures for the planning and implementation of criminal investigations.	-Ministry of Interior	IV quarter of 2020.	Budget of the Republic of Serbia – 8.642 €	Amendments and supplements to the bylaws governing the procedures of confidentiality and safety of planning and conducting criminal investigations in order to improve the privacy and protection of police procedures for the planning and implementation of criminal investigations adopted.
3.3.2.21.	Adopt a by-law which establishes procedures for issuing statements of police officers to the media.	-Ministry of Interior	IV quarter of 2020.	Budget of the Republic of Serbia – 8.642 €	By-law which establishes procedures for issuing statements of police officers to the media adopted.

<p>3.3.2.22.</p>	<p>Conduct training for public prosecutors, deputy public prosecutors, police officers and representatives of relevant associations of journalist, with regard to:</p> <ul style="list-style-type: none"> - prevention of media leaks related to ongoing or planned criminal investigations - prevention of media leaks related to respect for privacy with regard to vulnerable persons (victims, children). 	<p>-Judicial Academy</p> <p>Partners:</p> <ul style="list-style-type: none"> - Associations of journalists -Civil society organizations - Press council -Republic Public Prosecutors' Office -Commissioner for Information of Public importance and personal data protection 	<p>Continuously, by IV quarter of 2021</p>	<p>Budget of the Republic of Serbia - 3.600 €</p> <p>1.200 € per year</p>	<p>Training for public prosecutors, deputy public prosecutors, police officers and representatives of relevant associations of journalist conducted.</p> <p>Participants improved their knowledge related to ongoing or planned criminal investigations and prevention of media leaks related to respect for privacy with regard to vulnerable persons (victims, children).</p>
<p>3.3.2.23.</p>	<p>Ensure independence of public media services, improve professionalism, exercise of program functions in the public interest, as well as accountability to the public in accordance with the activities defined in the Media Strategy</p>	<ul style="list-style-type: none"> -National assembly (public information committee) -Assembly of Autonomous Province of Vojvodina (public information committee) -Ministry for culture and 	<p>Continuously</p>	<p>Budget of the Republic of Serbia -</p> <p>30.878 €</p> <p>Budget of the Autonomous Province of Vojvodina -</p> <p>Specific amounts shall be available in the AP for the Media strategy</p>	<p>Amended regulation in the field of public media services.</p> <p>Citizens' satisfaction and confidence in the quality of program content of public media services (to be measured through the suveys).</p> <p>Level of fulfillment of legal obligations in the production of media content (Report of the Regulatory authority of electronic media).</p> <p>Established channels of communication with</p>

		<p>information</p> <p>-RTS, RTV</p> <p>-Regulatory authority of electronic media</p> <p>Partners for surveys</p>			<p>the public.</p> <p>Developed internal Codes.</p>
3.3.2.24.	<p>Ensure unified treatment of all media with status of tax debtor or with an agreement on rescheduling of debt.</p>	<p>-Ministry of finance</p> <p>-Tax administration</p>	Continuously	<p>Budget of the Republic of Serbia –</p> <p>3.063 €</p> <p>in 2020-2022 - 1.021 € per year</p>	<p>Unified treatment of all media with status of tax debtor or with an agreement on rescheduling of debt ensured.</p> <p>Annual reports of the Tax administration.</p>
3.3.2.25.	<p>Reduce and make transparent the influence of the state on the media market in order to ensure equal market conditions for all media (in accordance with the Measure 2.3. in the Strategy for the Development of Public Information System in the Republic of Serbia for the period 2020-2025)</p>	<p>-Ministry for culture and information</p> <p>Partners:</p> <p>-Ministry of Finance,</p> <p>-Ministry of Trade, Tourism and Telecommunications</p>	Commencing from III quarter of 2020	<p>Budget of the Republic of Serbia –</p> <p>2520 €</p> <p>in 2020-2022 - 840 € per year</p>	<p>Amendments to the regulations adopted to ensure equal market conditions for all media.</p> <p>The number of companies in which the state has a stake in the founding rights of media publishers is reduced to zero.</p>

<p>3.3.2.26.</p>	<p>Making publicly available budget disbursement reports including:</p> <ul style="list-style-type: none"> -50 largest buyers and suppliers -contracts with independent production and marketing agencies -official results of competitions for selection of program including selection criteria 	<ul style="list-style-type: none"> -Public service broadcasters -Regulatory authority of electronic media 	<p>Continuously, in line with the dynamics of submitting the reports to the National Assembly</p>	<p>Budget of the Republic of Serbia –</p> <p>1407 €</p> <p>in 2020-2022 - 469 € per year.</p> <p>Budget of the Public service broadcasters – regular activity</p>	<p>Publicly available budget disbursement reports including</p> <ul style="list-style-type: none"> -50 largest buyers and suppliers -contracts with independent production and marketing agencies -official results of competitions for selection of program including selection criteria
<p>3.3.2.27.</p>	<p>Complete the process of privatization of publicly owned publishers, in order to establish an equal market position of the media and to prevent inappropriate influence on editorial policy.</p>	<ul style="list-style-type: none"> -Ministry of commerce 	<p>Until the finalization of privatization process</p>	<p>Budget of the Republic of Serbia-</p> <p>5.745 €</p> <p>in 2020-2022 - 1915 € per year</p>	<p>Full transparency of media privatization procedure achieved.</p> <p>All relevant documents regarding privatization of media publicly available.</p> <p>Privatized media in line with the Strategy for the Development of Public Information System in the Republic of Serbia for the period 2020-2025.</p>
<p>3.3.2.28.</p>	<p>Examine ex officio the conflict of interest in the media.</p> <p>Anti-corruption Agency and Anti-corruption Council hold periodical meetings and exchange relevant data in order to enhance coordination.</p>	<ul style="list-style-type: none"> -Anti-corruption Agency -Anti-corruption Council 	<p>Continuously, until the conclusion of the examination.</p>	<p>Budget of the Republic of Serbia-</p> <p>3.831 €–</p> <p>in 2020-2022 - 1.277 € per year</p>	<p>Potential breach of regulations by the officials in management bodies of the media with state capital in relation to conflict of interest as well as officials who concurrently own private media examined.</p> <p>Reports of ACA on potential conflict of interest in the media.</p> <p>Reports of Anti-corruption Council.</p>

3.3.2.29.	Review of financial reports of parliamentary political parties in line with the Program adopted by the State Audit Institution.	-State Audit Institution	In each election circle	Budget of the Republic of Serbia – 3.831 € in 2020-2022 - 1.277 € per year	Financial reports of political parties reviewed in line with the Program adopted by the State Audit Institution.
3.3.2.30.	Ensure organizational, functional and financial independence of the Regulatory Body for Electronic Media and improve its professionalism, as well as its accountability to the public (Measure 3.2. in the Strategy for the Development of Public Information System in the Republic of Serbia for the period 2020-2025.)	-Ministry for culture and information Partners: -Ministry of Trade, Tourism and Telecommunications -Regulatory body for electronic media	Continuously	Budget of the Republic of Serbia - 25.926 € 8.642 € per year	Legal status and powers of the Regulatory body for electronic media adapted to its scope of work. Number of actions taken by Regulatory body for electronic media against media service providers who have breached their obligations. Level of independence of the Regulatory body for electronic media assessed by the INDIREG method; Established communication channels of the Regulatory body for electronic media with the public.
3.3.2.31.	Undertaking activities involving trainings, seminars that contribute to the advancement of professional and ethical standards in the field of photography in the media through work on developing professional visual content and raising the level of media literacy.	-CSOs in cooperation with the Press Council journalists associations and photographers associations	During the year, in cycles until all media in Serbia are covered by education	Budget of the Republic of Serbia – through projects Apply for donor funds	Achieved competitiveness of the media through professional visual media content that sells the media product, concurrently attracting and educating the media consumer. Media professionals understand visual media literacy, its importance for freedom of expression, objective reporting, and apply acquired knowledge to an extent that meets the public interest.

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3.4. PRINCIPLE OF NON-DISCRIMINATION AND SOCIAL POSITION OF VULNERABLE GROUPS

INTERIM BENCHMARK	OVERALL RESULT	IMPACT INDICATOR
<p>3.4.1. Serbia implements the Strategy and action plan on anti-discrimination and adopts amendments to the Law on Prohibition of Discrimination in line with the EU acquis. Serbia ensures adequate institutional capacity for their implementation. Serbia monitors closely the impact of these two instruments - including as regards the full respect of the rights of LGBTI persons - and takes remedial action where required.</p>	<p>Strategic and normative framework for anti-discrimination in line with the EU acquis adopted and implemented.</p> <p>Effective mechanism to monitor the situation in the field of discrimination operational.</p> <p>The position of the LGBTI community promoted and the respect of their rights and freedoms secured.</p>	<ol style="list-style-type: none"> 1. European Commission Annual Progress Report on Serbia stating progress in part relating to anti-discrimination; 2. Annual report of the Commissioner for the Protection of Equality stating progress of Serbia in the field of anti-discrimination; 3. Concluding remarks of the UN Committee on the Elimination of Racial Discrimination (CERD), ascertaining the progress of Serbia; 4. Annual report of the Ombudsman noting higher level of protection of rights of vulnerable groups; 5. Report of the European Commission against Racism and Intolerance (ECRI) noting progress in the field of anti-discrimination; 6. Number of held and prohibited public

ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
3.4.1.1.	Adoption of the new Strategy for prevention and protection from discrimination.	-Government of the Republic of Serbia -Ministry of Labour, Employment, Veterans and Social Affairs	IV quarter of 2020.	Budget of the Republic of Serbia – 17.285 €	gatherings. Action Plan for the implementation of the Strategy for prevention and protection from discrimination adopted.
3.4.1.2.	Monitoring implementation of the Strategy for prevention and protection from discrimination and its Action Plan.	-Council for monitoring implementation of the AP for the Strategy for prevention and protection from discrimination	Continuously, commencing from adoption of the AP	Budget of the Republic of Serbia 51.855 € 17.285 € per year	Reports on implementation of the Strategy for prevention and protection from discrimination and its Action Plan developed and publicly available.
3.4.1.3.	Continuation of the work and strengthening capacities of mechanism of the Government of the Republic of Serbia for the implementation of all the recommendations of UN mechanisms	-Government of the Republic of Serbia	Continuously	Budget of the Republic of Serbia- 6.915 €	The mechanism of the Government of the Republic of Serbia for the implementation of all the recommendations of UN mechanisms for human rights functions effectively and

	for human rights.			in 2020-2022 - 2.305 € per year	holds regular meetings.
3.4.1.4.	<p>Amendments and supplements to the Law on Prohibition of Discrimination to fully align with the EU <i>Acquis</i> and in particular with regard to:</p> <p>-volume of exceptions from the principle of equal treatment,</p> <p>-definition of indirect discrimination</p> <p>-obligation to provide the reasonable accommodation for employees with disabilities.</p>	<p>- Ministry of Labour, Employment, Veterans and Social Affairs</p> <p>-Commissioner for the Protection of Equality</p> <p>-National assembly</p>	IV quarter of 2020.	<p>Budget of the Republic of Serbia –</p> <p>48.900 €</p>	<p>Amendments and supplements to the Law on Prohibition of Discrimination adopted, enabling full alignment with the EU <i>Acquis</i>, in particular with regard to:</p> <p>-volume of exceptions from the principle of equal treatment,</p> <p>-definition of indirect discrimination</p> <p>-obligation to provide the Reasonable accommodation for employees with disabilities.</p>
3.4.1.5.	Strengthening the capacity of the Office of Human and Minority Rights, in order to efficiently implement the tasks set in the Strategy for prevention and protection against discrimination through the recruitment of new employees.	-Office of Human and Minority Rights	IV quarter of 2020.	<p>Budget of the Republic of Serbia-</p> <p>21.275 €</p>	Capacity of the Office of Human and Minority Rights to efficiently implement the tasks set in the Strategy for prevention and protection against discrimination strengthened through employment of new employees.
3.4.1.6.	Strengthening the capacity of the Commissioner for the Protection of Equality in accordance with the existing job classification by hiring 23 new employees.	-Commissioner for the Protection of Equality	Continuously, by 2021	<p>Budget of the Republic of Serbia</p> <p>382.950 €</p> <p>in 2020.- 191.475 €</p>	<p>Capacity of the Commissioner for the Protection of Equality strengthened in accordance with the existing job classification by hiring 23 new employees.</p> <p>Baseline: currently employs 37 employees. Target: 60 employees.</p>

				in 2021. - 191.475 €.	
3.4.1.7.	Monitoring the implementation of the Law on Anti-discrimination.	-Commissioner for the Protection of Equality -Ministry in charge for anti-discrimination	Continuously	Budget of the Republic of Serbia - 159.564 € in 2020. - 53.188 € in 2021. - 53.188 € in 2022. - 53.188 €	Annual report of the Commissioner for the Protection of Equality indicating the state of play in the field of anti-discrimination, with a particular focus on the most vulnerable groups.
3.4.1.8.	Conduct regular training and professional development of employees in the institution of the Commissioner for Protection of Equality in order to improve their professional skills in the field of anti-discrimination.	-National Academy for Public Administration -Commissioner for the Protection of Equality	Continuously, in line with annual training program	Budget of the Republic of Serbia - 3.600 € in 2020. -1.200 € in 2021. -1200 € in 2022. -1200 €	Training conducted and professional development sessions held. Percentage of employees in the institution of the Commissioner for Protection of Equality who participated in trainings.
3.4.1.9.	Training of civil servants in relation to legal and institutional framework in the Republic of Serbia, the concept and forms of discrimination, as well as the role and jurisdiction of the Commissioner for the Protection of Equality.	-National Academy for Public Administration	Continuously, in line with annual training program	Budget of the Republic of Serbia - 3.600 € in 2020. -1.200 € in 2021. -1200 € in 2022. -1200 €	Report on the number of civil servants who participated in the trainings, including the topics covered.
3.4.1.10.	Development and distribution of a manual on identification and effective suppression of discrimination cases in Serbian and languages of national minorities for: - judges	-Commissioner for the Protection of Equality	Distribution of manual: Continuously For translation	Budget of the Republic of Serbia Costs currently unknown	Manual on identification and effective suppression of discrimination cases developed and distributed in all courts, prosecutors' offices and police departments, as well as local self-government units.

	-public prosecutors and deputy public prosecutors, - police officers, -employees in the state administration and local self-government		and printing in the languages of national minorities: from IV quarter of 2020		Number of trainings and workshops for staff in public authority bodies where the manuals were distributed to the participants.
3.4.1.11.	Development and distribution of a manual on identification of discrimination cases and available mechanisms for protection of rights in Serbian and languages of national minorities for the citizens and particularly national minorities.	-Commissioner for the Protection of Equality	By IV quarter of 2020.	Budget of the Republic of Serbia Costs currently unknown	Manual on identification of discrimination cases and available mechanisms for protection of rights developed and distributed in the premises of the local self-government units, educational institutions, health centres and hospitals and other institutions established by local self-government units and CSOs acting in the territory of local self-government.
3.4.1.12.	Conduct media promotional campaign and organize roundtables aimed at promoting the Manual for identification and effective suppression of discrimination cases and the Manual for identification of cases of discrimination and available mechanisms for protection of rights.	-Commissioner for the Protection of Equality	I and II quarter of 2021.	Budget of the Republic of Serbia Costs currently unknown	Media campaign conducted and roundtables aimed at promoting the Manual for identification and effective suppression of discrimination cases and the Manual for identification of cases of discrimination and available mechanisms for protection of rights organized.

3.4.1.13.	Organize workshops for journalists and programme editors aimed at preventing incitement to discrimination through media.	<ul style="list-style-type: none"> -Ministry for culture and information -Commissioner for the Protection of Equality -Representative Association of Journalists -Civil society organizations -Team for social inclusion and reduction of poverty (SIPRU) 	At least one workshop per year, commencing from II quarter 2020.	<p>Budget of the Republic of Serbia-</p> <p>3.600€</p> <p>in 2020.- 1.200 €</p> <p>in 2021.- 1200 €</p> <p>in 2022.- 1200 €</p>	Workshops for journalists and programme editors in order to prevent incitement to discrimination through media organized each year across country.
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<p>3.4.1.14.</p>	<p>Continue the development of a model of community policing, particularly in multi-ethnic and multicultural communities, by implementing security prevention in partnership with other state and local entities and contributing to the development of tolerance in society.</p>	<p>-Ministry of Interior -Partners CSOs</p>	<p>Continuously.</p>	<p>Budget of the Republic of Serbia – 51.855 € 17.285 € per year and Donor funds within the Mixed Commission of the Government of Serbia and the Government of the Federal State of Baden Württemberg IPA 2019</p>	<p>Established and operational model of community policing, particularly in multi-ethnic and multicultural communities and in partnership with other state and local entities.</p>
<p>3.4.1.15.</p>	<p>Ensure co-operation and improve the security protection of human and minority rights of vulnerable social groups, through cooperation with civil society representatives, in particular with the engagement of trained and selected police officers for linking vulnerable social groups.</p>	<p>-Ministry of Interior -Civil society organizations engaged in the protection of socially vulnerable groups' (women - victims of domestic violence and partner relationships, LGBTI persons and any other vulnerable groups)</p>	<p>Continuously</p>	<p>Budget of the Republic of Serbia – 7.200 € in 2020.- 1.800 € in 2021.- 1800 € in 2022.- 1800 €</p>	<p>Specially trained and selected police officers as contact points for the socially vulnerable groups actively cooperate with representatives of the civil society in order to improve the security of vulnerable social groups. The police holds regular meetings with representatives of socially vulnerable groups</p>

3.4.1.16.	Conduct training of police officers in terms of keeping order at public gatherings and other mass events in accordance with international instruments for the protection of human and minority rights.	-Ministry of Interior	Continuously	Budget of the Republic of Serbia – 9.000 € in 2020.- 3.000 € in 2021.- 3.000 € in 2022.- 3.000 €	Police officers improved their skills on keeping order at public gatherings and other mass events in accordance with international instruments for the protection of human rights, through conducted training.
3.4.1.17.	Organisation of training for police officers on work of police in community that includes conflict management and mediation in the local community.	-Ministry of Interior -CSOs	Continuously	Budget of the Republic of Serbia – 9.000 € in 2020.- 3.000 € in 2021.- 3.000 € in 2022.- 3.000 €	Training for police officers on conflict management and mediation in the local community held.
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
3.4.2. Serbia adopts a new Law on Gender Equality and a new National Strategy and Action Plan for Combating Violence against Women in Family and Partner Relationships. Serbia ensures adequate institutional capacity for their implementation as well as for implementing the National Strategy and Action Plan for improving the status of women and promoting gender equality. Serbia			Gender equality improved through implementation of new strategic and legislative framework. The status of women in relation to protection from		1. European Commission Annual Progress Report on Serbia stating progress in part relating to gender equality; 2. Improved Gender equality index for

monitors closely their impact and takes remedial action where required.		violence improved through implementation of relevant legislative and operational measures.		Serbia; Baseline 2018 Gender equality index: 55,8. 3. The Global Gender Gap Index rankings; Baseline 2019 Serbia is placed 39 (score 0.736 ⁶) 4. Annual report of the Commissioner for the Protection of Equality stating progress in the field of gender equality; 5. Concluding remarks of the UN Committee on the Elimination of Discrimination against Women (CEDAW), ascertaining the progress of Serbia; 6. Report of the Group of Experts of the Council of Europe for the prevention of violence against women and domestic violence GREVIO confirming Serbia's progress; 7. Annual report of the Ombudsman noting higher level of gender equality;	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
3.4.2.1.	Draft new Law on gender equality in order to fully align with EU <i>acquis</i> and the provisions of the Council of Europe Convention on preventing and combating Violence against women and domestic violence (Istanbul Convention) through introduction or improvement of availability and quality of: - safe houses - counselling services	-Ministry of Labour, Employment, Veterans and Social Affairs in cooperation with the Coordination Body for Gender Equality	By IV quarter of 2020.	-Adoption of the law: Budget of the Republic of Serbia – 71.136 € Implementation: Budget of the Republic of Serbia: Costs currently unknown, precise funds shall be provided in the process of	Law on gender equality fully aligned with EU <i>acquis</i> and the provisions of the Council of Europe Convention on preventing and combating Violence against women and domestic violence (Istanbul Convention) adopted.

