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Draft report of the Working Group on the Universal Periodic Review*

The former Yugoslav Republic of Macedonia

* The annex is being circulated without formal editing, in language of submission only.
Introduction

1. The Working Group on the Universal Periodic Review, established in accordance with Human Rights Council resolution 5/1, held its thirty-second session from 21 January to 1 February 2019. The review of the former Yugoslav Republic of Macedonia was held at the 8th meeting, on 24 January 2019. The delegation of the former Yugoslav Republic of Macedonia was headed by Deputy Minister for Foreign Affairs, Andrej Zhernovski. At its 14th meeting, held on 29 January 2019, the Working Group adopted the report on the former Yugoslav Republic of Macedonia.

2. On 15 January 2019, the Human Rights Council selected the following group of rapporteurs (troika) to facilitate the review of the former Yugoslav Republic of Macedonia: the Democratic Republic of the Congo, China and Hungary.

3. In accordance with paragraph 15 of the annex to Human Rights Council resolution 5/1 and paragraph 5 of the annex to Council resolution 16/21, the following documents were issued for the review of the former Yugoslav Republic of Macedonia:
   
   (a) A national report submitted/written presentation made in accordance with paragraph 15 (a) (A/HRC/WG.6/32/MKD/1);
   
   (b) A compilation prepared by the Office of the United Nations High Commissioner for Human Rights (OHCHR) in accordance with paragraph 15 (b) (A/HRC/WG.6/32/MKD/2);
   
   (c) A summary prepared by OHCHR in accordance with paragraph 15 (c) (A/HRC/WG.6/32/MKD/3).

4. A list of questions prepared in advance by Belarus, Belgium, Germany, Portugal, on behalf of Group of Friends on national implementation, reporting and follow-up, Slovenia, Spain, Sweden and the United Kingdom of Great Britain and Northern Ireland was transmitted to the former Yugoslav Republic of Macedonia through the troika. These questions are available on the website of the universal periodic review.

I. Summary of the proceedings of the review process

A. Presentation by the State under review

5. The head of the delegation began by emphasizing that the State under review strongly believed the peer review of human rights situations in all UN member states can make substantial contribution to the goal of their equal and full realization universally.

6. In the period following the second UPR cycle, the State went through a several-year political and institutional crisis, featured with serious challenges in the areas of human rights, the rule of law and democracy. With a view to overcoming such tense crisis and to accelerating reforms, the Government, formed on 1 June 2017, adopted a reform package which identified urgent priority areas for undertaking action, and set forth reform activities in the areas of the justice system, public administration, security and intelligence services, improving the media landscape.

7. The statement of the head of delegation further focused on the update in the area of human rights since the submission of the national report and the questions submitted in advance by delegations.

8. Concerning the justice system, the procedure for the adoption of amendments to the Law on Courts and the Law on the Judicial Council were underway. The Law on Criminal Procedure, the Law on the Council of Public Prosecutors and the Law on the Public Prosecutor’s Office were in their final stage of drafting.

9. The Parliament had adopted a new Law on the Prevention of Corruption and Conflict of Interests, which introduced stricter terms and an inclusive and transparent procedure for the selection and appointment of the President of the Commission and its members. It
increased competences and strengthened instruments of the State Commission in relation to inspecting assets of elected and appointed individuals and scrutinizing legality in the financing of political parties and electoral campaigns.

10. Creation of the environment conducive to media freedom had been one of the main goals of the current Government. As for the protection of journalists, in 2018 the Ministry of the Interior recorded 12 cases relating to physical and verbal threats against journalists, out of which in 7 cases, criminal charges were instituted against the perpetrators, while investigations are still ongoing for the remaining 5 cases.

11. One of the strategic priorities of the Government has been full implementation of the Ohrid Framework Agreement. A set of guarantees for full protection of the ethnic, cultural, linguistic, and religious identity of all communities in the country has been established.

12. In regards the situation of the Roma, a working group for planning, coordinating and monitoring the Strategy for the Roma was established, composed of members from competent institutions and civil society organizations representing the interests of the Roma community. Following a public call for registration of persons not entered into the Register of Births, 670 persons have been identified. A new Draft Law on the Special Administrative Procedure has been prepared, and is envisaged to enable the access of these persons to fundamental human rights.

13. The head of delegation stressed that the number of Roma secondary education students who were scholarship recipients continues to increase.

14. Regarding the protection of LGBTI community, the new Law on the Prevention of and Protection against Discrimination which is currently in parliamentary procedure introduces sexual orientation and gender identity as grounds of discrimination.

15. The promotion and protection of the rights of persons with disabilities in conformity with the UN Convention on the Protection of Rights of Persons with Disabilities was among the priorities of the Government. The CRPD had recently been translated in the sign Macedonian language for the people with hearing impairment.


17. The National Plan included; integrating gender-responsive budgeting in policy and program development; sensitizing the public to the various forms of violence against women, and strengthening institutional capacities for taking actions aimed at protecting of victims; enhancing gender equality in priority thematic areas, such as healthcare, education and employment and building a culture of equal opportunities, and promoting equal treatment and non-discrimination on grounds of gender.

18. The head of delegation informed that regarding the issue of domestic violence in December 2018, as part of the activities under the National Action Plan for the implementation of the Istanbul Convention, preparation of a new Law on Gender-Based Violence has begun.

19. He also mentioned the steps undertaken to combat human trafficking and to improve the health sector advancing sexual and reproductive rights.

20. On the national census a draft bill had been submitted for public debate receiving no negative consideration or remark on its proposed contents.

21. Finally he mentioned that the Inter – Ministerial Human Rights Body acting like a National Mechanism for Reporting and Follow up was tasked to coordinate the national human rights policy on the recommendations of the UPR and the UN Treaty Bodies and Special Procedures.
B. Interactive dialogue and responses by the State under review

22. During the interactive dialogue, 57 delegations made statements. Recommendations made during the dialogue are to be found in section II of the present report.

23. Bolivarian Republic of Venezuela appreciated efforts to adopt a new legal framework in the fight against discrimination, which will lead to a discussion on a bill. It highlighted initiatives to address the overcrowding of prisons. It appreciated the adoption of the first Law on the Prevention of and Protection Against Domestic Violence.

24. Albania commended the efforts to implement the recommendations of the second UPR cycle. It noted with appreciation the implementation of the Ohrid Framework Agreement. It praised the ratification of the Council of Europe “Istanbul Convention” and welcomed plans for its implementation. Albania welcomed steps taken by the authorities regarding the Law on the Use of Languages and looked forward to its implementation.

25. Algeria praised the efforts to implement a number of strategies including the National Strategy 2016-2020 on equality and non-discrimination as well as the National Action Plan 2015-2020 for the implementation of the Law on the Prevention of and Protection against Discrimination.


27. Armenia commended the adoption of the 2017-2022 Strategy for Reform of the Justice System as well as a number of other strategies and national plans adopted or being already implemented. It welcomed the ratification of the Istanbul Convention and the National Action Plan for its implementation. It welcomed the 2018-2020 Gender Equality National Action Plan and measures to attain gender equality through functional support mechanisms at the national and local levels.

28. Australia noted comparatively lower indicators for health performance, education outcomes and employment for Roma people and remained concerned by poor prison conditions, allegations of mistreatment of prisoners by prison officers and deaths of prisoners in custody. It noted that people with physical, intellectual and combined disabilities faced barriers to access health, education and employment services.

29. While acknowledging a decrease in the pressure on journalists Austria called for efforts to address all abuses and threats against journalists and improvements in legal, financial, and policy frameworks with regard to civil society organizations. Austria noted that despite support for LGBTI rights, the Law on Prevention of and Protection against Discrimination has yet to be adopted. It also raised concerns with regard the rights of persons belonging to the Roma population especially with regard to their housing, access to justice, healthcare and segregation in primary education.

30. Belarus welcomed the adoption of national strategies including to protect Roma women, combat poverty, develop education and ensure equality and non-discrimination. It remained concerned about inequalities in the access to education for all children, the unsatisfactory conditions and overcrowding in detention centres and barriers to exercise electoral rights.

31. Belgium commended the Government for its progress since its last UPR review, particularly in the adoption of Law on the Prevention of and Protection Against Domestic Violence. It remained concerned about the freedom of press and discrimination against women, the Roma community and LGBTI persons.

32. Benin welcomed the implementation of reforms on the improvement of the normative and institutional framework protecting and promoting human rights including the reform program “Plan 3-6-9” and the 2017-2022 Strategy for Reform of the Justice System.
33. Bhutan noted the Strategy for Reform of the Justice System has led to the adoption of important laws for strengthening the judiciary. It praised the ratification of the Convention on preventing and combatting violence against women and domestic violence.

34. Bulgaria noted the efforts of the Government to further harmonize the national legislative and institutional framework with the international human rights instruments and to closely cooperate with the treaty bodies, established under the UN and the Council of Europe conventions on human rights and fundamental freedoms. It encouraged to remain focused on the reform of the judicial system, on the creation of a safer environment for journalists and human rights defenders, on protecting children’s rights and combatting human trafficking.

35. Canada welcomed the positive steps to ratify the Istanbul Convention and introduce the draft Law on the Prevention of and Protection against Discrimination in parliamentary procedure. It remained concerned about reports of illegal deportation of refugees and migrants to neighbouring countries without official procedure.

36. Chile noted the efforts made by the Government to make progress in the promotion and protection of all human rights and a large number of institutional reforms and national plans in fulfillment of the recommendation accepted during the 2nd cycle of the UPR.

37. China took note of the measures taken by the Government to protect minority groups, particularly the rights of the Roma community. It supported the implementation of the 2014-2020 Roma Strategy and the relevant national action plans.

38. Croatia welcomed the positive achievements concerning the efforts in adopting anti-discrimination legislation and to combat gender based violence. It encouraged the Government to further strengthen the efficiency of the judicial system in order to ensure its independence and to continue taking all necessary measures to combat corruption and organised crimes.

39. Czechia welcomed the efforts of the Government to make progress in areas such as the rule of law and justice system reform, measures taken to improve the treatment of prisoners and detainees or expanding the list of discriminatory grounds in the Law on the Prevention of and Protection against Discrimination.

40. Denmark highlighted that indigenous peoples were amongst the most marginalised populations around the world often facing discrimination and exploitative labour conditions violating their human rights. It highlighted the ILO Convention 169 as an important tool in securing and strengthening norms concerning the rights of indigenous people.

41. Estonia welcomed the ratification of the Kampala Amendments to the Rome Statute as recommended in the last round of the UPR. It encouraged the government to take further steps to accelerate the progress made in improving the climate for civil society organisations, human rights defenders and media reporting.

42. The delegation of the former Yugoslav Republic of Macedonia took the floor to inform that the issue of Roma was high on the Government agenda. There is a minister without portfolio dealing with the Roma issue. The Ministry of Labour and Social Policy is coordinating activities for the implementation of Roma Strategy and a government coordination body is in charge of implementing different action plans. As regards the political participation of Roma, there is a minister already mentioned and two Members of the Parliament. There is also a number of Roma in other Government institutions and in the Ministry of Labour and Social Policy (MLSP) dealing with the implementation of the Roma Strategy. The position of the new Government is to intensify the projects in this area.

43. As a result of a project on Roma Children Kindergartens, for about 500 of them, the MLSP requested the local authorities, to cover the costs from the funds provided to them by the Ministry. Also, 14 Roma information centers, are expected to become part of the Social Work Centers by June 2019. Regarding the Roma education, the focus is on increasing the number of Roma children on all education levels. 600 of Roma children receive scholarship every year. There are about 250 Roma students in the universities. As regards the housing, there is an ongoing projects of social mapping in 14 municipalities. Afterwards the IPA project will cover the reconstruction of houses or help them move to new dwellings.
Regarding the issue of persons without IDs, from April to November 2018, there was an open call to register in a special electronic registry. At the same time mobile teams were established and found 670 unregistered persons. The aim of the government is this year to provide them access to education, health protection, employment. A special law is drafted in this regard and other three laws must be amended.

44. Regarding the definition of torture in line with CAT, the state is committed to align it during the ongoing procedure aimed at amending the Criminal Code. The activities aimed at reform of the judicial system are continuing with the aim of achieving its impartiality and independence.