⁶ World Economic Forum, Global Gender Gap Report 2020, http://www3.weforum.org/docs/WEF_GGGR_2020.pdf (Regarding Index score higher is better)

	<ul style="list-style-type: none"> - state-wide round-the-clock (24/7) telephone helplines free of charge, -treatment support programs aimed at preventing perpetrators, in particular sex offenders, from re-offending, - due diligence principle - multi-sectorial cooperation and CSO involvement <p>support services for victims of sexual violence and protection and support services for children witnesses of violence against women and domestic violence</p>	<p>-National Assembly of the Republic of Serbia</p> <p>Through inclusive participatory process in cooperation with CSOs engaged in women rights</p>		adoption of the law	
3.4.2.2.	Perform impact assessment of the National Strategy for improving the status of women and promoting gender equality.	- Ministry of Labour, Employment, Veterans and Social Affairs in cooperation with the Coordination Body for Gender Equality	IV quarter of 2020 to II quarter of 2021.	Budget of the Republic of Serbia – 17.285 €	Impact assessment performed and publicly available. Recommendations for future actions provided.
3.4.2.3.	Development of a new strategic framework in the field of gender equality.	- Ministry of Labour, Employment, Veterans and Social Affairs in cooperation with the Coordination Body for Gender Equality	By IV quarter of 2021.	Budget of the Republic of Serbia – Budgeted in 3.4.2.2.	A new strategic framework in the field of gender equality developed.
3.4.2.4.	Monitoring implementation of a new strategic framework in the field of gender equality.	- Ministry of Labour,	By IV quarter of 2022.	Budget of the Republic of Serbia –	Regular reports on implementation, including specific measurable impact

		Employment, Veterans and Social Affairs in cooperation with the Coordination Body for Gender Equality		2.553 € in 2020. - 851 € in 2021. - 851 € in 2022.- 851 €	indicators which will be used for monitoring implementation developed and publicly available.
3.4.2.5.	Strengthening the role of the Coordination Body for Gender Equality and its role in monitoring the effects of reforms, further policy design, and by providing adequate resources for effective monitoring of the implementation of action plans and strategies in the field.	-Government of the Republic of Serbia -Coordination Body for Gender Equality	Continuously	Budget of the Republic of Serbia – 27.700€ IPA 2016 UN WOMEN	Coordinating Body for Gender Equality regularly and efficiently monitors reform processes and regularly reports on its work.
3.4.2.6.	Development of new National strategy and Action Plan for combating violence against women in family and partner relationships.	-Ministry of Labour, Employment, Veterans and Social Affairs in cooperation with the Coordination Body for Gender Equality - Ministry of Justice - Ministry of Interior	IV quarter of 2020.	Budget of the Republic of Serbia – 30.878 €	National strategy and Action Plan for combating violence against women in family and partner relationships developed including specific measurable impact indicators which will be used for monitoring implementation.

3.4.2.7	Monitoring implementation of the new National strategy and Action Plan for combating violence against women in family and partner relationships.	-Body determined by the National strategy for combating violence against women in family and partner relationships	Continuously , commencing from I quarter of 2021.	Budget of the Republic of Serbia – 2.553 € in 2020. - 851 € in 2021.- 851 € in 2022. -851 €	Reports on implementation of the new National strategy and Action Plan for combating violence against women in family and partner relationships are regularly adopted and publicly available, including specific measurable impact indicators which will be used for monitoring implementation.
3.4.2.8.	Implementation of training for staff in public authority bodies in the field of gender equality in order to effectively coordinate the implementation and monitoring of the implementation of gender equality policies.	-National Academy for Public Administration --Ministry of Labour, Employment, Veterans and Social Affairs -Coordination body for gender equality	Continuously, in line with annual training program	Budget of the Republic of Serbia – 3.600 € in 2020.- 1.200 € in 2021.- 1.200 € in 2022.- 1.200 €	Training of the staff at the in public authority bodies in the field of gender equality conducted and their capacity strengthened with regard to implementation of gender equality policies.

3.4.2.9.	Monitoring of implementation of special law governing prevention of violence against women in the family and partner relationships.	-Ministry of Justice	Continuously	Budget of the Republic of Serbia – 2.553 € in 2020.- 851 € in 2021.- 851 € in 2022.- 851 €€	Special law governing prevention in cases of violence against women in the family and partner relationships fully implemented. Quarterly reports on implementation of the law publicly available, including specific measurable impact indicators which will be used for monitoring implementation.
3.4.2.10.	Conduct training of judges, public prosecutors and deputy public prosecutors focused on acting in the cases of violence against women in the family, partner relationships and gender based violence.	-Judicial Academy -CSOs -Republic public prosecutors' office	Continuously, in line with the annual program of the Judicial Academy	Budget of the Republic of Serbia – Budgeted in 1.3.1.1.	Conducted training aimed at improvement of prosecution and protection of victims of violence against women in the family, partner relationships and gender based violence.

INTERIM BENCHMARK	OVERALL RESULT	IMPACT INDICATOR
<p>3.4.3. Serbia improves the situation of disabled persons, inter alia through the full implementation of the UN Convention on the Rights of Persons with Disabilities and closely monitors its results.</p>	<p>Legal safeguards for persons in specialized institutions reinforced in line with international human rights standards.</p> <p>Provision of adequate care and living conditions for residents and the parallel development of community-based care services in line with the UN Convention on the Rights of Persons with Disabilities.</p>	<ol style="list-style-type: none"> 1. European Commission Annual Progress Report on Serbia stating progress in part relating to rights of persons with disabilities; 2. Concluding remarks of the UN Committee on the Rights of Persons with Disability note progress in implementation of the UN Convention on the Rights of Persons with Disabilities; 3. Annual report of the Ombudsman noting improved level of implementation of rights of persons with disabilities. 4. The report of the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment notes positive developments in Serbia regarding the treatment of persons with mental and/or physical disabilities; 5. Annual report of the Commissioner for the Protection of Equality stating progress in protection of persons with disabilities from discrimination; 6. Increased availability of community services for adults with disabilities, including the following: <ul style="list-style-type: none"> - Supported living: Baseline 9 licensed services in 2019; Target 20% increase by 2021 and 20% increase by 2023. - Home help for adults with disability: Baseline: 99 licensed services in 2019; Target: increase 20% by 2021 - Day-care: Baseline: 1 specialized day-care

ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
3.4.3.1.	Adopt the Law aiming at protecting persons with mental disabilities in institutions of social welfare in line with international standards.	-Ministry of Labour, Employment, Veterans and Social Affairs	By IV quarter of 2020.	Budget of the Republic of Serbia – 71.136 €	Law aiming at protecting persons with mental disabilities in institutions of social welfare adopted and implementation commenced.
3.4.3.2.	Strengthen the oversight of living conditions in psychiatric hospitals, in line with the Program for the protection of mental health in the Republic of Serbia 2019- 2026. Link with Chapter 28	-Ministry of Health	Commencing from I quarter 2020.	Budgeted in Chapter 28	Annual report on the oversight of living conditions in psychiatric hospitals, performed in line with the Program for the protection of mental health in the Republic of Serbia 2019- 2026.
3.4.3.3.	Drafting and adoption of the Strategy for Improving the Position of Persons with Disabilities in the Republic of Serbia for the period until 2024 and the Action Plan for Implementation for the period until 2022.	-Ministry of Labour, Employment, Veterans and Social Affairs	IV quarter of 2020.	Budget of the Republic of Serbia – 30.878 €	Strategy for Improving the Position of Persons with Disabilities in the Republic of Serbia for the period until 2024 and the Action Plan for Implementation for the period until 2022 adopted.

⁷ Republic institute for social care: Report on the work of social protection institutions for adults and the elderly with mental, intellectual, Physical or sensory disorders for 2018 <http://www.zavodsz.gov.rs/media/1877/izvestaj-o-radu-ustanova-za-odrasle-i-starije-sa-mentalnim-i-intelektualnim-teskocama-2018.pdf> page 23

3.4.3.4.	Monitoring implementation of the Strategy for Improving the Position of Persons with Disabilities in the Republic of Serbia for the period until 2024 and the Action Plan for Implementation for the period until 2022.	-Ministry of Labour, Employment, Veterans and Social Affairs	Continuously, until the expiry of the Strategy	Budget of the Republic of Serbia – 6.915 € in 2020.- 2.305 € in 2021.- 2.305 € in 2022.- 2.305 €	Reports on implementation regularly developed and publicly available.
3.4.3.5	Adoption of the Law on Amendments to the Family Law, aimed at abolishing the existing system of complete deprivation of legal capacity with the introduction of a model of “decision making with support”.	-Ministry of Labour, Employment, Veterans and Social Affairs	By II quarter of 2021.	Budget of the Republic of Serbia – 17.285 €	Law on Amendments to the Family Law, aimed at abolishing the existing system of complete deprivation of legal capacity with the introduction of a model of “decision making with support” adopted.
3.4.3.6	Adoption of the Law on Amendments to the Law on Non-contentious Proceedings.	-Ministry of Justice	By II quarter of 2021.	Budget of the Republic of Serbia – 17.285 €	Law on Amendments to the Law on Non-contentious Proceedings adopted
3.4.3.7.	Strengthen supervision of living conditions in social welfare institutions in accordance with relevant regulations.	-Ministry of Labour, Employment, Veterans and Social Affairs	Continuously	Budget of the Republic of Serbia – Regular activity	Annual report on the supervision of living conditions in social welfare institutions in accordance with the relevant regulations.
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR

<p>3.4.4. Serbia steps up the respect of rights of the child, with particular attention for socially vulnerable children, children with disabilities and children as victims of crime. Serbia actively works on reducing institutionalisation to the benefit of increasing family care solutions.</p> <p>Serbia adopts and implements a Strategy and Action Plan for preventing and protecting children from all forms of violence.</p> <p>Serbia establishes a child friendly justice system, including through amending and implementing the Law on juveniles, improving the work of the Juvenile Justice Council, providing training on dealing with juvenile offenders, improving alternative sanctions for juveniles and measures to reintegrate juvenile offenders back into society.</p>	<p>Improved protection and enforcement of rights of the child and persons with disabilities by strengthening of relevant institutions ensuring better cooperation between the judiciary and the social sector.</p> <p>Social protection system implements solutions that give priority to family support while providing support for children at risk, or provide community living for people with disabilities.</p> <p>The judicial system applies adopted policies and regulations that ensure respect for the principle of the best interests of the child in accordance with EU standards.</p>	<p>1. Increase in the number of families with children that benefit from newly designed family support through family outreach and parenting advisory services targeting the most vulnerable, including children with disability. Baseline: 698 in 2017. Target: 1000 by 2020 and 2000 by 2022;</p> <p>2. Children with disability who are in need of alternative care are increasingly placed in family care (including kinship care, foster care and foster-care as shared parenting) and not in institutional care.</p> <ul style="list-style-type: none"> - A rise of the ratio of children with disability in foster-care. Baseline: 8% of children that are in foster care are with disability (2017)⁸ Target – increase by 5% by 2020 and 5% by 2022. - Increased ratio of kinship care within total number of children in care: Baseline: 22%⁹ in 2018. Target 35% in 2021. - Increase in the number of families with children with disability benefiting from shared parenting. Baseline – 0 in 2019. Target: 200 families by 2021 and 300 by 2023 <p>3. Options for alternative care are selected based on individual situations and needs of each child in accordance with international standards (including UN Guidelines on Alternative Care and the Convention on the Rights of Persons with Disability which prioritize family-based care and General Comment No. 5 (2017) of the United Nations Committee on the Rights of Persons with</p>
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⁸ Situational Analysis of Children and Adolescents in Serbia 2019, UNICEF

⁹ Republic Institute for Social care, Work Report of the Centers for Social Work for 2018. <http://www.zavodsz.gov.rs/sr/biblioteka/izve%C5%A1taji-iz-sistema/izve%C5%A1taji-iz-sistema-2018/> published in December 2019. p. 11

		<p><i>Disabilities (CRPD)</i> regarding independent living and community involvement.</p> <p>The number of children entering institutions for the first time is strictly controlled and supervised, and decreases from year to year, in accordance with defined criteria for institutionalization; Baseline: 2018: Number of newly admitted children is 172¹⁰</p> <p>4. Number of children who use institutional care services decreases (target - decrease by 15% by 2020 and additional 15% by 2022 for children in comparison with 2018 data). Baseline: 2018 - the total numbers of children (705) in institutions. Target: children: 600 by 2020, and 510 by 2022; (source of data annual report of the Republic Institute for Social Protection¹¹)</p> <p>5. The number of children who benefit from the child-oriented-justice increases annually:</p> <ul style="list-style-type: none"> - Implementation of diversion orders increased – percentage of implementation in the total number of criminal cases for criminal offenses committed by juveniles, both by public prosecutors and judges. Baseline: 9.5% (330) for public prosecutors and judges 3.4% (68) in 2017. Target 15% increase by end of 2020 and 20% increase by 2022¹² - improved conditions for juveniles deprived of liberty (especially those in custody) by 2021 through access to quality education and
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¹⁰ Republic Institute for Social care, Children in social care system 2018: <http://www.zavodsz.gov.rs/media/1874/deca-u-sistemu-socijalne-zastite-2018.pdf> published in August 2019, p 19.

¹¹ Republic Institute for Social care, Children in social care system 2018: <http://www.zavodsz.gov.rs/media/1874/deca-u-sistemu-socijalne-zastite-2018.pdf> published in August 2019, p 18.

¹² Republic Statistical Institute, BULLETIN, Juvenile offenders in the Republic of Serbia, 2017. -<https://publikacije.stat.gov.rs/G2018/Pdf/G20185641.pdf>

					<p>improved contents for leisure time.</p> <ul style="list-style-type: none"> - clear procedures established and implemented for the preparation of juveniles for release. Adoption of guidelines for Centers for social work for supporting reintegration of juveniles released from correctional institutions <p>6. The report of the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment notes positive developments in Serbia regarding the juveniles deprived of liberty;</p> <p>7. Concluding remarks of the UN Committee on the Rights of the child notes progress in implementation of the UN Convention on the Rights of the child.</p> <p>8. Annual report of the Ombudsman noting improved level of implementation of rights of the child.</p> <p>9. European Commission Annual Progress Report on Serbia stating progress in part relating to rights of the child.</p>
		ACTIVITIES	RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES
3.4.4.1.	Strengthening the Council for the Rights of the Child and ensure its role in monitoring the effects of the reforms and further policy making, including through adequate resources to effectively monitor and track implementation of the action plans and strategies in the area of rights of the child.	-Government of the Republic of Serbia -Ministry of Labour, Employment,	Continuously.	Budget of the Republic of Serbia – 18.528 €, in 2020 - 6.176 €	Council for the Rights of the Child regularly and efficiently monitors the reforms and provides regular reports.

		Veterans and Social Affairs		in 2021. - 6.176 € in 2022. - 6.176 €	
3.4.4.2.	<p>Improvement of support services for children, adults and older people with intellectual disabilities and their families, in order to prevent institutionalization by:</p> <ul style="list-style-type: none"> -Organization of day care -Organization of inclusive workshops -Inclusion of children with developmental disabilities who are at risk of separation from families in existing services in the community -Organization of services for the early rehabilitation of children with disabilities and provision of support to remain in family -Organization of a network of clubs with inclusive content in local communities for children, adults and elderly people with intellectual disabilities and their parents -Organization of workshops for parents focusing on responsible parenthood and participation in the rehabilitation of children with disabilities. 	-Ministry of Labour, Employment, Veterans and Social Affairs	Continuously, by III quarter of 2021.	Budget of the Republic of Serbia – Regular activity	<p>Support services for children, adults and older people with intellectual disabilities and their families organized in order to prevent institutionalization by:</p> <ul style="list-style-type: none"> -Organization of day care -Organization of inclusive workshops -Inclusion of children with developmental disabilities who are at risk of separation from families in existing services in the community. -Provision of services for the early rehabilitation of children with disabilities and support to remain in family provided. -A network of clubs with inclusive content organized in local communities. -Workshops for parents focusing on responsible parenthood and participation in the rehabilitation of children with disabilities organized.