45. The amendments to the Law on the Judicial Council and the Law on the Council of Public Prosecutors are of paramount importance. As regards the strategic goal of quality, the Draft Law on the Judicial Council revises the criteria for the evaluation of judges and public prosecutors and redefines the criteria for the appointment of judges and public prosecutors in line with the opinion of the Venice Commission. There are a number of reforms aimed at improving the transparency of the judicial system.

46. The Judicial Media Council has been established as a new instrument to promote transparency.

47. As regards activities to strengthen institutional capacities on combating corruption, the work of the Special Public Prosecutor’s Office has made an important contribution to the fight against corruption. In 2017, a total of 29 new high-profile corruption cases were registered, 23 of which are under its jurisdiction.

48. In November 2018 the Law Amending the Criminal Code was adopted. With the aim of efficiently preventing hate crimes it introduces a definition of hate crime and incorporates its elements in the definition of other crimes.

49. In coordination with the relevant Public Prosecutor’s Office, the Ministry of the Interior has been actively involved in the prevention of hatred on the grounds of gender, nationality, religion, or sexual orientation, in the media and on the internet. The Sector for Computer Crime and Digital Forensics also acts upon complaints by NGOs and individuals.

50. In accordance with the scope of competencies, the Ministry of Internal Affairs in the period 2014-2018 (November) registered total of 46 criminal acts of hatred, for which a total of 59 perpetrators were reported.

51. Statistical data indicate that in the course of 2018, 29 hate crimes were recorded, for which 46 perpetrators were reported, which was not the case in the previous years when 3-6 criminal cases of this type were registered annually.

52. It is worth noting that in 2018 four criminal offenses of "spreading of racist and xenophobic material through a computer system" were registered for which four perpetrators were reported.

53. Abuse of children through sexual exploitation, labour exploitation, and forced marriages remain the prevailing forms of human trafficking. In 2018, there was a trend of increased victim identification by the institutions. A specialized state shelter for the care of victims of human trafficking provides safe accommodation, as well as all services listed under the direct help and support program.

54. As regards the issue of the situation in prisons across the country, in January 2018 the situation has already changed in regard to overcrowding. In view of alternative measures, i.e. probation, 9 probation offices have been open across cities in the country. Health care workers have been employed in all penitentiary institutions and the 2019 national budget allocates funds for covering the health insurance of all convicted persons. There is an external mechanism to prevent mistreatment of prisoners by prison staff. The state is acting upon recommendations of the CPT.

55. The new Law on the Prevention of and Protection against Discrimination extends the grounds for discrimination and professionalizes the work of the Commission. Moreover, a provision has been made for the use of new evidence in court proceedings such as situation testing and statistics, including actiopopularis. It also provides for the introduction of
exemptions from court fees in court proceedings. As regards the issue of gender equality, all ministries have taken an obligation to prepare operational plans under the National Action Plan on Gender Equality.

56. Regarding the implementation of the Istanbul Convention, the National Action Plan for its implementation has listed the following as its three main objectives: aligning the national legal framework with its provisions; establishing specialized services for the promotion of the protection of victims of gender-based and domestic violence; and undertaking prevention-aimed activities. The Law on Gender-Based Violence, the drafting of which began in December 2018, will provide for a system of prevention and protection against all forms of violence. Homicide will also be redefined in the Criminal Code into a separate criminal offence. By 2023, specialized services will gradually be established in accordance with the Convention.

57. With a view to ensuring the inclusion of Roma children in the education process, the government has been continuously affording children from Roma families with scholarships, mentorships, and tutors. As a result, dropouts among the Roma community have been reduced. Other vulnerable groups are also supported especially children coming from poor families.

58. Measures are being taken to ensure infrastructural conditions for providing children with physical disabilities with access to school buildings. As regards the integrated education, the project completed in 2017 with good results and a new one was developed.

59. Under the 2017 amendments made to the Law on Textbooks used in Primary and Secondary Education, a total of 22 school textbooks have been withdrawn due to having been established to have included hate speech and stereotypes within their contents. Although aware of the importance of assistive technology, it is only available in some schools. The Government recognizes that the access to assistive technology is one of the pre-condition for more effective, inclusive and quality education.

60. The National Coordination body for the implementation of the CRPD prepared an Action plan for 2019. The Action Plan has been drafted on the basis of the concluding observations of the Committee after the dialogue in September in 2018. The Government strongly believes that the realization of the measures in the Action Plan will significantly improve the living conditions for all persons with disabilities.

61. Increased efforts are being made to reduce neonatal mortality rates and improve the access to and utilization of sexual and reproductive health services such as family planning, contraception, and abortion. Measures have been taken to strengthen the health system by placing a particular focus on primary health care and by taking the approach of establishing a delivery of integrated health services aimed at improving the coordination between public health, primary, secondary, and tertiary care institutions, but also their cooperation and coordination with social care services.

62. The Government is committed to full implementation of the Ohrid Framework Agreement and recognized this agreement as an important factor for intercommunity peace and crucial step in achieving inclusive multi-ethnic society. Currently a national strategy is being created, called ONE society for all for a period of three years.

63. The Government has undertaken processes that aim to create the environment which enables freedom of speech. It condemns hate speech at all levels. The protection of journalists is high on the agenda in the country and subsequently the Ministry of Interior has advanced its responses to the cases connected with the safety of the journalists.

64. Regarding the Public Broadcasting Service (MRTV) the amendments to the Law on audio and audio-visual media services were adopted by the Parliament in late 2018. The whole process was conducted in an inclusive manner and preceded by a wide consultation process. Currently there are open public ads for the Board of the Public Broadcaster and the Board of the Agency for audio and audio-visual media services. The selection of the members will be transparent at the public session. The new amendments to the Law on audio and audio visual media service will provide a transparent, independent, efficient and accountable Public Broadcasting service and Media regulatory body, with the sustainable funding system from the Budget.
65. France welcomed the positive steps made by the Government in the field of human rights and the strengthening of the rule of law. It highlighted that these efforts should continue to be pursued in the long-term and effectively implemented.


67. Germany welcomed the efforts with regard to the rights of the LGBTI persons and the Government’s demonstration of support to the LGBTI community. It remained concerned by some elements of the country’s legislation and practice, in particular regarding the independence of the media and press, conditions of detention in prisons, as well as the situation of living conditions of persons with disabilities.