<p>3.4.4.3.</p>	<p>Establishment of the centers for children, young people and families in order to target the population from multiple deprivation environments (paying special attention to the availability for Roma families and children) in order to:</p> <ul style="list-style-type: none"> -Support a parent who suffers domestic violence -Support children at risk of dropping out of school -Support families at risk of separation (children and parents) -Support children victims of crime -Support children with disabilities from vulnerable families and at risk of placement in institution. 	<ul style="list-style-type: none"> -Ministry of Labour, Employment, Veterans and Social Affairs -Children's homes in transformation -Republic institute for social protection -CSOs Partners: -Ministry of Health -Ministry of Education 	<p>For establishment of legal framework: II quarter of 2021.</p> <p>For the start of implementation: I quarter of 2022</p>	<p>Budget of the Republic of Serbia –</p> <p>Costs currently unknown</p>	<p>Number of family support centres established in the context of the transformation of institutions. Baseline: 0, target: 4</p> <p>Defined standards for intensive family support services</p> <p>Established financing system of intensive family support services.</p>
<p>3.4.4.4.</p>	<p>Improvement of the system of cash benefits for vulnerable families of children with disabilities in accordance with the principles of social inclusion, through amendments to the Law on social protection, as well as through the adoption of the new Social Protection Development Strategy.</p>	<ul style="list-style-type: none"> -Ministry of Labour, Employment, Veterans and Social Affairs 	<p>IV quarter of 2020.</p>	<p>Budget of the Republic of Serbia –</p> <p>57.793 €</p>	<p>New Social Protection Development Strategy adopted and ensures implementation of the principles of social inclusion.</p> <p>Amendments to the Law on social protection adopted in line with the principles of social inclusion.</p> <p>Amendments to the Law on Financial Support for Families with Children altering the existing legal solution which may be discriminatory against certain categories of parents and mothers adopted.</p>

3.4.4.5.	Improving foster care system by increasing the availability and quality of services for children with disabilities and their families through full implementation of procedures and guidelines for foster care as shared care between foster and biological families.	<ul style="list-style-type: none"> -Ministry of Labour, Employment, Veterans and Social Affairs -Regional fostering centres -Centres for social work -Institutes for social protection 	Continuously, by 2021.	<p>Budget of the Republic of Serbia –</p> <p>Costs currently unknown</p>	<p>Foster care as a shared care approach defined through the normative framework.</p> <p>Specialized guidance and capacity building programs available in all fostering centers and Centres for social work.</p> <p>Centres for foster care and centres for social work are used as a shared care mechanism through which families with children with disabilities receive additional support. Target: 200 families included by 2021.</p>
3.4.4.6.	<p>Improve the quality of work with inpatient service users to enable more efficient engagement in the community through:</p> <ul style="list-style-type: none"> -Provision of psychosocial support for social reintegration; -Organization of contacts outside of the institution and participation in local support services such as day care centres and clubs; -Participation in cultural and sporting events and camps. 	<ul style="list-style-type: none"> -Ministry of Labour, Employment, Veterans and Social Affairs in cooperation with CSOs 	Continuously	<p>Budget of the Republic of Serbia</p> <p>Costs currently unknown.</p>	<p>The quality of work with inpatient service users improved to enable more efficient engagement in the community.</p>
3.4.4.7.	Improvement of existing resources in large and small residential institutions for children and drafting recommendations on the methods of their use in the process of transition from institutional to community care through the adoption of the Strategy of de-institutionalization and development of community-based services	<ul style="list-style-type: none"> -Ministry of Labour, Employment, Veterans and Social Affairs 	By IV quarter of 2020.	<p>Budget of the Republic of Serbia</p> <p>Costs currently unknown.</p>	<p>Plans to reduce the accommodation capacity in two large residential institutions developed and adopted.</p> <p>Funding for the implementation defined.</p>

3.4.4.8.	Strengthen capacity of providers of social services in accordance with the processes of deinstitutionalization and system decentralization by organizing staff training for the provision of psychosocial support for service users' reintegration.	-Ministry of Labour, Employment, Veterans and Social Affairs in cooperation with CSOs	Continuously	Budget of the Republic of Serbia – 5.400 € in 2020. - 1.800 € in 2021. - 1.800 € in 2022. - 1.800 €	Education of providers of social services are realized, Number of participants and institutions .Professional and technical resources of the community are placed in supporting reintegration
3.4.4.9.	Analysis of the effects of the applied organizational model in the centers for social work and on this basis, an introduction of the necessary changes in the normative framework that prescribes the organization of professional work in the centers for social work	-Ministry of Labour, Employment, Veterans and Social Affairs -Centres for social work -Professional associations in the field of social protection	By I quarter of 2020	Budget of the Republic of Serbia – 8.642 €	Case management system improved in centres for Social Work. Impact assessment of the Guidelines for making permanency plan for the child in the protection system developed based on the existing "Measures to eliminate irregularities in performing placement of children and youth in social care institutions.
3.4.4.10.	Adopt amendments and supplements to the Law on Juveniles in order to: -Review the type and system of criminal sanctions for juveniles: -Introduce a broader spectrum of specific obligations; -Introduce the new diversion orders; -Comply with the provisions of the new	-Ministry of Justice -National assembly	IV quarter of 2020.	Budget of the Republic of Serbia – 71.386 €	Amendments and supplements to the Law on Juveniles adopted enabling simplified and efficient implementation of diversion orders.

	Criminal Procedure Code - (primarily in relation to the stage of the procedure and the altered role of the officials in the procedure in the specific procedural stages).				
3.4.4.11.	<p>Improve the work of the Juvenile Justice Council in order to achieve the coordination of state bodies, the judiciary and the non-governmental sector in dealing with juvenile offenders by:</p> <ul style="list-style-type: none"> -holding regular meetings of the Council; -holding regular meetings of the Council with other relevant agencies and non-governmental sector; -launching initiatives for amendments of the normative framework, the adoption of best practices and other steps necessary for the development of the child friendly judiciary. 	<ul style="list-style-type: none"> -Ministry of Justice -Supreme Court of Cassation 	Continuously	<p>Budget of the Republic of Serbia-</p> <p>18.528 €</p> <p>in 2020. - 6.176 €</p> <p>in 2021. - 6.176 €</p> <p>in 2022. - 6.176 €</p>	<p>Council for the monitoring and improvement of work of the bodies in criminal proceedings and the enforcement of criminal sanctions against juveniles holds regular sessions and launches initiatives for amendments of the normative framework, the adoption of best practices and other steps necessary for the development of the child friendly judiciary.</p> <p>Biannual report of the Juvenile Justice Council published.</p>
3.4.4.12.	<p>Increasing use of diversionary schemes and prioritizing restorative approach to juvenile offenders to ensure their social reintegration and reduce recidivism rates, by:</p> <ul style="list-style-type: none"> - Piloting the draft by-law governing implementation of diversionary schemes in Belgrade, Nis, Novi Sad and Kragujevac - Defining the role of the guardianship authority as the organization responsible for the implementation of diversionary schemes; - Defining mechanisms for long-term funding of diversionary schemes; 	<ul style="list-style-type: none"> -Ministry of Justice -Ministry of Labour, Employment, Veterans and Social Affairs -Republic institute for social protection 	Continuously, until an adequate rate of application of diversionary schemes is reached.	<i>IPA 2019</i>	<p>Use of diversionary schemes increased.</p> <p>Percentage of implementation of diversion orders in the total number of criminal charges for criminal offenses committed by juveniles (Baseline: 9.5% (330) for public prosecutors and judges 3.4% (68) in 2017. Target 15% increase by end of 2020 and 20% increase by 2022¹³</p> <p>The role of social protection systems specified, including through the promotion of the guardianship procedures related to guardianship bodies</p>

¹³ Source: Republic statistical institute, <https://publikacije.stat.gov.rs/G2018/Pdf/G20185641.pdf>

	<ul style="list-style-type: none"> - Improving the use of alternative sanctions; - Better data collection measures implemented with introduction of any new mechanisms to monitor effectiveness over time and document impact on children. 				<p>The issue of funding implementation of diversion schemes regulated.</p> <p>Percentage of the use of specific obligations increased. Baseline 2017 30.8%</p>
3.4.4.13.	Improving the competencies of professional staff in the field of social protection for the application of diversionary schemes.	<ul style="list-style-type: none"> -Ministry of Labour, Employment, Veterans and Social Affairs -Republic institute for social protection 	Continuously	<p>Budget of the Republic of Serbia -</p> <p>5.400 €</p> <p>in 2020. - 1.800 €</p> <p>in 2021. - 1.800 €</p> <p>in 2022. -1.800 €</p>	Number of professional staff who improved competencies for the application of diversionary schemes.
3.4.4.14.	Adopt bylaws specifying the implementation of diversionary schemes in line with the approach placing the implementation of diversionary schemes in the context of community responsibility.	-Ministry of Justice	By II quarter of 2021.	<p>Budget of the Republic of Serbia –</p> <p>8. 642 €</p>	Bylaws specifying the implementation of diversionary schemes adopted.
3.4.4.15.	Conduct training and support continued certification of judges, prosecutors, lawyers and police officers in contact with juvenile offenders.	-Judicial Academy	Continuously, in line with annual training program of the Judicial Academy	<p>Budget of the Republic of Serbia –</p> <p>Budgeted in activity 1.3.1.1.</p>	<p>All judges and prosecutors who handle juvenile cases attended training at the Judicial Academy and are licensed to work with juveniles.</p> <p>For police officers:Target: 30 police officers per year to undergo certification</p>

3.4.4.16.	Develop and implement specialized treatment programs and programs for release preparation of juvenile offenders.	-Administration for enforcement of criminal sanctions Partners: -Ministry of Health -Ministry of Education -Ministry of Labour, Employment, Veterans and Social Affairs	Continuously	Budget of the Republic of Serbia – <i>51.855 €</i> 17.285€ per year	Specialized treatment programs and programs for release preparation of juvenile offenders developed and implemented in all institutions housing juvenile offenders. NPM report stating the successful implementation of these treatment programs.
3.4.4.17.	Introduction of post-traumatic counselling and support for children victims / witnesses in criminal proceedings in the context of family support services.	- Ministry of Labour, Employment, Veterans and Social Affairs -Ministry of Justice - Republic institute for social protection	I quarter of 2016 to I quarter of 2020.	Budget of the Republic of Serbia – 8. 642 €	Post-traumatic counselling and support for children victims / witnesses in criminal proceedings introduced and service is clearly defined.

3.4.4.18.	Improving regulations and practices for managing data in the courts by records keeping in compliance with the principle of 'best interests of the child' in civil proceedings.	-Ministry of Justice -Supreme Court of Cassation	Continuously, by IV quarter of 2020	Budget of the Republic of Serbia – 8. 642 €	Regulations and practices for managing data in the courts by records keeping in compliance with the principle of 'best interests of the child' in civil proceedings improved. A unique report form for first instance courts developed and included in applications for case management, enabling the registration of all civil cases in which children appear as participants, with a special inquiry on "the best interest of the child".
3.4.4.19.	Monitor implementation of new multiannual Strategy for prevention and protection of children from violence and its Action Plan.	-Ministry of Labour, Employment, Veterans and Social Affairs -Monitoring mechanism defined by the Strategy	Commencing from II quarter of 2020. until the expiry of the Strategy	Budget of the Republic of Serbia- 6.915 € in 2020. - 2.305 € in 2021.- 2.305 € in 2022.- 2.305 €	Reports on implementation of new multiannual strategy for prevention and protection of children from violence and its Action Plan regularly developed and publicly available.
3.4.4.20.	Adoption of the new General Protocol for the protection of children from abuse and neglect in order to align with EU best practices.	- Ministry of Labour, Employment, Veterans and Social Affairs -UNICEF	Adoption of the Protocol: IV quarter of 2020. Continuous monitoring and reporting on the results	Budget of the Republic of Serbia – 17.285 €	New General Protocol for the protection of children from abuse and neglect adopted, aligned with EU best practices and its implementation is monitored.

<p>3.4.4.21.</p>	<p>Development of new special protocols for the protection of children from abuse and neglect and establishment of conditions for their mandatory implementation, particularly in the areas of:</p> <p>-Acting of judicial authorities to protect children from abuse and neglect;</p> <p>-Protection of children in institutions of social care from abuse and neglect;</p> <p>-Acting of police officers to protect children from abuse and neglect;</p> <p>-Protection of children from abuse and neglect in the health care system;</p> <p>-Protection of children and students from violence, abuse and neglect in educational institutions.</p>	<p>-Ministry of Justice</p> <p>-Ministry of Labour, Employment, Veterans and Social Affairs</p> <p>-Ministry of Education</p> <p>-Ministry of Interior</p> <p>-Ministry of Health</p> <p>-UNICEF</p>	<p>– By II quarter of 2021(harmonization of the protocol)</p> <p>2021. (harmonization of sectorial bylaws).</p>	<p>Budget of the Republic of Serbia –</p> <p>17.285 €</p>	<p>Special protocols to protect children from abuse and neglect developed and their implementation is monitored.</p> <p>The adoption of sectorial bylaws establishing mechanism for their mandatory implementation.</p>
<p>3.4.4.22.</p>	<p>Implementation of a mechanism for resolving cases of missing infants from maternity hospitals in relation to the decision of the ECHR Zorica Jovanovic vs. Serbia (no. 21794/08) to enable all parents in similar situations to get adequate answers and compensation, in accordance with the Law on Determining the Facts on the Status of Newborn Children Suspected of Missing from Maternity Hospitals in the Republic of Serbia ("Official Gazette of RS", No. 18 of March 3, 2020).</p>	<p>- Higher courts</p> <p>-Ministry of Interior</p> <p>-Republic Public Prosecutor's Office</p> <p>-Ministry of Health</p>	<p>Continuously</p>	<p>Budget of the Republic of Serbia –</p> <p>Regular activity</p>	<p>Mechanism for resolving cases of missing infants from maternity hospitals functional</p> <p>Number of cases reviewed on the basis of the established mechanism.</p>

3.5. PROCEDURAL SAFEGUARDS

INTERIM BENCHMARK	OVERALL RESULT	IMPACT INDICATOR
<p>3.5.1. Serbia adopts a new Law on Legal Aid and establishes a well-resourced legal aid system. Serbia amends its legislation (including the Criminal Procedure Code) so as to align it with the EU acquis on procedural rights and on victim's rights.</p> <p>Serbia provides the necessary training and monitors the implementation of EU compatible procedural safeguards legislation and takes remedial action where needed.</p>	<p>The principle of the right to a fair trial is effectively implemented.</p> <p>Access to justice is guaranteed through the establishment of a functional free legal aid system and greater guarantees recognized for the suspect or accused persons to exercise the right to have access to a lawyer, the right to information and the right to interpretation and translation in line with the relevant EU <i>Acquis</i>.</p> <p>Minimum standards on rights, support and protection of victims of crime implemented in practice.</p>	<ol style="list-style-type: none"> 1. European Commission Annual Progress Report on Serbia stating progress in the part relating to access to justice; 2. Reports from international and non-governmental organizations and CEPEJ indicating progress in the part relating to access to justice; 3. Statistical and qualitative data in the Annual report of the Ministry of Justice on the number and structure of beneficiaries, proceedings in which free legal aid was provided and costs of the provision of free legal aid; 4. Increased number of approved requests for exercising the right to free legal aid in 2020; 5. Increased number of suspect or accused persons exercising the right to have access to a lawyer through free legal aid system; 6. The average duration of court proceedings (per subject). 7. Significant improvement of victims' rights confirmed through development/increased number of specialist and general victims' support services, increased number of victims of crime benefitting from free legal aid, increased number of victims of crime being treated according to their needs

					(following individual assessment of victims of crime).
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/DEADLINE	FINANCIAL RESOURCES	RESULT
3.5.1.1.	Analysis of alignment of procedural laws with the Law on Free Legal Aid and subsequent amendments.	-Ministry of Justice	By I quarter of 2021	Budget of the Republic of Serbia 15.439 € -MDTF - 284,475.62 €	Analysis of alignment of procedural laws with the Law on Free Legal Aid conducted and the need for amendments identified. Procedural laws amended in line with identified needs for alignment.
3.5.1.2.	Anticipate effective allocation of budget to fund the free legal aid system, in particular when it comes to obligations of the local self-government units.	- Local Self-government units – identification of eligible beneficiaries and determination of the right to free legal aid - Ministry of Justice - disbursement of fees and other expenses based on the right to free legal aid	Continuously, commencing from the adoption of the law	Budget of the Republic of Serbia- 7.923.372€ a) payments of the rights - 7.859.546 € and b) administration in Ministry of Justice - 63.825 € in 2020.-2.641.124 € in 2021.-2.641.124 €	Effective allocation of budget to fund the free legal aid system anticipated.