68. Honduras welcomed the Government’s achievements since the last UPR and noted with great satisfaction the voluntary commitments made by the Government and offered its support.

69. Iceland welcomed proposed amendments to the law against discrimination which would extend the list of grounds of discrimination to include sexual orientation and gender identity.

70. Indonesia acknowledged the adoption of a new Strategy for Reform of the Justice System for 2017-2022, as well as the establishment of the Judicial-Media Council to promote transparency of the judicial system. It also took note with appreciation the adoption of some amendments to the Law on the Ombudsman.

71. Iran (Islamic Republic of) called upon the Government to address the continued practice of xenophobia, racial and religious discrimination against the country’s minorities, including Muslim and Roma, in particular with respect to education and healthcare. It also highlighted the need to address forced deportation of migrants and refugees.

72. Iraq noted that legislative steps taken to reform the justice system, achieve gender equality, alleviate poverty and reduce social exclusion would contribute to the promotion and protection of human rights.

73. Ireland welcomed the steps being taken via several strategies aimed at making education more inclusive, particularly for students from minority groups. However, it was concerned with the lack of attention being paid to discrimination on the grounds of sexual orientation and gender identity.

74. Italy welcomed, in particular since the second UPR cycle, the ratification of the Istanbul Convention on Preventing and Combating Violence against Women and Domestic Violence and the adoption of a National Action Plan for its implementation, as well as measures to promote the rights of persons with disabilities.

75. Lithuania commended the Government for its commitment to human rights and acknowledged the progress made by since the last UPR.

76. The Maldives praised the efforts made to strengthen the justice system through the Strategy for Reform of the Justice System 2017-2022. It commended the adoption of the Law on the Prevention of and Protection against Domestic Violence and the implementation of the National Strategy on Alleviating Poverty and Social Exclusion.

77. Mexico welcomed the Strategy for Reform of the Justice System 2017-2022 and the National Strategy for Equality and Non-Discrimination on the grounds of Ethnic Origin, Age, Mental and Physical Disability and Gender. It noted the efforts to combat crimes connected with government corruption and to provide free healthcare to migrants.

78. Montenegro commended the efforts to adopt constitutional amendments, thus fulfilling its constitutional obligations under the Prespa Agreement signed in June 2018. It welcomed the adoption of the Strategy for Reform of the Justice System 2017-2022 and its Action Plan to guarantee the full independence and impartiality of the judiciary. It welcomed

79. Myanmar welcomed the human rights achievements since the UPR second cycle, but highlighted that there remains room for improvement regarding the quality of implementation of the recommendations.

80. The Netherlands commended for the special parliamentary advocacy group for LGBTI issues, but remained concerned about discrimination based on gender or sexual orientation. It welcomed the new media law, while expressing concerns about freedom of expression and the need to ensure a functioning, transparent media market and greater safety of journalists.

81. Oman noted that the national report reflected the importance given to the protection and promotion of human rights as shown in the so-called Plan 3-6-9 that defined priority areas such as the reform of the justice system, the public administration and security.

82. Paraguay noted the efforts to harmonise the legislation with the Paris Principles as regards the Office of the Ombudsman and the adoption of the Strategy for Reform of the Justice System 2017-2022. It was concerned by the situation of the Roma regarding access to healthcare, education and other basic rights and services.

83. The Philippines welcomed the adoption of a National Gender Equality Action Plan 2018-2020 and the efforts to address domestic violence by adopting and amending legislation. It commended the adoption of the National Strategy and Action Plan for 2017-2020 for Combatting Trafficking in Human Beings and the implementation of measures aimed to strengthen the protection of children against trafficking.

84. Portugal welcomed the adoption of the amendments to the Law on the Ombudsman with a view to the fulfilment of criteria for the “A” status in accordance with the Paris Principles.

85. The Republic of Korea noted the acceptance of 98 out of 104 UPR second cycle recommendations and the significant progress made in their implementation. It welcomed the five year Strategy for Reform of the Justice System that aimed to strengthen the institutional basis for an independent, impartial and efficient judiciary. It commended the cross-ministerial decision to provide free healthcare to migrants and the dedicated action plan for underage migrants.

86. The Republic of Moldova commended the actions to prevent discrimination against women and minorities through a wide range of initiatives aimed at achieving an equitable treatment for all, including in areas of gender equality and non-discrimination.

87. The Russian Federation welcomed the strategies and national plans on issues such as gender equality, non-discrimination on the basis of ethnic origin, age, psycho-social or physical disability, financed from the State budget. It was concerned about the situation in the justice system, which appears to be suffering interference from abroad.

88. Senegal praised the specific action plans embodying the promotion and protection of human rights: reform of the justice system, reduction in the prison population, access to healthcare for detainees, improved training for penitentiary staff, inter alia, demonstrate the good faith of the authorities regarding fundamental human rights.

89. Serbia commended the adoption of several national strategies aimed at improving the human rights situation for all categories of persons and for establishing the National Coordination Body on Implementation of the UN Convention on the Rights of Persons with Disabilities in May 2018.

91. Slovakia welcomed the adoption of the Law on the Prevention of and Protection against Domestic Violence. It highlighted the human rights challenges faced by vulnerable and marginalized groups such as persons with disabilities or persons belonging to ethnic minority. It appreciated the positive steps taken to address hate crime and hate speech as well as gender-based discrimination. It called on the authorities to provide necessary support and resources to relevant human rights institutions.

92. Slovenia welcomed the implementation of the UPR recommendations on the right to education as well as including sexual orientation and gender identity in the non-discrimination legislation. It commended the ratification of the Rome Statute. It encouraged the Government to strengthen its efforts to improve prison conditions, ensure the rights of LGBTI persons, integrate Roma and promote gender equality.

93. Spain appreciated the continued progress in promoting and protecting human rights internationally. It welcomed the Administrative Court’s legal recognition of gender identity, while regretting that many transgender persons continue to be subjected to discriminatory or violent acts. Moreover, Spain was concerned over the high levels of infant mortality.

94. The State of Palestine acknowledged the efforts made to build an independent, impartial, professional and efficient justice system including through adopting the Strategy for Reform of the Justice System 2017-2022. It welcomed the initiatives to combat discrimination including the National Strategy on Equality and Non-Discrimination on Grounds of Ethnic Affiliation.