		-Ministry of Finance- establishment of a framework for public expenditure to finance the legal aid system, especially in terms of financing the competence of local self-government units		in 2022.-2.641.124 €	
3.5.1.3.	Conduct training of: - free legal aid providers in relation to the start of implementation of the Law on Free Legal Aid - staff in local self-government units who decide on free legal aid applications.	-Ministry of Justice	Continuously, commencing from III quarter of 2019.	- Budget of the Republic of Serbia - 3.600 € in 2020.-1200 € in 2021.-1200 € in 2022.-1200 € -MDTF - 284,475.62 €	Training of all groups of free legal aid providers and staff in local self-government units who decide on free legal aid applications conducted. Number of participants.
3.5.1.4.	Conduct a campaign to provide information to citizens about the Law on Free Legal Aid.	-Ministry of Justice	Continuously, commencing from I quarter of 2020.	Budgeted in activity 3.5.1.2 -MDTF - 284,475.62 €	Campaign to provide information to citizens about the Law on Free Legal Aid conducted. Free legal aid application forms available to vulnerable groups, in particular to convicted persons and persons in institutions of social protection.
3.5.1.5.	Monitoring of the implementation of the FLA Law and analysis of the results and the cost of	-Ministry of Justice	Continuously, commencing from	Budget of the Republic of	Analysis of the implementation of the FLA Law available to the public.

	implementation.		II quarter of 2020.	Serbia Budgeted in activity 3.5.1.2 MDTF- 284,475.62 €	Number of submitted applications for FLA. Number and type of beneficiaries who were provided free legal aid. Number of registered providers per type. Data on provided free legal aid in criminal, civil and administrative proceedings.
3.5.1.6.	Analysis of the effects of implementation of the Law on a trial in reasonable time.	-Ministry of Justice -Supreme court of Cassation	I -III quarter of 2021.	Budget of the Republic of Serbia - 17.285 €	Analysis of the effects of implementation of the Law on a trial in reasonable time conducted, including the number of complaints addressed, duration of trial and average compensation awarded.
3.5.1.7.	Adopt the Criminal Procedure Code amendments based on the recommendations in the analysis to align with: - Directive 2013/48/EU on the right of suspect or accused persons to have access to a lawyer, in terms of strengthening the right of suspects and accused persons to access to a lawyer without delay and before any questioning by investigators in criminal proceedings and proceedings by the European arrest warrant. - Directive 2010/64/EU on the right to interpretation and translation, in order to precisely define the withdrawal from the right	- Ministry of Justice -National Assembly	By IV quarter of 2021.	Budget of the Republic of Serbia - 71.136 €	Criminal Procedure Code amendments adopted enabling alignment with the EU acquis on procedural safeguards.

	<p>to translation- Directive 2012/13/EU on the right to information, in order to improve the exercise of the right to information,</p> <ul style="list-style-type: none"> - Directive (EU) 2016/343 of the European Parliament and of the Council of 9 March 2016 on the strengthening of certain aspects of the presumption of innocence and of the right to be present at the trial in criminal proceedings - Directive (EU) 2016/800 of the European Parliament and of the Council of 11 May 2016 on procedural safeguards for children who are suspects or accused persons in criminal proceedings, - Directive (EU) 2016/1919 of the European Parliament and of the Council of 26 October 2016 on legal aid for suspects and accused persons in criminal proceedings and for requested persons in European arrest warrant proceedings, <p>and two recommendations (1) on procedural safeguards for vulnerable persons [C(2013) 8178], (2) on the right to legal aid for suspects or accused persons in criminal proceedings [C(2013) 8179].</p>				
3.5.1.8.	<p>Analysis of the effects of implementation of the amendments and supplements to the Criminal Procedure Code with regard to procedural safeguards focusing on legislative, operational and financial aspects.</p>	-Ministry of Justice	Continuously, commencing from I quarter of 2021.	Budget of the Republic of Serbia – 2.305 €	<p>Reports on the implementation of the amendments and supplements to the Criminal Procedure Code with regard to procedural safeguards focusing on legislative, operational and financial aspects developed and publicly available.</p>

3.5.1.9.	Amend and supplement Criminal Procedure Code in order to provide temporary legal aid granted without undue delay after deprivation of liberty and before any questioning by the police, other law enforcement authorities or court authority for the purposes of criminal proceedings which involve a suspect or defendant.	- Ministry of Justice -National Assembly	By IV quarter of 2021.	Budget of the Republic of Serbia – Budgeted in 3.5.1.7.	Amendments to the Criminal Procedure Code adopted enabling temporary legal aid in criminal proceedings.
3.5.1.10.	Design a ‘Letter of Rights’ that shall be provided to an arrested person, suspect or an accused person by the police/prosecution.	-Ministry of Justice -Republic public prosecutors’ office -Supreme Court of Cassation	By IV quarter of 2021.	Budget of the Republic of Serbia- 8.642 €	Letter of Rights designed and provided to an arrested person, suspect or an accused person by the police/prosecution.
3.5.1.11.	Distribute „Letter of Rights” in all police stations and prosecutor’s offices in order to enable its permanent availability in: - Serbian language - language of national minorities throughout the country - English language Ensure translation of the letter of rights by the official court translator to a language that the suspect or accused person understands if that language differs from the ones mentioned above.	- Ministry of Justice	Continuously, commencing from I quarter of 2022.	Budget of the Republic of Serbia Costs currently unknown Apply for IPA 2021	Letter of Rights distributed and permanently available in all police stations and prosecutor’s offices and used for informing persons about their rights. Translation of the letter of rights by the official court translator to a language that the suspect or accused person understands provided.

3.5.1.12.	Conduct training of the police officers, prosecutor's and deputy prosecutors and judges in terms of stronger procedural safeguards.	-Judicial academy	Continuously, commencing from I quarter of 2022.	Budget of the Republic of Serbia- Budgeted in activity 1.3.1.1. Apply for IPA 2021	Training conducted. Knowledge of the police officers, prosecutor's and deputy prosecutors and judges in terms of stronger procedural safeguards improved.
3.5.1.13.	Amend normative framework in order to effectively implement minimum standards concerning the rights, support and protection of victims of crime / injured parties in accordance with Directive 2012/29/EU and in line with the analysis.	-Working group established by the Ministry of Justice -National assembly	IV quarter of 2021.	Budget of the Republic of Serbia- 71.136 €	Normative framework aligned with the Directive 2012/29/EU.
3.5.1.14.	Design and distribute a brochure/ booklet containing information on victims' rights (legal aid, psychological support, protection, etc.) in line with Art. 4 of the Directive 2012/29/ EU.	- Ministry of Justice -In cooperation with civil society organizations	Continuously, commencing from II quarter of 2021.	Budget of the Republic of Serbia Costs currently unknown Apply for IPA 2021	Brochure/ booklet containing information on victims' rights (legal aid, psychological support, protection, etc.) in line with Art. 4 of the Directive 2012/29/ EU designed and distributed.
3.5.1.15.	Strengthening of professional capacities in the area of exercising the rights of victims and witnesses of criminal offenses in the Republic of Serbia (judges, prosecutors, members of judicial police, attorneys and police officers). Link with Victims Strategy measure 1.4.	-Judicial Academy -Criminalistic police university	Continuously commencing from IV quarter of 2020.	Budget of the Republic of Serbia- Budgeted in activity 1.3.1.1	Judges, prosecutors, members of judicial police, attorneys and police officers improved their skills regarding the implementation of minimum standards regarding the rights, support and protection of victims in accordance with Article 25 of Directive 2012/29 / EU.

<p>3.5.1.16.</p>	<p>Adoption of the National Strategy for the Exercise of the Rights of Victims and Witnesses with the accompanying Action Plan.</p>	<p>-Government of the Republic of Serbia</p> <p>-Ministry of Justice</p> <p>-Ministry of Interior</p> <p>-High Judicial Council</p> <p>-State prosecutorial council</p> <p>-Republic public prosecutors' office</p> <p>-Supreme Court of Cassation</p> <p>-Prosecutors office for war crimes</p>	<p>III quarter of 2020.</p>	<p>Budget of the Republic of Serbia –</p> <p>30.878 €</p> <p>IPA 2016 "Support to Victims and Witnesses of Criminal Offenses in Serbia" Implementing Partner OSCE Mission in the Republic of Serbia</p>	<p>National Strategy for the Exercise of the Rights of Victims and Witnesses with the accompanying Action Plan adopted.</p>
<p>3.5.1.17.</p>	<p>Full implementation and regular monitoring of the National Strategy for the Exercise of the Rights of Victims and Witnesses and its accompanying Action Plan.</p>	<p>- Ministry of Justice</p> <p>-Ministry of Interior</p> <p>-High Judicial Council</p> <p>-State</p>	<p>Continuously, commencing from IV quarter of 2020</p>	<p>For monitoring:</p> <p>Budget of the Republic of Serbia - 9,468€</p> <p>in 2020 3,156€</p> <p>in 2021 3,156€</p> <p>in 2022 3,156€</p>	<p>Coordination body for support to victims and witnesses established and holds regular meetings.</p> <p>Reports on implementation of the Strategy regularly developed and publicly available.</p>

		<p>prosecutorial council</p> <p>-Republic public prosecutors' office</p> <p>-Supreme Court of Cassation</p> <p>-Prosecutors office for war crimes</p>		<p>For implementation:</p> <p>Budgeted in the AP of the National Strategy for the Exercise of the Rights of Victims and Witnesses</p> <p>IPA 2016 "Support to Victims and Witnesses of Criminal Offenses in Serbia" Implementing Partner OSCE Mission in the Republic of Serbia</p>	
3.5.1.18.	<p>Establishment of a network of services for the support to victims, witnesses and injured parties across the country in investigation phase and all phases of criminal proceedings.</p> <p>Link: the same activity in APCH 23 – War crimes</p>	<p>-Ministry of Justice</p> <p>-Ministry of Interior</p> <p>-High Judicial Council</p> <p>-State prosecutorial council</p> <p>-Republic public prosecutors' office</p> <p>-Supreme Court of Cassation</p> <p>-Prosecutors office for war crimes</p>	<p>Gradually, commencing from IV quarter of 2020</p>	<p>Budget of the Republic of Serbia-</p> <p>Budgeted in activity 1.4.1.1</p> <p>IPA 2016 "Support to Victims and Witnesses of Criminal Offenses in Serbia" Implementing Partner OSCE Mission in the Republic of Serbia</p>	<p>A network of services for the support to victims, witnesses and injured parties across the country established.</p> <p>Baseline: 0 in 2019</p> <p>Target: By IV 2022 – 15 support services for victims and witnesses</p>

3.5.1.19.	Fully implement stronger procedural safeguards for the victims of war crimes in accordance with the National Strategy for the Exercise of the Rights of Victims and Witnesses and its accompanying Action Plan and the amendments to the Criminal Procedure Code in the part relating to procedural safeguards. (Linked with the part on war crimes)	-Special prosecutors' office for war crimes	Continuously, in accordance with the dynamics of the implementation of amendments to the Criminal Procedure Code	Budget of the Republic of Serbia- Budgeted in 1.4.7.7.	Stronger procedural safeguards for the victims of war crimes are fully implemented.
3.5.1.20.	Continuation of cooperation with CSOs specialized in victim support to enable stable functioning of general and specialist support services.	-Republic public prosecutors' office -CSOs	Continuously	Budget of the Republic of Serbia- Activity requiring insignificant costs.	Cooperation protocols with CSOs specialized in victim support signed and are fully implemented in order to enable stable functioning of general and specialist support services.
3.5.1.21.	Amend legislative framework to define the concept of the victim in order to be aligned with relevant international treaties.	-Ministry of Justice	IV quarter of 2020.	Budget of the Republic of Serbia- 17.285 €	Legislative framework to amended and defines the concept of the victim aligned with relevant international treaties.

3.6. POSITION OF NATIONAL MINORITIES

INTERIM BENCHMARK	OVERALL RESULT	IMPACT INDICATOR
3.6.1. Serbia implements its legal framework on the rights of persons belonging to minorities as well as "The action plan for the realisation of the rights of national minorities" in its entirety, contributing to the effective and equal implementation throughout its territory of the recommendations of the Advisory Committee of the Council of Europe Framework Convention for the Protection of National Minorities. Particular emphasis is put on education, the use of minority languages, access to media and religious services in minority languages and adequate	A specific action plan taking into account the recommendations issued in the third Opinion on Serbia in the context of the Advisory Committee of the Council of Europe Framework Convention for the Protection of National Minorities, second report of the expert committee on implementation of the European Charter on Regional and Minority	1. Report of the Advisory Committee of the Council of Europe Framework Convention for the Protection of National Minorities noting progress in exercise of right of national minorities; 2. Report of the expert committee on

<p>representation in the public administration. Serbia closely monitors its implementation in an inclusive and transparent manner, assesses its impact by the end of 2018 and reports on progress.</p>		<p>languages in the Republic of Serbia and on implementation of bilateral agreements on the protection of national minorities, focused on the effective implementation of existing rights of national minorities adopted through an inclusive process and implemented.</p>		<p>implementation of the European Charter on Regional and Minority languages in the Republic of Serbia stating that there has been progress with regard to implementation of the minority language rights undertaken as a Charter obligation;</p> <p>3. Reports on implementation of bilateral agreements on protection of national minorities stating higher level of implementation of bilateral agreements;</p> <p>4. Quarterly reports on implementation of AP for exercise of the rights of national minorities stating 80% or more level of implementation;</p> <p>5. Annual report of the Commissioner for Equality noting improvements in the field of protection of rights of national minorities;</p> <p>6. Annual report of the Ombudsman noting improved level of implementation of rights of national minorities.</p>	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
3.6.1.1.	Monitoring implementation of the Special Action plan for the exercise of the rights of national minorities.	-Council for National Minorities, with the administrative support of the Office for Human and Minority Rights; -Ministry of State	Continuously, until the expiry of the Action Plan	Budget of the Republic of Serbia- 6.915 € 2.305 € per year	Meetings of the Council for National Minorities are regularly held. Reports on implementation of the Action Plan are regularly developed and publicly available.

		Administration and Local Self-government.			
3.6.1.2.	Analysis of the effects of implementation of the Special Action Plan for the Exercise of the Rights of National Minorities, including recommendations for further activities to improve the exercise of the rights of national minorities.	-Office for Human and Minority Rights	For the analysis: III-IV quarter of 2020	Budget of the Republic of Serbia 8.642 € <i>Horizontal Facility II</i>	Independent analysis of the effects of implementation of the Special Action Plan for the Exercise of the Rights of National Minorities performed, taking into account impact indicators. Recommendations for further activities to improve the exercise of the rights of national minorities provided.
3.6.1.3.	<p>Identification of adequate model among various options such as:</p> <ul style="list-style-type: none"> -project financing, -increased number of programs in languages of national minorities at public service broadcast providers (RTS/RTV) by declaring such content to be public service remit, in line with the new Media Strategy: -monitoring the broadcasting of program content in the languages of national minorities in privatized media, who are obliged to broadcast in the languages of national minorities pursuant to their program plans, in the context of monitoring contractual obligations assumed by owners; <p>Concurrently reviewing the impact of privatization and the introduction of digital television broadcasting on minority media, in</p>	<ul style="list-style-type: none"> -Ministry of Culture and Information -Regulatory authority of electronic media -National councils of national minorities 	<p>For the Identification of adequate model: in line with new Media Strategy</p> <p>For implementation: Continuously</p>	Budget of the Republic of Serbia - 25.926 € 8.642 € per year	<p>Amendments to the Law on Public Information and Media.</p> <p>Increased amount of content in the languages of national minorities on public media services.</p>

	consultation with all national minorities.				
3.6.1.4.	<p>Regular provision of sufficient and stable funding guaranteeing the sustainability of media in languages of national minorities through:</p> <ul style="list-style-type: none"> -Continued budgetary support for media owned by the National Minority Councils; -Launching public call for co-financing of media in the languages of national minorities, with full respect of the opinions and proposals of national minority councils on funds distribution and guaranteeing respect of public procurement rules and principles. -co-financing of media in the languages of national minorities from the Budgetary Fund for national minorities; -Ensuring the participation of national minority councils in the council of the regulatory body for electronic media, based on transparent selection criteria. 	<ul style="list-style-type: none"> -Ministry of Culture and Information -Government of the Autonomous Province of Vojvodina -Local self-government units 	Continuously	<p>Budget of the Republic of Serbia -Fund for National Minorities according to the program of priority areas, in accordance with the decision of the Council for National Minorities</p> <p>252,101€ in 2020</p> <p>-Budget Government of the Autonomous Province of Vojvodina- costs borne by Government of the Autonomous Province of Vojvodina</p> <p>517.647 € in 2020</p> <p>-Budget Local self-government units- costs borne by Local self-government units according to funds availability</p>	<p>Funds provided in the Budgetary Fund for National Minorities to provide co-financing of media in the languages of national minorities.</p> <p>Councils of national minorities participate in the work of the council of the regulatory body for electronic media on the basis of transparent rules.</p>

<p>3.6.1.5.</p>	<p>Raising public awareness about the rights of national minorities and respect for cultural and linguistic diversity by supporting the production of media content in order to achieve equal rights.</p>	<p>-Ministry of Culture and Information</p> <p>Partners:</p> <p>-Provincial Secretariat for Culture, Public Information and Relations with Religious Communities</p> <p>-Local government units</p> <p>-Public media services RTS and RTV</p>	<p>Continuously</p>	<p>Budget of the Republic of Serbia –</p> <p>654.222 €</p> <p>218.074€ per year</p>	<p>Number of supported projects in competitions for co-financing media content in the languages of national minorities</p> <p>Number of minutes on public service broadcasters focused on raising awareness on the rights of National minorities and promoting cultural and linguistic differences and culture of tolerance.</p> <p>Particular attention is given to the proposals and opinions of the councils of national minorities in the process of funds allocation for the media content on the rights of National minorities and promoting cultural and linguistic differences and culture of tolerance.</p>
<p>3.6.1.6.</p>	<p>Full implementation of the Law on textbooks which permanently ensures the required number of textbooks in languages of national minorities for each school year.</p>	<p>-Ministry of Education</p> <p>-National Education Council</p> <p>-Institute for educational resources</p> <p>-Institute for Evaluation of Quality of Education</p>	<p>Continuously, commencing from II quarter of 2018.</p>	<p>For monitoring implementation: Budget of Republic of Serbia- 17.931 €</p> <p>in 2020.- 5.977 €</p> <p>in 2021.- 5.977 €</p> <p>in 2022.- 5.977 €</p>	<p>Textbooks in minority languages adequately reflect the needs expressed by national minorities, remaining obstacles are removed and exercise of the right to education in minority languages is ensured.</p> <p>% completion of the textbook plan for teaching in the languages of national minorities according to the reformed school-based teaching and learning programs by school year;</p>