95. Sweden welcomed the targeted policies and national strategies, especially regarding gender-based violence, the development of the penitentiary system and the inclusion of the Roma. However, it urged to strengthen respect for human rights and the rule of law, and to improve their practical implementation.

96. Switzerland hailed the efforts made to improve the human rights situation to strengthen the independence and efficiency of the justice system and the creation of a new oversight body unit for police activities. It raised concerns with the lack of progress in protecting children’s rights, the prison conditions and the rights of migrants and asylum seekers.

97. Tunisia welcomed the Government’s consultation with civil society during the preparation of the national report and the legislation adopted since the previous UPR cycle. It praised the strengthening of the legal and institutional framework with different conventions, the reforms of the judiciary, and the national strategies on gender equality and the fight against domestic violence.

98. Turkey appreciated the efforts to fully implement the Ohrid Framework Agreement, the ratification of the Council of Europe Istanbul Convention on Preventing and Combating Violence against Women and Domestic Violence, and the establishment of a National Coordination Body on the implementation of the Convention on the Rights of Persons with Disabilities.

99. Ukraine welcomed the ratification of a number of international human rights instruments including the Convention on Preventing and Combating Violence Against Women and Domestic Violence (the Istanbul Convention). It praised the adoption of a new Strategy for Reform of the Justice System as well as strategies and national action plans on promoting gender equality, non-discrimination and on combating human trafficking. It commended the efforts to harmonise the national and institutional framework with international human rights instruments.

100. The United Kingdom of Great Britain and Northern Ireland recognised the progress made by the Government particularly through the adoption of a new Media Law, constructive engagement with civil society organisations on judicial reforms and parliamentary oversight of intelligence agencies It welcomed the establishment of the National Unit for Countering Illegal Migration and Human Trafficking. It urged developing effective legislation to counter hate crimes, tackle corruption in prisons and investigate all reported crimes against journalists.
101. The United States of America was encouraged by the progress made in increasing transparency and accountability in judicial independence. However, it noted the need for sustained efforts to implement reforms to combat and prosecute high-level corruption to restore public trust in state institutions and in the fairness and integrity of the judiciary. It also referred to the remaining challenges regarding widespread discrimination including some case of violence targeting ethnic minorities and Roma.

102. Uruguay commended the adoption of the National Action Plan for Gender Equality 2018-2020, the Strategy for the Roma 2014-2020 and for its proposed amendments to the anti-discrimination law to include sexual orientation and gender identity. It recognised the commitment of the Government to the international instruments for the universal protection and promotion of human rights.

103. In conclusion the head of the delegation thanked the participants for the frank dialogue and reiterated the commitment of its Government to upholding and protecting human rights.

II. Conclusions and/or recommendations

104. The following recommendations will be examined by the former Yugoslav Republic of Macedonia, which will provide responses in due time, but no later than the forty-first session of the Human Rights Council:

104.1 Ratify the Optional Protocol to the Convention on the Rights of the Child on a communications procedure (Croatia, Slovakia);

104.2 Ratify the Optional Protocol to the ICESCR and the Optional Protocol to the Convention on the Rights of the Child on a communications procedures, as previously recommended previously (Portugal);

104.3 Ratify the International Convention for the Protection of All Persons from Enforced Disappearances (Czechia);

104.4 Ratify the Indigenous and Tribal Peoples convention No. 169 of the International Labour Organisation (Denmark);

104.5 Advance considerations of the ratification of already signed human rights instruments (Georgia);

104.6 Consider to adhere to international and human rights instruments which is not a party yet, including: the 169 ILO Convention on Indigenous and Tribal Peoples and the Convention on the Reduction of Statelessness, among others (Honduras);

104.7 Consider ratifying the International Convention on the Rights of All Migrant Workers and Members of Their Families (Indonesia, Uruguay);

104.8 Ratify the Convention on the Prevention and Punishment of the Crime of Genocide (Islamic Republic of Iran);

104.9 Ratify the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights (Montenegro);

104.10 Consider taking steps towards accession to the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (Philippines);

104.11 Ratify the International Convention for the Protection of All Persons from Enforced Disappearance and the Third Optional Protocol to the Convention on the Rights of the Child (Spain);

104.12 Consider ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families and the International Convention for the Protection of All Persons from Enforced Disappearance (Armenia);
Ratify the International Convention for the Protection of All Persons from Enforced Disappearance and accept a country visit by the Working Group on disappearances (Ukraine);

Accede to the 1961 UN Convention on the Reduction of Statelessness (Ukraine);

Adopt an open, merit-based process when selecting national candidates for UN Treaty Body elections (United Kingdom of Great Britain and Northern Ireland);

Consider the ratification of the International Convention for the Protection of All Persons from Enforced Disappearance (Uruguay);

Continue its efforts in reducing discrimination and providing equal opportunities, and implement its 2018-2020 National Gender Equality Action Plan and enact the proposed law on the protection against discrimination (Bhutan);

Continue the efforts to fully implement the Law on Equal Opportunities of Women and Men and the National Strategy for Gender Equality (Bulgaria);

Ensure effective mainstreaming of a human rights-based approach into legislation, policies and budgets that affect young people (Bulgaria);

Further promote economic and social development and protect the rights of women, children, people with disability and other vulnerable groups (China);

Ensure the independent and sustainable functioning of the control institutions, including the communications interception control agency, the future state commission for the prevention of corruption, the coordinating body of anti-discrimination measures and the agency for media and audio-visual services (France);

Take further steps towards fulfilling the criteria for status A for the National Human rights Institution (Georgia);

Strengthen efforts to ensure that the works of the Ombudsman are in line with the Paris Principles (Indonesia);

Conclude the necessary processes to ensure the establishment of a national human rights institution in line with the Paris Principles (Mexico);

Ensure to allocate sufficient resources to implement various national action plans and national strategies (Myanmar);

Continue the policy of harmonizing national legislation with international human rights standards (Oman);

Establish national mechanisms for the presentation of reports and follow-up of international human rights recommendations received by the State party through effective institutional coordination system in order to make progress on the 2030 Agenda (Paraguay);

Establish a coordination mechanism to ensure the follow-up and implementation of different human rights action plans (Senegal);

Consolidate the national dialogue to facilitate regional and community integration (Senegal);

Amend the Law on the Ombudsman in order to be fully in line with the Paris Principles and provide the Office of the Ombudsman with necessary human and financial resources to ensure effective and independent implementation of its mandate (Slovakia);
Ensure that the draft amendments to the Law on the Ombudsman are in line with the Paris Principles (Ukraine);

Ensure the National Unit for Countering Illegal Migration and Human Trafficking be adequately resourced, and that the ministry of the Interior and Public Prosecution Office increase funding to provide further training for staff to avoid the Unit relying on donors (United Kingdom of Great Britain and Northern Ireland);

Take the necessary measures to effectively eliminate and combat corruption, including by appointing a new Anti-Corruption Commission that is free from political pressure or influence (United States of America);

Adopt and implement measures to strengthen the institutions in charge of preventing and fighting corruption and encourage, from the highest political level, a more proactive attitude to all actors engaged (Austria);

Continue strengthening the fight against discrimination and incitement to violence against minority and vulnerable groups and ensure that crimes motivated by prejudice are effectively investigated and their perpetrators punished (Bolivarian Republic of Venezuela);

Adopt legislation on protection and prevention against discrimination and ensure its effective implementation and harmonization with other relevant laws (Slovakia);

Take steps to adopt the newly drafted Law on Prevention and Protection against Discrimination as soon as possible (Canada);

Ensure swift adoption of the Law on Prevention of and Protection Against Discrimination, prepared by the Ministry of Labour and Social Policy (United Kingdom of Great Britain and Northern Ireland);

Take further steps to effectively investigate and prosecute hate crime and hate speech against vulnerable groups, including LGBTI persons (Canada);

Address discrimination against women and LGBTI persons, including by removing discriminatory references to gender and gender identity in high school and university textbooks (Canada);

Investigate and prosecute hate crimes perpetrated against LGBTI persons (Chile);

Take further steps to eradicate discrimination based on sexual orientation (Estonia);

Strengthen the rights of LGBTI people (France);

Effectively investigate and prosecute hate crimes, including against journalists and LGBTI persons (Iceland);

Take appropriate measures to prevent and combat all forms of discrimination and to align the national anti-discrimination legislation with the international standards, in particular by increasing efforts to protect the LGBTI people (Italy);

Fight hate speech, both online and offline, and hate crimes against minorities, including Roma and LGBTI community, by adopting legislation based on international human rights standards (Lithuania);

Take all steps to ensure that legislation prohibiting discrimination on the basis of sexual orientation and gender identity is fully implemented (Ireland);

Swiftly and without further delay, adopt the new anti-discrimination legislation aimed at protecting against discrimination based on sexual orientation and gender identity (Netherlands);
Modify the Law of Protection against and Prevention of Discrimination with a view to expressly prohibiting discrimination on the grounds of sexual orientation and gender identity (Spain);

Continue its efforts to eliminate all discrimination, by adopting the draft amendment law against discrimination and by prosecuting hate crimes, in particular against LGBTI communities (Switzerland);

Speed up the adoption of the draft law on the prevention of discrimination and the protection against this phenomenon and explicitly prohibit discrimination based on grounds of sexual orientation and gender identity (Belgium);

Strengthen measures in the legislative area to combat gender based discrimination (Honduras);

Revise the country’s Criminal Code in order to ensure that it contains a clear and comprehensive definition of racial discrimination, consistent with article 1 of the Convention on the Elimination of All Forms of Racial Discrimination (Islamic Republic of Iran);

Continue reforming the national legislation with a definition of racial discrimination in line with that in the relevant convention (Mexico);

Enhance efforts towards elimination of all forms of discrimination, including strengthening the legislation to ensure gender equality in the field of labour and social rights (Lithuania);

Take effective measures to address multiple and intersecting forms of discrimination against people with disabilities, especially women and girls (Portugal);

Continue the efforts to fully implement the national strategy for equality and non-discrimination for 2016-2020, including by expediting legislative procedures (Republic of Korea);

Integrate more the concerns of minorities, indigenous peoples and stateless persons in defined political programmes (Senegal);

Continue promoting gender equality in order to explicitly prohibit all forms of discrimination (Armenia);

Redouble efforts to fight against discrimination for reasons of gender, ethnicity, sexual orientation, gender identity or for any other reason (Uruguay);

Raise awareness about discrimination and its different forms of manifestations, as well as the relevant protection mechanisms through targeted information campaigns (Austria);

Consider including a definition of torture in the Penal Code in light with the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (Chile);

Accelerate progress towards ensuring the protection of human rights defenders against physical attacks, threats, verbal assaults and stigmatization (Estonia);

Accelerate the process of adoption and amendment of legislation under the 2018-2023 Plan of Action for the application of the Istanbul Convention (Paraguay);

Carry out and complete a review of its national legislation as to harmonize it with the provisions of the Convention on Preventing and Combatting Violence against Women and Domestic Violence (Turkey);

That in enforcing the Law on Prevention of and Protection against Domestic Violence, particular attention is paid to providing adequate support to victims of domestic violence (Albania);
104.67 Strengthen the prevention of violence against women and children (France);

104.68 Intensify efforts to strengthen legislative framework against gender-based violence, including the adoption of a definition of gender-based violence and incrimination of all forms of gender-based violence (Montenegro);

104.69 Take appropriate measures to prevent and combat all forms of discrimination and violence against women, including domestic violence, in particular by implementing the Istanbul Convention (Italy);

104.70 Continue its efforts in implementing legislations and strategies to combat violence against women and children (Philippines);

104.71 Monitor closely reporting and treatment of cases of domestic violence in the rural area (Republic of Moldova);

104.72 Amend the criminal code to criminalize marital rape (Sweden);

104.73 Remove the requirement of penetration in the definition of rape (Sweden);

104.74 Strengthen efforts to implement legislation and national action plans on domestic violence and violence against women (Slovenia);

104.75 Carry out thorough impartial investigations of cases of abuse of authority by law enforcement personnel (Russian Federation);

104.76 Implement immediate measures to investigate complaints of ill-treatment in prisons, improve material conditions in detention centres and reduce overcrowding (Spain);

104.77 Continue with reforms of the penitentiary system, particularly to strengthen the mechanisms for oversight, in line with recommendations by CPT so as to provide much needed information on the treatment of convicts and detainees (Sweden);