<p>3.6.1.7.</p>	<p>Adopt and monitor the implementation of a new bylaw that regulates the response of the institution in case of doubt or an established discriminatory behavior.</p>	<p>-Ministry of Education</p>	<p>For adoption: By II quarter of 2019.</p> <p>For monitoring implementation:</p> <p>Continuously, through annual reports</p>	<p>Budget of Republic of Serbia-</p> <p>9.468 €</p> <p>3.156 € per year</p>	<p>Annual report on the work of the schools submitted to Ministry of Education which contains reports prepared by school teams for protection from discrimination indicating determined discrimination or segregation.</p>
<p>3.6.1.8.</p>	<p>Introduction of the contents and topics that develop knowledge about rights of national minorities and the basic characteristics of national minorities living in the Republic of Serbia, promotion of culture of tolerance between members of the majority and national minority communities and inclusion of such content into the formal education system.</p> <p>Conduct ongoing performance evaluation, monitoring and improving the effects of introduced programs.</p>	<p>-Ministry of Education</p> <p>-National Education Council</p> <p>-Institute for Evaluation of Quality Education</p> <p>-Institute for educational resources</p> <p>-CSOs</p> <p>-National Councils of national minorities</p>	<p>Introduction of topics and forms of work in formal education:</p> <p>Continuously, commencing from adoption of new Law on textbooks</p> <p>Performance evaluation and monitoring: Continuously, commencing from its introduction</p>	<p>-Introduction of topics and forms of work in formal education: Budget of Republic of Serbia-</p> <p>11.706 €</p> <p>in 2020. - 9.663 €</p> <p>in 2021.- 1021 €</p> <p>in 2022.- 1022 €</p>	<p>Determined content themes and forms of work that promote a culture of tolerance between members of the majority and national minority communities.</p> <p>Themes and forms of work introduced into formal education at different levels.</p> <p>Performance evaluation and monitoring actively performed.</p>

<p>3.6.1.9.</p>	<p>Improving the quality of the content of textbooks, curricula and other educational materials at all levels of education and the elimination of discriminatory content related to national minorities, through:</p> <p>-continuous monitoring of the content of textbooks and teaching materials at all levels of education;</p> <p>-development of standards and technical guidelines;</p>	<p>-Institute for improvement of education and upbringing</p> <p>- National educational council</p> <p>-CSOs</p>	<p>Monitoring content in line with standards, guidelines and reporting: Continuously, in accordance with the dynamics of approving new textbooks</p>	<p>Budget of Republic of Serbia-</p> <p>11.706 €</p> <p>in 2020.- 9.663 €</p> <p>in 2021.- 1021 €</p> <p>in 2022.- 1022 €</p>	<p>Quality of the content of textbooks, curricula and other educational materials at all levels of education improved in terms of removal of any discriminatory content.</p> <p>Standards and technical guidelines are implemented.</p>
<p>3.6.1.10.</p>	<p>Raising the quality of primary and secondary education in minority languages by launching the competition for financing and co-financing activities, programs and projects of organizations established by national councils of national minorities and civil society organizations engaged in protection and improvement of the rights of national minorities.</p>	<p>-Government of the Autonomous Province of Vojvodina</p> <p>-Budgetary Fund for National Minorities, administered by the Ministry of State Administration and Local self-government</p>	<p>Continuously, launching the competition each year</p>	<p>Budget of the Autonomous Province of Vojvodina-</p> <p>14.829€</p> <p>Budgetary Fund for National Minorities - according to the program of priority areas, in accordance with the decision of the Council for National Minorities</p>	<p>Programs and projects organizations established by national councils of national minorities and civil society organizations engaged in protection and improvement of the rights of national minoritie are funded through project financing and co-financing.</p>

3.6.1.11.	Promotion of learning Serbian as a second language in accordance with the methodology for studying foreign language.	-Ministry of Education -Government of the Autonomous Province of Vojvodina	Continuously	Budget of the Republic of Serbia- Costs will depend on the number of schools with module for Serbian as a second language	Learning Serbian as a foreign language takes place in accordance with the Rulebook on General Achievement Standards for the subject Serbian as a Foreign Language and the curriculum for teaching Serbian as a foreign language. Increased number of pupils from among national minorities enrolled in a module Serbian as a second language.
3.6.1.12.	Providing basic and further training of the teachers in charge of education on languages of national minorities.	-Ministry of Education Partners -State Universities	Continuously	State Universities- costs borne by State Universities	Training of the teachers in charge of education on languages of national minorities available and operational. A program of professional development of teachers of the mother tongue in secondary schools for the application of educational standards prepared. Catheda for studying Croatian language at the University of Novi Sad established. Improved work of the Romani Language Centre at the Faculty of Philology of the University of Belgrade.
3.6.1.13.	Improve awareness among the wider public and civil servants at all levels of the presence of national minorities in the country and of their rights, including right to positive measures as appropriate,	-Office for Human and Minority Rights -National Academy for Public Administration	Continuously	-Training sessions and public debates: Budget of the Republic of Serbia- 21.000€ in 2020- 2022. - 7.000€ per year	Number of training sessions organised for civil servants at all levels. Number of round tables, conferences, public presentations, working meetings, media campaigns, public debates, focused on promotion of rights of national minorities.

3.6.1.14.	Conduct effective investigation and sanctioning of inter-ethnic incidents, particularly those characterized by the elements of the criminal offence of racial, national and religious hatred and intolerance.	-Republic Public Prosecutors' Office	Continuously	Budget of the Republic of Serbia– 3.063 € 2020 – 2022 - 1.021 € per year	Effective detection, discovery and arrest of the perpetrators of crimes involving violence caused by personal capacity towards national minorities. Increased number of detected offenses involving violence caused by personal characteristics. Increased number of actions undertaken by the Republic Prosecutor's Office in order to increase the efficiency of the investigation and sanctioning of inter-ethnic incidents.
3.6.1.15.	Implementation of the Rulebook on the criteria for assessing qualifications, competence and worthiness for nomination and selection of candidates for the holders of public prosecutorial functions, including the provisions relating to the application of Art. 82 of the Law on Public Prosecution, which states that in the nomination and election of public prosecutors and deputy public prosecutor, the ethnic composition of the population, adequate representation of national minorities and knowledge of professional legal terminology in the language of national minority in official use in court shall be taken into account.	-State Prosecutorial Council	Continuously, in each election procedure	Budget of the Republic of Serbia- 31.914 € in 2020. - 10.638 € in 2021. - 10.638 € in 2022. - 10.638 €	Annual report on the implementation of the Rulebook on the criteria for the assessment of qualification, competence and worthiness for the holders of public prosecutorial functions.
3.6.1.16.	Effective implementation of the Rulebook on Criteria and Measures for evaluation of qualifications, competence and worthiness for the election of judges and presidents of courts, including provisions on the application of Art. 46 of the Law on Judges, which prescribes that the national composition of the population, the	-High Judicial Council	Continuously, in each election procedure	Budget of the Republic of Serbia- 31.914 € in 2020. - 10.638 €	Annual report on the implementation of the Rulebook on Criteria and Measures for evaluation of qualifications, competence and worthiness for the election of judges and presidents of courts,

	adequate representation of members of national minorities and the knowledge of professional legal terminology in the languages of national minorities that is in official use in court shall be taken into account in the nomination and selection of judges,			in 2021. - 10.638 € in 2022. - 10.638 €	
3.6.1.17.	Conduct training of judges on international instruments and standards in the field of protection of national minorities from discrimination and ECHR practice.	-Judicial Academy	Continuously, in line with annual training plan	Budget of the Republic of Serbia- Budgeted in activity 1.3.1.1.	Training of judges on international instruments and standards in the field of protection of national minorities from discrimination and ECHR practice regularly performed.
3.6.1.18.	Announcement and implementation of public calls for the cofinancing of national minority organizations in Autonomous Province of Vojvodina for the projects of a multicultural nature, with an aim to develop the spirit of tolerance and encourage the promotion of cultural diversification. Announcement and implementation of public calls for the cofinancing of programs and projects of organizations established by national councils of national minorities and and civil society organizations engaged in protection and improvement of the rights of national minorities in other areas inhabited by national minorities, by allocating funds in Budgetary Fund for the projects of a multicultural nature, with an aim to develop the spirit of tolerance and encourage the promotion of cultural diversification.	-Government of the Autonomous Province of Vojvodina - Budgetary Fund for national minorities, administered by the Ministry of State Administration and Local self-government -Organizations of national minorities	For public calls in Autonomous Province of Vojvodina: Continuously For public calls in other areas inhabited by national minorities: Continuously	-Budget of the Autonomous Province of Vojvodina - 182.310€ -Budgetary Fund for National Minorities – according to the program of priority areas, in accordance with the decision of the Council for National Minorities	Public calls for the cofinancing of organizations of national minorities in Autonomous Province of Vojvodina for the projects of a multicultural nature are regularly announced and implemented. Public calls for the cofinancing of organizations established by national councils of national minorities and and civil society organizations engaged in protection and improvement of the rights of national minorities in other areas inhabited by national minorities, by allocating funds in Budgetary Fund for the projects of a multicultural nature are regularly announced and implemented.
3.6.1.19.	Enabling full implementation of the Law on Local Self-Government in particular relating to establishment of the councils for multi-ethnic relations in all ethnically mixed areas in line with the Law.	-Ministry of State Administration and Local self-government	Continuously	Implementation: Budget of Local self-government- costs borne by Local self-government	Increased number of councils for multi-ethnic relations in all ethnically mixed areas established. Reports on the activities and outputs of the

	Conduct monitoring over the implementation of the Law on Local Self-Government in this regard, through reporting on the activities and outputs of the councils for multi-ethnic relations.			Monitoring: Budget of the Republic of Serbia - 31.914 € in 2020. - 10.638 € in 2021. - 10.638 € in 2022. - 10.638 €	councils for multi-ethnic relations prepared and publicly available at the websites of the respective local self-government units. The number of opinions obtained from the councils for interethnic relations related to the process of changing the name of streets, squares, town districts, vilages and other parts of settlements, in units of local self-government where language of national minority is in the official use.
3.6.1.20.	Provide special funds in the budget of the Autonomous Province of Vojvodina for the financial support of the work of national councils of national minorities. Provision of funds in the Budgetary Fund for the financing of programs and projects of national minorities organizations established by national councils of national minorities and and civil society organizations engaged in protection and improvement of the rights of national minorities	- Budgetary Fund for national minorities, administered by the Ministry of State Administration and Local self-government -Government of the Autonomous Province of Vojvodina	For funds allocated in the Budgetary Fund for national minorities: Continuously, upon its establishment For APV: Continuously	Budgetary Fund for national minorities: according to the program of priority areas, in accordance with the decision of the Council for National Minorities Budget of the Autonomous Province of Vojvodina- 610.607€	Special funds in the budget of the Autonomous Province of Vojvodina for the financial support of the work of national councils of national minorities provided. Provided funds in the Budgetary Fund for national minorities for the financing of programs and projects of national minorities organizations established by national councils of national minorities and and civil society organizations engaged in protection and improvement of the rights of national minorities
3.6.1.21.	Analysis of the effects of the implementation of the mandatory instruction regarding the exercise of the right to register personal data in the relevant registers in the language and script of national minorities.	- Administrative Inspectorate	Continuously, through annual report	Budget of the Republic of Serbia- 2.553 € In 2020 – 2022 - 851 €per year	Analysis of the effects of implementation of the mandatory instruction in connection with the exercise of the rights to the entry of personal data in the relevant registry books in the language and script of the national minority conducted. Administrative inspection of the work of the

					local self-government units regarding the exercise of the right to register a personal name in the register in the language and script of national minorities is actively performed and corrective measures to eliminate deficiencies are imposed.
3.6.1.22.	Full implementation of the Law on the Central Register of Compulsory Social Insurance in connection with the establishment of a register of public administration bodies and organizations and employees in the public administration system within which the possibility of voluntary declaration of employees in public administration bodies on national affiliation is introduced, in order to collect data on appropriate representation of national minorities in public administration bodies, local level, police and judiciary, in accordance with the rules on personal data protection.	-Ministry of Finance	For establishment: Until I quarter of 2021. For the availability of statistical data: starting from II quarter of 2021.	Budget of the Republic of Serbia - 31.914 € in 2020. - 10.638 € in 2021. - 10.638 € in 2022. - 10.638 €.	Register of bodies and organizations of public administration and employees in the public administration system established. The normative framework ensures the incorporation of the Register of employees, elected, appointed and engaged persons at organizations using public funds in the information system CROSO. Data on the representation of national minorities in public administration bodies, local and provincial bodies, police and judiciary available.
3.6.1.23.	Analysis of the effects of implementation of the Regulation governing, inter alia, the language and script of national minorities, as a special condition for the performance of tasks at the individual workplaces for the purpose of proportional representation of ethnic minorities among civil servants and clerks.	- Ministry of state administration and local self-government, in cooperation with the Standing Conference of Towns and Municipalities	For analysis: III quarter of 2021.	Budget of the Republic of Serbia – 17.285 €	Regulation governing, inter alia, the language and script of national minorities, as a special condition for the performance of tasks at the individual workplaces for the purpose of proportional representation of ethnic minorities among civil servants and clerks implemented. Analysis of the effects of the implementation of the normative framework conducted.
3.6.1.24.	Announcement of a public call for the allocation of budgetary resources to the local authorities in order to: -Educate the staff in bodies and organizations	-Government of the Republic of Serbia -Government of	Continuously	Budget of the Autonomous Province of Vojvodina - 87.230€ Budget of the Republic of	Public call for the allocation of budgetary resources to the local authorities announced.

	<p>of local self-government units where minority languages and scripts of national minorities are in the official use;</p> <p>-Improve the electronic administration system to work in conditions of multilingualism in areas inhabited by national minorities;</p> <p>-Secure funding for preparing and setting up bilingual topographic signs and printing of bilingual or multilingual forms, official journals and other publications for public use.</p>	<p>the Autonomous Province of Vojvodina</p> <p>-Local self-government units</p>		<p>Serbia – Costs currently unknown</p> <p>* Costs depend on the number of local self-government units that will apply</p>	
3.6.1.25.	<p>Providing support to the National Councils of National Minorities in the implementation of their jurisdiction, through:</p> <p>- provision of financial resources for functioning of National Councils of National Minorities</p> <p>- strengthening the managerial capacities and financial reporting capabilities of NCNMs.</p>	<p>-Office for Human and Minority Rights</p>	Continuously	<p>-Budget of the Republic of Serbia-</p> <p>2.340.630 €</p> <p>in 2020.</p>	<p>Continuous provision of support to the National Councils of National Minorities in the implementation of their jurisdiction.</p> <p>Representatives of NMCs improved knowledge regarding managerial capacities and financial reporting.</p> <p>Provided financial resources for functioning of National Councils of National Minorities</p>
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR
<p>3.6.2. Serbia adopts and implements the action plan (accompanying the new strategy) to improve living conditions of Roma, with a special focus on registration, comprehensive measures on non-discrimination, compliance with international standards on forced evictions, guaranteed socio-economic rights, education, health, employment and housing, including access to basic public services (water and electricity).</p>			<p>New multi-annual strategy and action plan to improve living conditions of Roma adopted through an inclusive process and implemented.</p> <p>Efficiently implemented comprehensive state policies ensure:</p> <p>- access to personal documents/ registration</p>		<p>1. European Commission Annual Progress Report on Serbia stating progress in part relating to the position of Roma national minority;</p> <p>2. Annual report of the Ombudsman stating lesser degree of discrimination of Roma;</p>

<p>Serbia ensures a measurable improvement of the situation of Roma, reducing the gap with the rest of the population in the above areas.</p>	<ul style="list-style-type: none"> - improved tolerance - implementation of international standards in the case of forced evictions - equal access to health care and social protection - equal access to education - equal access to labor market - improvement of housing conditions. 	<p>3. Annual report of the Coordination body for social inclusion of Roma on the implementation of the Strategy for social inclusion of Roma in the Republic of Serbia 2016-2025 stating high level of implementation in all priority areas;</p> <p>4. Achievement of the Poznan declaration objectives:</p> <p>Employment: Increase the employment rate of Roma in the public sector to the rate proportional of the participation of Roma in the overall population; Increase the employment rate among Roma to at least 25 per cent;</p> <p>Housing: Wherever possible, legalize all informal settlements where Roma live; or provide permanent, decent, affordable and desegregated housing for Roma currently living in informal settlements that cannot be legalized for justified reasons;</p> <p>Education: Increase the enrolment and completion rate of Roma in primary education to 90 per cent and the enrolment and completion rate of Roma in secondary education to 50 per cent;</p> <p>Health: Ensure universal health insurance coverage among Roma of at least 95 per cent or to the rate equal to the rest of the population;</p> <p>Civil registration: ensure all Roma are registered in the civil registries.</p> <p>Non-discrimination: Strengthen the government structures to protect against discrimination and establish a specific sub-division for non-discrimination of Roma within the formal non-discrimination bodies to process complaints by Roma, provide</p>
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					legal support to alleged victims and identify discrimination schemes, including institutional and hidden discrimination;
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
3.6.2.1.	Development and full implementation of Action Plan for the implementation of the new Strategy for social inclusion of Roma in the Republic of Serbia 2016-2025, containing SMART indicators.	<ul style="list-style-type: none"> -Ministry of Labor, Employment, Veterans and Social Affairs - Coordination body for monitoring the implementation of the Strategy for social inclusion of Roma in the Republic of Serbia for the period from 2016 to 2025. -Political authority responsible for coordination of implementation: -Deputy Prime Minister and Minister of Construction, 	<p>For adoption: By IV quarter of 2020</p> <p>For implementation: Continuously, commencing from adoption of the Action plan.</p>	For development: Budget of the Republic of Serbia - 17.285 €	<p>Action Plan for the implementation of the new Strategy for social inclusion of Roma in the Republic of Serbia 2016-2025, containing SMART indicators adopted and implemented.</p> <p>Annual reports on the progress of Strategy implementation publicly available.</p>

		<p>Transport and Infrastructure.</p> <p>-Team for Social Inclusion and Reduction of Poverty</p>			
3.6.2.2.	<p>Monitoring the achievement of the objectives of a new Strategy for social inclusion of Roma in the Republic of Serbia 2016-2025 through:</p> <p>-continuous work of the Coordiantion body for social inclusion of Roma,</p> <p>- regular meetings with responsible authorities including local governments and public enterprises,</p> <p>- regular reporting.</p>	<p>- Coordination body for monitoring the implementation of the Strategy for social inclusion of Roma in the Republic of Serbia for the period from 2016 to 2025.</p> <p>-Ministry of Labor, Employment, Veterans and Social Affairs</p> <p>-Team for Social Inclusion and Reduction of Poverty</p> <p>-Office for Human and Minority Rights</p> <p>-Political authority</p>	Continuously, until the expiry of the Strategy	<p>Budget of the Republic of Serbia-</p> <p>31.914 €</p> <p>in 2020. - 10.638 €</p> <p>in 2021. - 10.638 €</p> <p>in 2022. - 10.638 €</p> <p><i>Supported by: Regional Cooperation Council Roma Inclusion 2020</i></p>	<p>Regular reports on implementation of the Action Plan submitted by responsible authorities.</p> <p>Efforts of public authorities, including local governments and public enterprises effectively coordinated which is confirmed in reports on implementation of the Action Plan.</p> <p>Coordination body for monitoring the implementation of the Strategy for social inclusion of Roma in the Republic of Serbia for the period from 2016 to 2025 provides recommendations for overcoming potential obstacles in the implementation of the Strategy and Action Plan.</p>

		responsible for coordination of implementation: Deputy Prime Minister and Minister of Construction, Transport and Infrastructure.			
3.6.2.3.	Coordination meetings on projects focused on improvement of the situation of Roma regularly held.	<ul style="list-style-type: none"> - Coordination body for monitoring the implementation of the Strategy for social inclusion of Roma in the Republic of Serbia for the period from 2016 to 2025. -Ministry of European Integration -Ministry of Labor, Employment, Veterans and Social Affairs -Team for Social Inclusion and Reduction of Poverty -Office for Human and 	Continuously	Budget of the Republic of Serbia- 25.926 € 8.642 € per year	Regular coordination meetings on projects focused on improvement of the situation of Roma are quarterly held. Bi-annual reports to the European Commission on the implementation of ongoing IPA projects and their link with the implementation of the Strategy for social inclusion of Roma in the Republic of Serbia for the period from 2016 to 2025 and Action Plan priorities, using existing mechanisms of coordination in order to secure efficiency and avoid overlapping.