104.78 Take effective measures to bring conditions of detention in line with international standards, notably with regard to the overcrowding of prisons and ensuring appropriate follow-up of all cases of alleged ill-treatment (Germany);

104.79 Improve the living conditions of people in closed institutions and ensure their full health care (Germany);

104.80 Take immediate action to put an end to ill-treatment in prisons, improve material conditions in detention facilities and enhance measures to reduce overcrowding (Islamic Republic of Iran);

104.81 Take immediate steps to improve prison conditions, directed in particular at reducing overcrowding and ensuring the safety of prisoners (Australia);

104.82 Carry out further work to reduce overcrowding in prisons, to improve the detention conditions of convicted persons, including access to quality medical services (Belarus);

104.83 Improve the conditions in detention by fighting against corruption and mistreatment as well as through improving the provided health care (Switzerland);

104.84 Continue efforts to fight against violence against women and domestic violence and take appropriate measures to protect the victims (Tunisia);

104.85 Continue the implementation of the National Strategy for Development of the Penitentiary System and of the Strategy for the Establishment of a Probation Service (Bolivarian Republic of Venezuela);

104.86 Guarantee accountability for the serious crimes committed during the 2001 conflict (Chile);
Pursue its actions and initiatives aimed at implementation of judiciary reforms, promotion of vulnerable groups and the harmonization of the national legislation with international human rights standards (Benin);

Continue with reforms in order to build an independent, impartial, professional and efficient justice system (Estonia);

Implement credible and visible reforms to effectively strengthen the rule of law, including ensuring the independence of judges and the reliability of proceedings (France);

Provide training for judicial authorities about the right to equality and prohibition of discrimination based on international human rights standards and the jurisprudence of the European Court of Human Rights (Iceland);

Continue reforming the judiciary in order to ensure its independence and judicial security and protection of the rights and freedoms of all residents of the country (Mexico);

Continue to take measures to improve the judicial system and reform the law enforcement agencies (Russian Federation);

Continue to invest in the training of judges, public prosecutors and those providing professional legal services to strengthen the rule of law and its justice system (Singapore);

Guarantee and protect the full independence and impartiality of the judiciary and ensure the right to a fair trial (State of Palestine);

Fully implement fully the European Commission and Council of Europe’s recommendations related to the reform of the judicial system (United States of America);

Investigate allegations and prosecute all instances of political pressure, intimidation, misuse of administrative resources and vote-buying (Iceland);

Create conducive environment for media pluralism and independence, ensure safety of journalists and media and to guarantee proper and impartial investigation of all crimes committed against journalists (Czechia);

Amend legislation concerning media regulation in order to ensure a transparent and independent public broadcasting service (Estonia);

Ensure respect for freedom of expression and right to privacy, including online (Estonia);

Ensure a proper environment and diversification of the media landscape (France);

Continue to promote an enabling environment for freedom of expression and ensure that journalists and writers can work freely and without fear of retribution for expressing critical opinions and ensure the independence and diversity of the media (Germany);

Take further steps to ensure that the recognition of the importance of the protection of the right to freedom of opinion and expression is demonstrated by the provision of a safe and secure environment for civil society activists, human rights defenders and journalists to carry out their work (Ireland);

Improve protection of the freedom of information by aligning national legislation to international standards (Italy);

Ensure the protection of the freedom of expression by adequately and promptly responding to the attacks against journalists, as well as by further improving their labour and social rights (Lithuania);
Protect freedom of expression by ensuring a successful implementation of the new media law, providing a secure, fair and functioning market (Netherlands);

Guarantee the right to freedom of expression and association and take the necessary measures to protect journalists, demonstrators and human rights defenders (Portugal);

Put in place concrete measures to protect those who exercise their rights to freedom of expression and association from intimidation and violence (Republic of Korea);

Take concrete steps to promote an enabling environment for freedom of expression and to foster professionalism and accurate reporting, including through strengthened independence of the public broadcaster (Austria);

Continue increasing actions in the fight against trafficking in persons, especially women and children, and strengthen measures to detect and prevent these cases (Bolivarian Republic of Venezuela);

Redouble efforts aimed at combating human trafficking (Honduras);

Continue to strengthen measures to combat trafficking in persons and ensuring access to remedy to trafficked victims (Maldives);

Step up efforts to respond to trafficking in persons and ensure to adequately sanction the perpetrators (Myanmar);

Further strengthen efforts in enhancing protection measures for vulnerable sectors against trafficking in persons (Philippines);

Take measures to combat trafficking in persons, systematically and vigorously investigate and prosecute perpetrators and ensure that, when convicted, they are adequately sanctioned (Republic of Moldova);

Strengthen further efforts in the area of combating trafficking in persons, including improving law enforcement practices with a view to bringing to justice and punishing the perpetrators, as well as providing victims of trafficking with protection and effective restoration of rights (Belarus);

Continue efforts to promote gender equality, in the labour market, as well as in decision making (Tunisia);

Take measures to ensure that the most disadvantaged and marginalized persons are fully protected under its social security system (Algeria);

Make medical abortion available and accessible throughout the country, in line with the WHO Safe Abortion Guidelines, and urgently remove waiting periods, biased counselling and unnecessary administrative burdens (Iceland);

Ensure universal coverage by the state health insurance of all costs related to sexual and reproductive health and modern contraceptive methods (Iceland);

Make all efforts to ensure that primary health-care services are available and accessible to all (Islamic Republic of Iran);

Intensify efforts to ensure that primary health care services are available and accessible to all citizens, regardless of geographical location (Serbia);

Develop a primary health-care system which guarantees high-quality medical care for pregnant women and children (Spain);

Establish an effective mechanism in order to ensure the participation of civil society organisations and affected communities in the creation of the
national preventive programmes in the field of health protection of mothers and children (Ukraine);

104.124 Adopt a comprehensive program on sexual and reproductive health rights with special attention to improving sexual education in schools (Belgium);

104.125 Ensure access for all women, including rural women and women from vulnerable groups, to reproductive health-care services (Iceland);

104.126 Continue efforts in providing access to education to children, particularly from marginalised backgrounds (Bhutan);

104.127 Continue its efforts to make education more inclusive (Myanmar);

104.128 Take all necessary measures to promote inclusive education, making sure that minority groups are not neglected and that persons from vulnerable groups are fully integrated in the educational system (Portugal);