		Minority Rights			
3.6.2.4.	Monitoring the implementation of measures from five priority areas (education, employment, housing, health and social protection) at the local level through the collection and processing of data through the "one-stop-shop" body.	<ul style="list-style-type: none"> - Coordination body for monitoring the implementation of the Strategy for social inclusion of Roma in the Republic of Serbia for the period from 2016 to 2025 -Office for Human and Minority Rights - Team for Social Inclusion and Reduction of Poverty 	Continuously, in line with the dynamics of reporting	Budget of the Republic of Serbia- 25.926 € 17.285 € per year	Data on implementation of measures in five priority areas (education, employment, housing, health and social protection) are regularly updated.
3.6.2.5.	Development and further strengthening of the network of Roma coordinators including an increase of their number, according to the local needs, in order to closely cooperate with other relevant state mechanisms to improve the position of the Roma.	<ul style="list-style-type: none"> - Coordination body for monitoring the implementation of the Strategy for social inclusion of Roma in the Republic of 	By 2021.	Budget of the local self-governments	Network of Roma coordinators further strengthened. Baseline: 47 municipalities Target: 60 municipalities by 2021.

		<p>Serbia for the period from 2016 to 2025</p> <p>-Team for Social Inclusion and Reduction of Poverty, based on data from</p> <p>-Local self-governments</p>			
3.6.2.6.	<p>Establish mechanisms for an integrated social services delivery model by searching more actively for solutions for the activation of clients who are fit for work, yet continually receive financial social assistance, in order to promote active inclusion of the Roma.</p>	<p>-Centres for social work</p> <p>-National Employment Service</p>	Continuously, by 2021.	<p>Budget of the Republic of Serbia-</p> <p>Regular activity (falling within the scope of regular duties of staff employed in respective institutions)</p>	<p>Mechanisms for an integrated social services delivery model established and operational.</p> <p>Reports on the number of activated clients who are fit to work yet receive financial social assistance.</p>
3.6.2.7.	<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 10px;">Access to personal documents</div> <p>Monitoring of the situation in the field of exercising the right to register in the registry books in accordance with:</p> <p>-The Law on Birth Registries,</p> <p>-The Law on Non-Contentious Proceedings, including the number of persons enrolled in this record.</p> <p>- The Law on Citizenship</p>	<p>-Ministry of Interior</p> <p>-Ministry of State Administration and Local self-government</p> <p>-Ministry of Labour, Employment, Veterans and Social Affairs</p> <p>-Ministry of Health</p>	Continuously, in line with Operational Conclusions	<p>Budget of the Republic of Serbia-</p> <p>Regular activity(falling within the scope of regular duties of staff employed in public registries, courts and municipality policy directorates)</p>	<p>Report on the number of persons registered in the registry books in accordance with the Law on Birth Registers, as well as the Law on Non-Contentious Proceedings,, the Law on Citizenship, the Law on Residence of Citizens, including data on determining the time and place of birth.</p>

	- The Law on residence of citizens.				
3.6.2.8.	Amendments to the by-laws governing the procedure of birth registration and entry into the birth registry (items 10 and 24 of the Instruction on keeping birth registers and birth certificate forms and Article 5 of the Rulebook on the procedure for issuing a birth certificate and a child birth registration form in a health institution) in order to enable registration in the birth registry immediately after the birth of children whose parents do not have personal documents.	-Ministry of State Administration and Local self-government -Ministry of Health	By II quarter of 2021	Budget of the Republic of Serbia- 17.285 €	The by-laws regulating the procedure of birth registration and entry into the birth registry amended. Registration in the birth registry immediately after the birth of children whose parents do not have personal documents enabled.
3.6.2.9.	Continue to inform the Roma about their civil status rights and provide free legal aid to members of the Roma community in these proceedings by the relevant authorities and CSOs active in the promotion of human and minority rights. Strengthen the access to free legal aid in line with the Law on Free Legal Aid to ensure full access to rights of the Roma community	-Local self-government units -Ministry of Interior -Ministry of Justice - CSOs	Provision of legal aid by the relevant authorities and CSOs: Continuously Provision of legal aid in line with FLA Law: Continuously, commencing from the start of implementation of the law.	Provision of legal aid by the relevant authorities and CSOs: Budget of the Republic of Serbia Regular activity (falling within the scope of regular duties of staff employed in respective institutions) Provision of legal aid in line with FLA Law: Budgeted in activity 3.5.1.2.	Relevant authorities and CSOs active in the promotion of human and minority rights regularly inform the Roma about their civil status rights and provide free legal aid to members of the Roma community in these proceedings. Number of beneficiaries of the Law on Free Legal Aid who were granted free legal aid to exercise the right to have the time and place of birth established under the Law on non-adversarial proceedings..

3.6.2.10.	<p>Providing the opportunity to register the place of residence at the Centre for Social Work, enabling the fulfilment of the requirements for the registration of address or residence when applying for personal documents.</p> <p>Monitoring the exercise of the right to permanent residence registration at the address of a centre for social work by persons who are unable to register their permanent residence on any other grounds.</p>	<p>-Ministry of Labour, Employment, Veterans and Social Affairs</p> <p>-Ministry of Interior</p>	Continuously	<p>Budget of the Republic of Serbia-</p> <p>Activity requiring insignificant costs</p>	<p>Exercise of the right to permanent residence registration at the address of a centre for social work by persons who are unable to register their permanent residence on any other grounds fully ensured.</p> <p>Annual reports of the responsible ministries indicate number of persons who exercised this right.</p>
3.6.2.11.	<div style="border: 1px solid black; padding: 2px; width: fit-content; margin-bottom: 10px;">Education</div> <p>Further expand the teaching assistants' network on the basis of an analytical survey carried out by the relevant government bodies.</p>	-Ministry of Education	<p>Analytical survey: III quarter of 2020.</p> <p>Expansion of network: Continuously, until 2022.</p>	<p>Budget of the Republic of Serbia-</p> <p>Costs currently unknown - Pending analytical survey results</p>	Teaching assistants' network expanded on the basis of an analytical survey carried out by the relevant government bodies.

3.6.2.12.	Monitoring implementation of a by-law specifying teaching assistants' scope of work with specific tasks, performance quality standards, continued building of teaching assistants' capacities and contractual modality	-Ministry of Education	IV quarter of 2020.	Budget of the Republic of Serbia- 8.642€	By-law specifying teaching assistants' scope of work with specific tasks, performance quality standards, continued building of teaching assistants' capacities and contractual modality adopted and implemented.
3.6.2.13.	Monitoring the implementation and impact of the bylaw that defines the prevention and prohibition of discriminatory behavior in the education system.	-Ministry of Education	Continuously, through annual reports	Budget of the Republic of Serbia- 2.553 € in 2020. - 851 € in 2021. - 851 € in 2022. - 851 €	Annual report on the work of the schools submitted to Ministry of Education which contains reports prepared by school teams for protection from discrimination indicating determined discrimination or segregation..
3.6.2.14.	Developing a system for monitoring the effects of implementation of affirmative measures of enrollment of Roma students in secondary schools, with an aim of closing the gap between Roma and non Roma children. Developing a system of support for Roma students enrolled in secondary school using affirmative measures, with an aim of closing the gap between Roma and non Roma children.	-Ministry of Education	Continuously, until 2021	Budget of the Republic of Serbia- 8.642€	Monitoring of the effects of affirmative action on Roma education continuously performed, with an aim of closing the gap between Roma and non Roma children, and results published on an annual basis. A unique education code (<i>JOB</i>) for students in pre-university education introduced.

3.6.2.15.	Establishment of a mechanism to prevent drop-outs and early school drop-outs, along with the support to transition at all levels of education.	-Ministry of Education	Continuously	Budget of the Republic of Serbia- 51.855 € 17.285 € per year	The percentage of children whose early school drop-out is prevented through an early identification instrument for students at risk of drop-out.
3.6.2.16.	Formulation of systemic support measures at school level and local government level on the basis of findings and recommendations of the analysis, subsequent piloting and mainstreaming systemic measures in order to support the education of Roma children at the local level and at the school level.	-Ministry of Education	Continuously, by IV quarter of 2020.	Budget of the Republic of Serbia- 25.926 € 8.642€ per year	Defined measures of ‘alert system’ of an early drop-out and response at the school level that can be applied to other schools. -% of schools implementing an early drop-out risk identification tool and preparing a School Action Plan for dropout prevention.
3.6.2.17.	Further strengthen early education of children of age 3 to 5 under a support system targeting the child, rather than the institution, and developed through: -support to early childhood development programs, -the introduction of integrative specialized and additional programs in preschool education, -enabling active inclusion of more Roma children and parents in early development programs.	-Ministry of Education -Government of the Republic of Serbia – Team for Social Inclusion and Reduction of Poverty	Continuously	Budget of the Republic of Serbia- Specified within special action plan in 3.6.2.2	Increased enrolment of children from the Roma population aged 3 to 5 in pre-school education achieved. Current situation: for the general population coverage is 50.2 % ¹⁴ , while for Roma coverage is 5.7% ¹⁵ . At least 40% of Roma children (of which at least 40% girls) of age 3 to 5 included in pre-school education.

¹⁴ Zavod za statistiku Republike Srbije, ‘РЕПУБЛИКА’ СРБИЈА, <http://devinfo.stat.gov.rs/SerbiaProfileLauncher/files/profiles/sr/1/DI_Profil_Republika%20Srbija_EURSRB.pdf#page=6>, page visited 20 December 2019

¹⁵ Situational Analysis of Children and Adolescents in Serbia 2019, UNICEF

<p>3.6.2.18.</p>	<p>Increase the coverage of children by the education system, from the mandatory preschool programme to higher education, through:</p> <ul style="list-style-type: none"> -development of a support system including active involvement of Roma parents -adoption of by-laws on students' living standard. 	<p>-Ministry of Education</p> <p>Partners:</p> <ul style="list-style-type: none"> -Local self-government units 	<p>Continuously, commencing from III quarter of 2018</p>	<p>Budget of the Republic of Serbia-</p> <p>Specified within special action plan in 3.6.2.2</p>	<p>At least 60% of pupils from vulnerable groups, amongst which many are Roma (of which at least 40% girls) will have reached the average academic achievement of students of the educational institution they attend.</p> <p>By-laws on students' living standard adopted.</p>
<p>3.6.2.19.</p>	<p>Improvement of the educational status of the Roma on the basis of improved cooperation among all existing mechanisms by:</p> <ul style="list-style-type: none"> - providing support for enrolment of Roma in schools and preventing dropout by the scholarship programme for high school students with average marks higher than 2.5, which will contribute to dropout prevention. -ensuring the universal enrolment of Roma children in regular schools and the Preparatory Preschool Programme - monitoring the implementation of the actions and warning of potential shortcomings in the system 	<ul style="list-style-type: none"> -Local self-government units -Local Inter-Sector Commissions -Ministry of Education - CSOs 	<p>Continuously</p>	<p>Budget of the Republic of Serbia</p> <p>Specified within special action plan in 3.6.2.2</p>	<p>% of Roma children who enroll and complete primary and secondary schools increased, which should also help to decrease the number of early school leavers.</p> <p>Regular enrolment of Roma children in regular schools and the Preparatory Preschool Programme achieved.</p> <p>Civil society reports on monitoring the implementation of the actions publicly available.</p> <p>Number of scholarships given for high school students with average marks higher than 2.5</p>

3.6.2.20.	Provide funds for community services aimed at social inclusion of Roma children through the provision of support to Roma children in learning, inclusion in extra-curricular activities and the development of additional skills necessary for the labour market.	-Local self-government units Partner: -Ministry of Education	Continuously	Budget of the Republic of Serbia Specified within special action plan in 3.6.2.2	% municipalities who provided funds for the Centres for Social work for services aimed at social inclusion of Roma children through the provision of support to Roma children in learning, inclusion in extra-curricular activities and the development of additional skills necessary for the labour market.
3.6.2.21.	Continue the implementation of affirmative measures through the mentoring system and scholarships for education.	-Ministry of Education	Continuously	Budget of the Republic of Serbia Total amount depends on the number of candidates who will fulfil the conditions (High-school scholarship – 47€ per month University student scholarship - 73€ per month University student credit – 73€ per month)	Scholarships for students from the Roma population are awarded annually. Scholarships provided for: -around 30 university students starting from the second year of studies who have average marks higher than 9 and exams passed from the previous year. -for the school year 2019/2020, 704 scholarships are planned for students of the Roma community and other vulnerable groups. The ranking list includes students with an average grade above 3.5; - through IPA 2014 - 500 scholarships will be awarded to Roma students with an average grade above 2.00 and a grade of at least good (3) for the 2019/2020 school year. - Provision of mentoring for the grantee All others can apply for loans that are coming from the state budget but those that have marks higher than 8.5 and graduate within the normal timeframe will be exempted from paying back the loans.

3.6.2.22.	<p>Adoption of an annual plan of adult education based on experience gained through “Second Chance” IPA project that allows:</p> <p>-persons who complete primary education to continue their education with the support of affirmative measures, or</p> <p>-for persons older than 17 to graduate from secondary school with additional financial support.</p>	-Ministry of Education	Continuously	<p>Budget of the Republic of Serbia-</p> <p>51.855 €</p> <p>17.285 € per year</p>	<p>Realization of basic adult education in the territory of 15 school administrations - in 64 primary schools for adult education.</p> <p>Planned number of adult elementary education students in the 2019/2020 school year is 5,912.</p> <p>% of Roma students who enroll and finish high school after Functional basic adult education.</p>
3.6.2.23.	<p>Development of systemic models of support to migrant/reintegration returnee children in line with Readmission Agreement and pupils through programs of the Serbian language as a non-mother tongue and support to learning during summer holidays, as well as programs aimed at supporting and assisting school children in improving the school curriculum and materials.</p>	-Ministry of Education -Commissariat for Refugees and Migration	<p>For development of systemic models of support:</p> <p>III quarter of 2016</p> <p>For implementation: Continuously, commencing from IV quarter of 2016.</p>	<p>For Development of systemic models of support:</p> <p>Budget of the Republic of Serbia- 8.642€</p> <p>For implementation:</p> <p>Budget of the Republic of Serbia - depends on the number of returnee children utilizing the measures</p>	<p>Systemic models of support to migrant/reintegration returnee children and pupils development and implemented.</p> <p>Number of migrant/reintegration returnee children and pupils benefiting from the measures presented in annual reports.</p> <p>Data comparing number of returnee children who arrive annually and number of those who successfully complete the school reintegration.</p>

3.6.2.24.	Continue to improve the work of the Center for Lifelong Learning of the Faculty of Philology, University of Belgrade in order to train teachers and researchers for lectures and scientific work in the field of Romani language and culture.	-Ministry of Education -Faculty of Philology of the University of Belgrade	Continuously	Budget of the Faculty of Philology of the University of Belgrade * Costs are to be borne by Faculty of Philology of the University of Belgrade	Teachers of Romani language received certificates and introduced into the primary education system. Baseline: 50 Target: 55
3.6.2.25.	Improving the teaching quality of the elective subject <i>Roma language with elements of national culture</i>	-Ministry of Education -Faculty of Philology of the University of Belgrade -Institute for the Improvement of Education	By the end of 2021.	Budget of the Republic of Serbia Currently unknown *Depends on the number of schools in which the subject 'Romani Language with Elements of the National Culture' will be introduced.	The curricula and programs for the implementation of the elective subject Roma language with elements of national culture implemented. Improved quality standards for textbooks by removing discriminatory content from textbooks at all levels of education.
3.6.2.26.	Employment Establishment of a legislative framework in the field of social entrepreneurship that will enable an increase in the labor activation of working age persons in the social protection system and hard-to-employ unemployed persons, in accordance with the regulations in the field of employment (including Roma) and other hard-to-employ persons from particularly vulnerable categories, in line with the best practices of the	-Ministry of Labour, Employment, Veterans and Social Affairs -Ministry of Tourism, Trade and Telecommunication	IV quarter of 2020.	Budget of the Republic of Serbia – 17.285 €	Legislative framework for social entrepreneurship, particularly in terms of social enterprises that employ Roma population in accordance with the best practices of the European Union developed.

	European Union.				
3.6.2.27.	<p>Actively promote and implement the policies and measures aimed at increasing employment of the Roma, with special emphasis on Roma women, in particular through:</p> <ul style="list-style-type: none"> -public calls for applications of self-employment -public works activities targeting hard-to-employ populations including the Roma population. 	<ul style="list-style-type: none"> -Ministry of Labour, Employment Veterans and Social Affairs -Public authorities at the central and local levels -National employment service 	Continuously	<p>Budget of the Republic of Serbia</p> <p>- regular activity</p> <p>Costs currently unknown - the total amount will be known after the end of the public call procedure</p>	<p>Public calls for applications of self-employment performed.</p> <p>Public works activities targeting hard-to-employ populations including the Roma population organized.</p> <p>Number of persons belonging to Roma community, with special emphasis on Roma women, benefiting from the undertaken policies and measures.</p>
3.6.2.28.	Launch concrete projects linking education (vocational, university) to concrete employment.	<ul style="list-style-type: none"> -Ministry of Education -Ministry of Labour, Employment Veterans and Social Affairs -National employment service 	Continuously	<p>Budget of the Republic of Serbia</p> <p>Costs depend on annual priorities</p>	Concrete projects linking education (vocational, university) to concrete employment available and sustainable.

3.6.2.29.	Enhance involvement of local government in reducing Roma unemployment through implementation of local action plans for employment.	<ul style="list-style-type: none"> -Local self-government units -National Employment Service -Ministry of Labour, Employment Veterans and Social Affairs 	Continuously	<p>Budget of the local self-government-</p> <p>Costs depend on adopted local employment action plans</p>	<p>Assessment of the local labour market situation conducted.</p> <p>Measures that will yield the best results in terms of Roma employment at the local level proposed.</p> <p>Number of persons belonging to Roma community benefiting from the implemented measures.</p>
3.6.2.30.	Developing affirmative measures, financial and non-financial incentives such as self-employment subsidies, in order to support employment of Roma and the launching of sustainable business activities of Roma.	<ul style="list-style-type: none"> -Ministry of Labour, Employment Veterans and Social Affairs -National employment service 	Continuously	<p>Budget of the Republic of Serbia</p> <p>Costs depend on annual priorities</p> <p>Donor funds</p>	<p>Application of affirmative measures, financial and non-financial incentives.</p> <p>Assigned subsidies for Roma self-employment.</p> <p>Sustainable Roma business activities launched.</p>
3.6.2.31.	Provision of information on the available measures of active employment policy (in line with current public calls and vacancies) and employment opportunities.	<ul style="list-style-type: none"> -Ministry of Labour, Employment, Veterans and Social Affairs -National employment service -Office for cooperation with civil society -Civil society 	Continuously	<p>Budget of the Republic of Serbia</p> <p>- regular activity</p>	<p>Greater availability of information about employment opportunities of the Roma provided.</p>

		organizations, in particular Roma organizations			
3.6.2.32.	<p>Housing</p> <p>Development of manual and guidelines on the competent authorities' procedures for the relocation of informal settlements, with particular emphasis on the roles and obligations of local self-governments,</p> <p>-distribution of manual and guidelines to all relevant administrative actors.</p> <p>-clear monitoring and reporting mechanism.</p>	-Ministry of Construction, Transportation and Infrastructure	IV quarter of 2020.	<p>Budget of the Republic of Serbia-</p> <p>1.702 €</p>	<p>Manual and guidelines, with particular emphasis on the roles and obligations of local self-governments developed and distributed.</p> <p>Report of the Government on implementation submitted before the next Roma seminar, including the results of legislation implementation by all municipalities across the Republic of Serbia.</p>
3.6.2.33.	<p>Resolution of existing informal substandard Roma settlements through:</p> <p>-provision of support for the production of technical documentation for a total of 60 substandard settlements,</p> <p>-planning documentation for 10 substandard settlements,</p> <p>-professional support in the process of legalization for 10 local self-government units</p> <p>- the formation of 30 new mobile teams.</p>	<p>-Ministry of Construction, Transport and Infrastructure</p> <p>- Coordination body for monitoring the implementation of the Strategy for social inclusion of Roma in the Republic of Serbia for the period from 2016 to 2025</p>	IV quarter of 2020.	<p>Budget of the Republic of Serbia</p> <p>The costs will be specified within the Special AP for the Strategy for Improving the Position of Roma in the Republic of Serbia for the period 2015-2025</p> <p>IPA 13, IPA 14 and IPA 16</p>	<p>Provided support for the production of technical documentation for a total of 60 substandard settlements, planning documentation for 10 substandard settlements, as well as expert support in the process of legalization for 10 units of local</p> <p>Established and empowered 30 new mobile teams</p>

		-Local self-government units			
3.6.2.34.	Address the situation of the internally displaced Roma from Kosovo and Metohija who largely do not plan to return there by financing programs for enhancement of the living conditions of internally displaced people, with focus to Roma.	-Commissioner for Refugees and Migration	Continuously, until 2021	Budget of the Republic of Serbia The costs will be specified within the Special AP for the Strategy for Improving the Position of Roma in the Republic of Serbia for the period 2015-2025	Living conditions of the internally displaced Roma from Kosovo and Metohija improved while in displacement.
3.6.2.35.	Identify new substandard settlements in which living conditions require improvement, including: -preparation of planning documentation, -provision of conditions for improving infrastructure networks, -actions to relocate the inhabitants to new social housing.	- Ministry of Construction, Transport and Infrastructure IPA unit	I quarter of 2019 - 2021	Budget of the Republic of Serbia The costs will be specified within the Special AP for the Strategy for Improving the Position of Roma in the Republic of Serbia for the period 2015-2025	New substandard settlements in which living conditions require improvement, identified including: - planning documentation prepared, -conditions for improving infrastructure networks provided, - relocation of the inhabitants to new social housing.

3.6.2.36.	Update or adopt where missing local strategies and action plans to also include more accurate data on Roma residents in informal settlements, as well as to propose measures to regulate and consolidate living conditions within existing informal settlements.	<ul style="list-style-type: none"> - Ministry of Construction, Transport and Infrastructure based on data gathered from Local self-government units - Coordination body for monitoring the implementation of the Strategy for social inclusion of Roma in the Republic of Serbia for the period from 2016 to 2025 	I quarter of 2020.	<p>Budget of local self-governments-</p> <p>4.321€ per municipality</p> <p>-</p>	<p>Local strategies and action plans updated, or adopted where missing, including:</p> <ul style="list-style-type: none"> -more accurate data on Roma residents in informal settlements, -proposed measures to regulate and consolidate living conditions within existing informal settlements.
3.6.2.37.	<p><i>Social protection and health care</i></p> <p>Improving the social protection system in the community relevant for the detection and protection against child labor abuse, with a special emphasis on Roma children (expanding the shelter network for children, drop-in centers for children, living quarters, family support services, etc.)</p>	<ul style="list-style-type: none"> -Ministry of Labour, Employment, Veteran and Social Affairs based on data gathered from centers for social work 	Continuously	<p>Budget of the local self-government units –</p> <p>Total amount depends on the number of service users</p> <p>For accommodation: Per child 1362€ per year</p> <p>For professional work: Per social worker 1056€</p>	<p>Sustainable financial support for social protection community services such as drop-in centres, shelter network for children, living quarters, family support services, etc. regularly provided on annual basis.</p>

3.6.2.38.	Organizing support assistance to children living and/or working on the street, with increased reliance on the capacities of social protection institutions providing services of temporary and permanent residence, including the services of intensified treatment of children with structural behavioral and personality problems (PIT programme)	-Ministry of Labour, Employment, Veteran and Social Affairs -Centers for Social Work	Continuously, commencing from I quarter of 2016.	Budget of the Republic of Serbia- 5.744€ Budget of Centers for Social Work * Regular activity (falling within the scope of regular duties of staff employed in respective institutions).	Assistance to children living and/or working on the street enhanced through greater availability of services of temporary and permanent residence, and services of intensified treatment of children with structural behavioral and personality problems (PIT programme).
3.6.2.39.	Intensifying the inclusion of Roma children in local social care services, improve the support programs for mothers and strengthen counselling role in working with Roma families.	- Ministry of Labour, Employment, Veteran and Social Affairs based on data gathered from Centres for social work	Implementation: Continuously, commencing from I quarter of 2019.	Budget of the Centres for social work	Increased number of Roma children included in local social care services. Local support programs for mothers improved. Rulebook on intensive family support adopted. Funds for "Family Advisor" service provided.
3.6.2.40.	Analysis of the proposal of the model of sustainable institutionalization of health mediators.	-Ministry of Health -UNICEF	III quarter of 2020	Budget of the Republic of Serbia - 31.914 € in 2020. - 10.638 € in 2021. - 10.638 € in 2022. - 10.638 €	An adequate model of sustainable institutionalization of health mediators identified.

<p>3.6.2.41.</p>	<p>Implementation of the adopted sustainable model of institutionalization of health mediators which will include:</p> <ul style="list-style-type: none"> - appropriate form of employment and adequate compensation; - appropriate job descriptions; <p>-Institutions compatible with their role.</p>	<p>-Ministry of Health</p>	<p>II quarter of 2021.</p>	<p>Budget of the Republic of Serbia-</p> <p>Depends on the number of approved jobs of health mediators</p>	<p>The adopted model of sustainable institutionalization of health mediators implemented.</p>
<p>3.6.2.42.</p>	<p>Earmark additional funds to gradually increase the number of health mediators, based on needs assessment.</p>	<p>-Ministry of Health</p>	<p>By 2021.</p>	<p>Budget of the Republic of Serbia</p> <p>The costs will be specified within the Special AP for the Strategy for Improving the Position of Roma in the Republic of Serbia for the period 2015-2025</p>	<p>Additional funds gradually earmarked to increase the number of health mediators, based on needs assessment.</p> <p>The number of hired health mediators increased to 85 with the tendency of growth during 2019 and 2020.</p>
<p>3.6.2.43.</p>	<p>Enhance system of protection and support measures for victims of domestic violence, in line with new Strategy for Prevention of Violence in the Family and Partner Relations.</p>	<p>-Ministry of Labour, Employment, Veteran and Social Affairs</p> <p>Partners:</p> <ul style="list-style-type: none"> -Ministry of Interior -Ministry of Justice -CSOs -International 	<p>Continuously</p>	<p>For reporting: Budget of the Republic of Serbia</p> <p>25.926€</p> <p>8,642€ per year</p> <p>For implementation: The costs will be specified within the Special AP for the Strategy for Prevention of Violence in the Family and Partner Relations .</p>	<p>System of protection and support measures for victims of domestic violence improved.</p> <p>Reports on implementation of the Strategy for Prevention of Violence in the Family and Partner Relations.</p>

		organizations			
3.6.2.44.	<p>Improving the system of prevention, protection, support and reintegration of victims of human trafficking in accordance with the new Strategy for the Prevention and Suppression of Trafficking in Persons, Especially Women and Children and Protection of Victims 2017-2022.</p> <p>Link with AP Chapter 24</p>	<p>-Ministry of Interior</p> <p>-Office for Coordination of Activities in Combating Human Trafficking</p> <p>-Center for protection of victims of human trafficking</p> <p>Partners:</p> <p>-Ministry of Labour, Employment, Veteran and Social Affairs</p> <p>-CSOs</p> <p>-International organizations</p>	Continuously, by 2022.	<p>For reporting: Budget of the Republic of Serbia</p> <p>25.926€</p> <p>8,642€ per year</p> <p>For implementation: The costs will be specified within the Special AP for the Strategy for Prevention of Violence in the Family and Partner Relations .</p>	<p>Prevention, support, protection and reintegration services for victims of human trafficking improved.</p> <p>Reports on implementation of the Strategy for the Prevention and Suppression of Trafficking in Persons, Especially Women and Children and Protection of Victims 2017-2022.</p>

3.6.2.45.	Improvement of the software to enable data exchange of information from the Ministry of Health database on the Roma, among relevant sectors, in line with Law on the Protection of Personal Data, in order to facilitate a more comprehensive response to Roma inclusion by social services.	-Ministry of Health -Ministry of Labour, Employment, Veteran and Social Affairs -Ministry of Education	Continuously	Budget of the Republic of Serbia- 25.926 € 8.642 € per year	Data exchange on information from the Ministry of Health database on the Roma enabled.
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3.7. POSITION OF REFUGEES AND INTERNALLY DISPLACED PERSONS

INTERIM BENCHMARK		OVERALL RESULT		IMPACT INDICATOR	
3.7.1. Serbia improves the situation of refugees and IDPs by providing permanent housing solutions and improving living conditions, improving their access to justice through free legal aid, provision of civil documentation to undocumented persons ensuring their full access to rights and fostering their social and economic integration		Position of refugees and internally displaced persons improved by ensuring their full access to rights, including civil documentation and housing solutions for the most vulnerable ones.		<ol style="list-style-type: none"> 1. The number of housing solutions for refugees and IDPs provided by the Regional Programme for housing refugees and Commissariat for Refugees and Migration; 2. Annual report of the Ombudsman stating improved position of refugees and IDPs. 3. Closure of all formal collective housing centers; 4. European Commission Annual Progress Report on Serbia stating progress in part relating to rights of refugees and IDPs. 	
ACTIVITIES	RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT	

3.7.1.1.	Providing permanent housing solutions for refugees through the implementation of the Regional Programme for housing refugees and regular national housing programs.	-Commissioner for Refugees and Migration -Regional Programme for housing refugees	Continuously, until 2022.	Regional housing program Total - 169.155.809 EUR Donor funds - 132,108,947 EUR RS Contribution - EUR 29,146,862 By year 2019 - 48,591,958 EUR 2020 - 39,695,000 EUR 2021 - 4,300,000 EUR Budget of RS (regular national program): 2018 -195.000.000 RSD, 2019 - 195,000,000 RSD, 2020 - 195.000.000 RSD, 2021 - 195.000.000 RSD.	Permanent housing solutions for refugees provided through the implementation of the Regional Programme for housing refugees.
3.7.1.2.	Provide free legal aid in order to ensure full access to rights including personal documents for internally displaced persons and refugees.	-Ministry of Justice	Continuously, commencing from IV quarter of 2019.	Budget of the Republic of Serbia- Budgeted in activity 3.5.1.2.	Law on Free Legal Aid adopted and implemented. Number of internally displaced persons and refugees who were provided free legal aid on the basis of data from the providers.

3.7.1.3.	Effective implementation of the Law on Non-contentious proceedings especially in the part related to the provision of civil documentation to undocumented persons.	-Ministry of Justice -Supreme Court of Cassation	Continuously	Budget of the Republic of Serbia. Activity requiring insignificant costs	Proceedings related to the provision of civil documentation to undocumented persons effectively implemented.
3.7.1.4.	Improvement of the living conditions of internally displaced persons while in displacement by: - Aid allocation to improve housing conditions; - Provision of building materials to start construction of real estate; - Aid allocation for the purchase of village house with garden; - Aid allocation for obtaining and construction of prefabricated houses and other residential premises; - Aid allocation for resolving the issue of informal collective centres.	-Commissioner for Refugees and Migration	Continuously, until 2022.	-Budget of the Republic of Serbia- 2018 - up to 300.000.000 RSD 2019 - up to 300.000.000 RSD 2020 - up to 300.000.000 RSD 2021 - up to 300.000.000 RSD IPA 2014 - 175,000 EUR	Housing conditions for internally displaced persons improved during the period of displacement. All official collective centers closed by the end of 2019. In accordance with the 2017 survey of the situation and needs of internally displaced persons, made by the Commissariat together with the UNHCR, it is estimated that over 17,000 more families are in need.
3.7.1.5.	Providing complementary measures aimed at sustainable integration of refugees through programs for economic empowerment through income generating activities	-Commissioner for Refugees and Migration	Continuously, until 2022.	Budget of the Republic of Serbia- Financial resources from the RS budget - 2018 - 420,168.00€ 2019 - 420,168.00€,	Sustainable integration of refugees facilitated.

				2020 - 420,168.00€ 2021 - 420,168.00 € 2022 - 420,168.00€	
3.7.1.6.	Establishment of a mechanism for regular monitoring of the exercise of the rights of Roma internally displaced persons in cooperation with the health mediators, educational assistants, to assess their equal exercise of rights and potential improvements.	-Coordination body for the social inclusion of Roma	Continuously	Budget of the Republic of Serbia- The costs will be specified within the Special AP for the Strategy for Improving the Position of Roma in the Republic of Serbia for the period 2015-2025	Mechanism for reporting on the exercise of the rights of refugees and internally displaced persons established.
3.7.1.7.	Conduct an information campaign to raise awareness of refugees and internally displaced persons to ensure their social integration and awareness on the mechanisms available for the exercise of rights.	-Commissioner for Refugees and Migration -CSOs	Continuously, until 2022.	Budget of the Republic of Serbia- Financial resources from the RS budget - up to 42,016.00€ per year until 2022	Information campaign to raise awareness of refugees and internally displaced persons to ensure their social integration and awareness on the mechanisms available for the exercise of rights conducted.
3.8. MEASURES AGAINST RACISM AND XENOPHOBIA					
INTERIM BENCHMARK			OVERALL RESULT		IMPACT INDICATOR

<p>3.8.1. Serbia amends its Criminal Code so as to fully align it with the <i>acquis</i> and ensures also in practice an effective criminal law approach towards certain forms and expressions of racism and xenophobia.</p> <p>Serbia undertakes measures aimed at increasing tolerance among citizens, including through training and awareness raising on countering hate crime and ensuring effective investigation of cases.</p> <p>Serbia implements the Strategy and Action Plan against Violence and Misbehaviour at Sports Events (2013-2018).</p>		<p>Adequate prosecution of hate crime ensured.</p> <p>Increased tolerance among citizens.</p> <p>The mechanism for combating violence and misbehavior at sport events established and operational.</p>			<p>1. European Commission Annual Progress Report on Serbia stating progress in prosecuting hate crime;</p> <p>2. Report of the European Committee for Racism and Tolerance (ECRI) stating that Serbia has made progress in prosecuting hate crime and hate speech;</p> <p>3. Concluding remarks of the UN Committee on the Elimination of Racial Discrimination (CERD), ascertaining the progress of Serbia;</p> <p>4. Number of court decisions where Article 54a CC was implemented.</p>
3.8.1.1.	<p>Conduct joint training of the judges, prosecutors and deputy prosecutors and police officers, to advance their knowledge and skills for efficient suppression of hate crime.</p>	-Judicial Academy	Continuously, in line with annual program of the Judicial Academy	<p>Budget of the Republic of Serbia –</p> <p>Budgeted in activity 1.3.1.1.</p>	<p>Joint training conducted.</p> <p>Judges, prosecutors and deputy prosecutors and police officers, advanced their knowledge and skills for efficient suppression of hate crime.</p>
3.8.1.2.	<p>Raise awareness on elimination of hate crime through:</p> <p>Organization of expert meetings with the aim of establishing a mechanism for combating hate crime in the Republic of Serbia.</p> <p>Cooperation with international and regional organizations in the field of combating hate</p>	-Office for Human and Minority Rights	Continuously, commencing from II quarter of 2019.	<p>Donor funds</p>	<p>Regular organization of professional meetings with the aim of establishing a mechanism for combating hate crime.</p> <p>Active cooperation with international and regional organizations in the field of combating hate speech and hate crimes.</p>

	speech and hate crimes.				
3.8.1.3.	Improving the coordination of activities of public administration bodies and relevant national sports associations to prevent violence at sports events through the activities of the National Council for the Prevention of Negative Phenomena in Sports	- National Council for the Prevention of Negative Phenomena in Sports -Ministry of Interior	Continuously, commencing from I quarter of 2018.	Budget of the Republic of Serbia Regular activity	Regular meetings of the National Council for the Prevention of Negative Phenomena in Sports are held. Reports on undertaken measures and activities developed and publicly available.

3.9. PERSONAL DATA PROTECTION

INTERIM BENCHMARK		OVERALL RESULT		IMPACT INDICATOR	
3.9.1. Serbia adopts and implements a new Law on Personal Data Protection in line with the EU acquis, monitors its implementation and takes remedial action where needed. Serbia also provides training and strengthens the independence, resources and administrative capacity of the Commissioner for Information of Public Importance and Personal Data Protection.		Legislative alignment with the <i>Acquis</i> in the area of protection of personal data ensured. Commissioner for Information of Public Importance and Personal Data Protection has sufficient financial and human resources to work.		1. European Commission Annual Progress Report on Serbia stating progress in relating to personal data protection; 2. Annual report of the Commissioner for Information of Public Importance and Personal Data Protection assessing the level of compliance with the Personal data protection law.	
ACTIVITIES		RESPONSIBLE AUTHORITY	TIMEFRAME/ DEADLINE	FINANCIAL RESOURCES	RESULT
3.9.1.1.	Training for the implementation of the new Personal Data Protection Law.	-Ministry of Justice	Commencing from III quarter	Budget of the Republic of Serbia-	Training on the implementation of the new Law on Personal Data Protection

		<p>-National Academy for Public Administration</p> <p>-Commissioner for Information of Public Importance and Personal Data Protection</p> <p>-Judicial Academy</p>	of 2019	<p>7.200 €</p> <p>in 2020. - 2.400 €</p> <p>in 2021. - 2.400 €</p> <p>in 2022. - 2.400 €</p>	<p>implemented.</p> <p>Number of participants trained.</p>
3.9.1.2.	Analysis of sectoral regulations and development of a plan for their alignment with the new Law on Personal Data Protection	<p>-Ministry of Justice</p> <p>-Commissioner for Information of Public Importance and Personal Data Protection</p>	II – IV quarter of 2020.	<p>Budget of the Republic of Serbia –</p> <p>17.285 €</p>	Analysis of sectoral regulations and a plan for their alignment with the new Law on Personal Data Protection developed.
3.9.1.3.	Strengthen the human resource capacity of the Commissioner for Information of Public Importance and Personal Data Protection based on current Rulebook on internal organization and jobs systematization, taking into account limitations arising from fiscal consolidation.	<p>-Commissioner for Information of Public Importance and Personal Data Protection</p> <p>-National Assembly – Board for Administrative matters</p>	Continuously, commencing from I quarter of 2016. until the fulfilment of current vacancies	<p>Budget of the Republic of Serbia-</p> <p>750.000 €</p> <p>in 2020 – 377.120 €</p> <p>in 2021 – 186.440 €</p> <p>in 2022 – 186.440 €</p>	<p>Number of staff employed pursuant to current Rulebook on internal organization and jobs systematization, taking into account limitations arising from fiscal consolidation.</p> <p>Baseline: 90¹⁶ employed staff.</p> <p>Target: 129 employed staff.</p>

¹⁶ Information booklet of Commissioner for Information of Public Importance and Personal Data Protection <https://www.poverenik.rs/en/information-booklet.html>

<p>3.9.1.4.</p>	<p>Conduct analysis on potential needs to strengthen human resource capacity due to additional competencies of the Commissioner for Information of Public Importance and Personal Data Protection, after the adoption of the new Law on personal data protection especially in terms of:</p> <ul style="list-style-type: none"> -organizational structure, -number of employees, -level of training so that they coincide with the competencies prescribed by the new Law on personal data protection. 	<p>-Ministry of Justice</p> <p>-Commissioner for Information of Public Importance and Personal Data Protection</p>	<p>Analysis: I quarter of 2021.</p> <p>Acting in line with the analysis: III quarter of 2021.</p>	<p>For analysis: Budget of the Republic of Serbia –</p> <p>17.285 €</p> <p>For acting in line with the analysis: budget depends on the results of the analysis</p>	<p>Conducted analysis.</p> <p>Needs for additional employment and training at the Commissioner for Information of Public Importance and Personal Data Protection identified.</p> <p>Recommendations from the analysis implemented.</p>
<p>3.9.1.5.</p>	<p>Conducting promotional activities for the general public on rights and obligations regarding personal data protection as prescribed in the new Law on Personal Data Protection.</p>	<p>-Ministry of Justice</p> <p>-Commissioner for Information of Public Importance and Personal Data Protection</p> <p>Partners: CSOs</p>	<p>From III quarter of 2019</p>	<p>Budget of the Republic of Serbia-</p> <p>31.914 €</p> <p>in 2020. - 10.638 €</p> <p>in 2021. - 10.638 €</p> <p>in 2022. - 10.638 €</p>	<p>Promotional activities for the general public on rights and obligations regarding personal data protection as prescribed in the new Law on Personal Data Protection conducted.</p>

3.9.1.6.	Monitoring of the implementation of the new Law on Personal Data Protection.	-Commissioner for Information of Public Importance and Personal Data Protection	From IV quarter of 2019	Budget of the Republic of Serbia- 31.914 € in 2020. - 10.638 € in 2021. - 10.638 € in 2022. - 10.638 €	Number of Commissioner's cases in the field of personal data protection as stated in Annual report of the Commissioner.
3.9.1.7.	Develop and adopt relevant laws and bylaws on video surveillance for the purpose of alignment with the Law on Personal Data Protection.	-competent ministries, -Commissioner for Information of Public Importance and Personal Data Protection -Government of the Republic of Serbia -National Assembly	II quarter of 2021	Budget of the Republic of Serbia - 17.285 €	Law(s) and bylaws on video surveillance adopted for the purpose of alignment with the Law on Personal Data Protection.

ANEX: COMPARATIVE PRESENTATION OF ACTIVITIES

ACTIVITY IN AP23 – APRIL 2016	ACTIVITY IN REVISED AP 23 – JUNE 2020	NEW ACTIVITY IN AP23 – JUNE 2020
	INDEPENDENCE	
1.1.1.1. 1.1.1.2. 1.1.1.3. 1.1.1.4. 1.1.1.5. 1.1.1.6.	Activities from 1.1.1.1. to 1.1.1.6. are covered by one new activity	1.1.1.1.
1.1.1.7. (split into two activities)	1.1.1.2. 1.1.1.3.	
		1.1.1.4.
1.1.1.8.	1.1.1.5.	
1.1.2.1. deleted activity		
1.1.3.1.	1.1.2.1.	
1.1.3.2. deleted activity		
1.1.3.3.	1.1.2.2.	
		1.1.2.3.
1.1.3.4. (split into two activities)	1.1.2.7. 1.1.2.8.	
1.1.3.5.	1.1.2.4.	
		1.1.2.5.(as a new activity, a part of the old one 1.1.3.3. was taken)
		1.1.2.6. (as a new activity, a part of the old one 1.1.3.5. was taken)
1.1.3.6. (split into two activities)	1.1.2.9. 1.1.2.10.	
1.1.4.1. Deleted activity		1.1.3.1. (it also relates to old

		activity 1.1.4.4.)
1.1.4.2. deleted activity		1.1.3.2. (it also relates to old activity 1.1.4.7.)
1.1.4.3. deleted activity		
1.1.4.4. deleted activity		
1.1.4.5.	1.1.3.3.	
1.1.4.6. deleted activity		
1.1.4.7. deleted activity		
1.1.4.8.	1.1.3.4.	
1.1.5.1.	1.1.4.1.(slightly amended)	
		1.1.4.2.
		1.1.4.3. (as a new activity, a part of the old one 1.1.5.1. was taken)
1.1.5.2. deleted activity		1.1.4.4. (as a new activity, a part of the old one 1.1.5.2. was taken)
1.1.6.1. deleted activity		
1.1.6.2. deleted activity		
1.1.6.3. deleted activity		
		1.1.5.1.
		1.1.5.2.
1.1.6.4.	1.1.5.3.	
1.1.6.5.	1.1.5.4.	
1.1.6.6.	1.1.5.5.	
1.1.6.7. deleted activity		
1.1.7.1.	1.1.6.1.	
1.1.7.2.	1.1.6.2.	
1.1.7.3.	1.1.6.3.	

1.1.7.4.	1.1.6.4.	
1.1.8.1. deleted activity		
IMPARTIALITY AND ACCOUNTABILITY		
1.2.1.1.	1.3.8.1. 1.3.8.4. 1.3.8.5. 1.3.8.10.	
1.2.1.2.	1.3.8.2. 1.3.8.7.	
1.2.1.3. deleted activity		
		1.2.1.4.
1.2.1.4.	1.3.8.6.	
1.2.1.5. deleted activity		
1.2.1.6.	1.3.8.9.	
1.2.1.7.	1.3.8.9.	
1.2.1.8.	1.3.6.5.	
1.2.1.9.	1.3.8.12.	
1.2.1.10.	1.3.8.1.	
1.2.1.11.		1.2.1.1. 1.2.1.3.
1.2.1.12.		1.2.1.1.
1.2.1.13. deleted activity		
1.2.1.14.		1.2.1.2.
1.2.1.15.		1.2.1.5.
1.2.1.16.		1.2.1.6.
1.2.1.17.		1.2.1.7.
1.2.1.18.		1.2.1.8.
1.2.1.19.		1.2.1.10.
1.2.1.20.		1.2.1.9. 1.2.1.10. 1.2.1.11.

1.2.1.21.	1.2.1.12.	
		1.2.1.13.
		1.2.1.14.
1.2.2.1. deleted activity		
1.2.2.2.	1.2.2.1	
1.2.2.3. deleted activity		
1.2.2.4. deleted activity		
1.2.2.5.	1.2.2.2. (slightly amended)	
1.2.2.6.	1.2.2.3.	
1.2.2.7.	1.2.2.4.	
1.2.2.8.	1.2.2.5.	
1.2.2.9.	1.2.2.6. (slightly amended)	
		1.2.2.7.
1.2.2.10.	1.2.2.8.	
1.2.2.11.	1.2.2.9. (уз допуну за Државно веће тужилаца)	
1.2.2.12.	1.2.2.10.	
1.2.2.13.	1.2.2.11.	
1.2.2.14.	1.2.2.12.	
1.2.2.15.	1.2.2.13.	
		1.2.2.14.
		1.2.2.15.
1.2.2.16. deleted activity		
1.2.2.17.	1.2.2.16.	
1.2.2.18.	1.2.2.17.	
1.2.2.19.	1.2.2.18.	
1.2.2.20.	1.2.2.19.	
PROFESSIONALISM / EFFICIENCY		
1.3.1.1. deleted activity		
1.3.1.2. deleted activity		
1.3.1.3. deleted activity		

1.3.1.4. deleted activity		
1.3.1.5.		1.3.1.4.
1.3.1.6.		1.3.1.1. 1.3.1.2.
1.3.1.7.		1.3.1.3.
1.3.1.8.		1.3.1.5.
1.3.1.9.		1.3.1.6.
		1.3.1.7.
		1.3.1.8.
1.3.1.10. deleted activity		
1.3.1.11.		1.3.1.9.
1.3.2.1.		1.3.2.1.
1.3.2.2.		1.3.2.2.
1.3.2.3.	1.3.2.3. (with appropriate interventions)	
1.3.2.4.	1.3.2.4. (with appropriate interventions)	
1.3.3.1.	1.3.3.1. (with appropriate interventions)	
		1.3.3.2.
		1.3.3.3.
1.3.3.2.		1.3.3.4.
1.3.3.3. deleted activity		
1.3.4.1.	1.3.4.1. (with appropriate interventions)	
1.3.4.2.		1.3.4.2. 1.3.4.3.
1.3.4.3.		1.3.4.4.
		1.3.4.5.
1.3.5.1.		1.3.5.1.
1.3.5.2.		1.3.5.2.

1.3.6.1.	1.3.6.1. (with appropriate interventions)	
1.3.6.2.	1.3.6.2. (with appropriate interventions)	
1.3.6.3. deleted activity		
		1.3.6.3.
1.3.6.4. deleted activity		
1.3.6.5. deleted activity		
		1.3.6.4.
1.3.6.6.	1.3.8.1.	
1.3.6.7.	1.3.8.7.	
1.3.6.8. deleted activity		
1.3.6.9. deleted activity		
1.3.6.10.	1.3.8.6.	
1.3.6.11.	1.3.8.6. 1.3.8.9.	
1.3.6.12.		
1.3.6.13.		1.3.6.5.
1.3.6.14.		1.3.6.6.
		1.3.6.7.
1.3.6.15.	1.3.8.7.	
1.3.6.16. deleted activity		
1.3.6.17. deleted activity		
1.3.6.18. deleted activity		
1.3.6.19. deleted activity		
1.3.6.20.		1.3.6.8.
1.3.6.21.		1.3.6.9.
1.3.6.22.		1.3.6.10.
1.3.6.23. deleted activity		
1.3.6.24.		1.3.6.11.
1.3.6.25.		1.3.6.12.

		1.3.6.13.
		1.3.6.14.
		1.3.6.15.
1.3.6.26.	1.3.6.16.	
1.3.6.27.	1.3.6.17.	
1.3.6.28.	1.3.6.18.	
1.3.6.29.	1.3.6.19.	
1.3.7.1. deleted activity		
		1.3.7.1.
1.3.7.2.	1.3.7.2.	
1.3.7.3. deleted activity		
1.3.7.4. deleted activity		
1.3.7.5. deleted activity		
		1.3.7.3.
		1.3.7.4.
		1.3.7.5.
	***only new activities should be regarded	
1.3.8. THIS WHOLE PART SHOULD NOT BE REGARDED. 1.3.8.1. 1.3.8.2. 1.3.8.3. 1.3.8.4. 1.3.8.5. 1.3.8.6. 1.3.8.7. 1.3.8.8. 1.3.8.9. 1.3.8.10. 1.3.8.11.	1.3.8.1. (old act. 1.2.1.1.)	
	1.3.8.2. (old act.1.2.1.2.)	
		1.3.8.3.
	1.3.8.4. (old act.1.2.1.1.)	
	1.3.8.5. (old act.1.2.1.1.)	
	1.3.8.6. (old act.1.2.1.4. and 1.3.6.9.)	
	1.3.8.7. (old act.1.2.1.2.)	

		1.3.8.8.
	1.3.8.9. (old act.1.2.1.6., 1.2.1.7., 1.2.1.9., 1.3.6.11.)	
	1.3.8.10. (old act.1.2.1.1.)	
		1.3.8.11.
	1.3.8.12. (old act.1.2.1.9.)	
		1.3.8.13.
		1.3.8.14.
		1.3.8.15.
		1.3.8.16.
		1.3.8.17.
		1.3.8.18.
		1.3.8.19.
		1.3.8.20.
1.3.9.1.	1.3.9.1.	
1.3.9.2. deleted activity		
1.3.9.3.	1.3.9.2.	
1.3.9.4.	1.3.9.3. (with appropriate interventions)	
1.3.9.5.	1.3.9.4.	
		1.3.9.5.
		1.3.9.6.
1.3.10.1. deleted activity		
1.3.10.2. deleted activity		
1.3.10.3. deleted activity		
1.3.11.1. deleted activity		
1.3.11.2. deleted activity		

1.3.11.3. deleted activity		1.3.10.1.
		1.3.10.2.
WAR CRIMES		
1.4.1.1. deleted activity		
1.4.1.2. deleted activity		
1.4.1.3. deleted activity		
1.4.1.4. deleted activity		
		1.4.1.1.
		1.4.1.2.
		1.4.1.3.
		1.4.1.4.
1.4.1.5.	1.4.1.5.	
		1.4.1.6.
1.4.1.6.	1.4.1.7.	
1.4.1.7. deleted activity		
1.4.1.8. deleted activity		
1.4.1.9.	1.4.1.8.	
1.4.1.10.	1.4.1.9.	
1.4.2.1. deleted activity		
		1.4.2.1.
1.4.2.2. deleted activity		
1.4.2.3.	1.4.2.2.	
1.4.3.1. deleted activity		1.4.3.1.
1.4.3.2. deleted activity		1.4.3.2.
1.4.3.3. deleted activity		1.4.3.3.
1.4.3.4. deleted activity		
1.4.3.5. deleted activity		
1.4.4.1. deleted activity		
1.4.4.2. deleted activity		
1.4.4.3.	1.4.4.1.	
1.4.4.4.	1.4.4.3.	

1.4.4.5.	1.4.4.2.	
1.4.4.6.	1.4.4.4.	
1.4.4.7.	1.4.4.5.	
		1.4.4.6.
		1.4.4.7.
		1.4.4.8.
		1.4.4.9.
1.4.5.1.	1.4.5.1.	
1.4.5.2.	1.4.5.2.	