104.129 Take necessary measures to eliminate from the educational programs the discriminatory criteria against the Roma children and adopt educational programs that guarantee their right to education free from any discrimination. (Argentina);

104.130 Step up efforts to promote inclusive education, especially for Roma children and children of other minority groups and children without personal documents (Serbia);

104.131 Take further steps to build a more inclusive society by ensuring that sufficient special educators are employed to support the integration of children with disabilities in primary and secondary schools in all municipalities (Singapore);

104.132 Continue efforts to reduce school drop-out, especially of Roma girls (Slovenia);

104.133 Direct further efforts towards the inclusion of Roma in primary as well as secondary education, including earmarking in local and national budgets towards this end (Sweden);

104.134 Improve the quality and accessibility of the education system and the health care system for children (Switzerland);

104.135 Continue efforts to provide education to all children especially those living in rural areas (Tunisia);

104.136 Promote inclusive education, notably by improving the enrolment and the retention of students from minority groups and Roma students in particular, including in pre-school education, and by ensuring access to education for all children, specifically those without identity documentation (Austria);

104.137 Intensify efforts to implement the Equal Opportunities for Women and Men Act Gender and achieve equality between them in various fields (Iraq);

104.138 Continue efforts to promote women's participation in political and public life and in decision-making positions (Iraq);

104.139 Increase further the participation of women in the political and public sectors, particularly in decision-making positions (Republic of Moldova);

104.140 Deepen the measures aimed at eradication of forced marriage of girls and women, as well as, take necessary measures to punish cases of forced marriage (Argentina);

104.141 Strengthen efforts to protect the rights of the children, in particular by promoting the inclusion of children with disabilities in the education system and further preventing child, early and forced marriage (Italy);
104.142 Intensify efforts to fully implement the Ohrid Framework Agreement, as a guarantee to build a democratic, functioning, multi-ethnic society, firmly based on the rule of law (Albania);

104.143 Ensure that no impediments to the preservation, expression, and development of cultural identity by all citizens are created, as previously recommended (Bulgaria);

104.144 Ensure that no disadvantage shall result for citizens from the exercise of their right to identify themselves as belonging to any ethnic group (Bulgaria);

104.145 Continue to promote the 2014-2020 Roma Strategy, and to implement action plans for the social inclusion of Roma in employment, education, housing, and health care, in addition to strengthening the status of Roma women in the society (Bolivarian Republic of Venezuela);

104.146 Take further steps to improve education, housing and social protection of Roma, particularly Roma women, including promoting inclusion of Roma in the education system and decreasing the number of Roma children placed in special education (Canada);

104.147 Continue to double efforts to protect the rights of the Roma and other minority groups and combat hate speech and acts of discrimination (China);

104.148 Take further efforts to improve social inclusion of national minorities, in particular access to education and healthcare services for women, children and people with disabilities (Croatia);

104.149 Take measures to increase participation of Roma in public life and decision-making processes, using - as appropriate - the OHCHR Guidelines for States on the effective implementation of the right to participate in public affairs (Czechia);

104.150 Continue to implement the strategy to strengthen the integration of Roma people (France);

104.151 Better integrate minorities, particularly Albanians and Roma, in political, cultural and academic life (Mexico);

104.152 Further improve the social inclusion of the Roma and strengthen the status of Roma women in society (Oman);

104.153 Step up efforts by the Government to design and implement public policies to guarantee full enjoyment of fundamental rights, to improve the standard of living for the Roma population in the country (Paraguay);

104.154 Intensify efforts to eradicate discriminatory attitudes against Roma people and improve their socioeconomic situation, as well as the adoption of measures that improve their participation in public life and the decision-making processes (Spain);

104.155 Intensify its efforts to eradicate structural discrimination against Roma people, to improve their socioeconomic status and to increase their participation in public life and decision-making processes (State of Palestine);

104.156 Fully implement the recommendations of the Ministry of Labor and Social Policy Strategy for the Roma 2014-2020, including recording every individual in the Registry of birth, in order to combat socio-economic marginalization and labour discrimination faced by individuals belonging to the Roma community (United States of America);

104.157 Take further concrete and effective action to improve the living conditions and social and economic rights of Roma communities, including simplifying complex civil registration procedures which disproportionately affect Roma communities (Australia);
104.158 Intensify efforts to eradicate structural discrimination against Roma and improve their socio-economic situation (Belgium);

104.159 Improve the concrete implementation of the rights of persons with disabilities (France);

104.160 Introduce adequate measures to improve living conditions of persons with disabilities and step up efforts to ensure their full inclusion (Germany);

104.161 Adopt measures to make available to persons with disabilities the mobility aids and functional devices, including affordable assistive technologies (Algeria);

104.162 Continue to strengthen measures to address multiple and intersecting forms of discrimination against women and girls with disabilities (Maldives);

104.163 Ensure persons with disabilities, particularly blind persons and persons with intellectual impairment, their right to vote by secret ballot (Republic of Korea);

104.164 Provide adequate and affordable support to ensure that people with disabilities are able to access health, education and employment services and participate fully in society (Australia);

104.165 Intensify efforts to effectively implement the 2015 - 2025 Strategy on the Integration of Refugees and Foreign Nationals to enhance local integration programmes (Indonesia);

104.166 Ensure the rights of migrants and combat their trafficking (Iraq);

104.167 Put an end to the policy of detention and expulsion of migrants and consider alternatives to detention of asylum seekers, particularly unaccompanied minors (Mexico);

104.168 Put an end to detention, refoulement and abusive expulsions of migrants and asylum seekers and ensure their proper and due registration (Switzerland);

104.169 Ensure the protection of the rights of migrants and asylum seekers in accordance with international standards, including the use of alternatives to detention of unaccompanied minors were available (Belarus).

105. All conclusions and/or recommendations contained in the present report reflect the position of the submitting State(s) and/or the State under review. They should not be construed as endorsed by the Working Group as a whole.
Annex

Composition of the delegation

The delegation of the former Yugoslav Republic of Macedonia was headed by H.E. Mr. Andrej Zhernovski, Deputy Minister for Foreign Affairs and composed of the following members:

- Ms. Svetlana Geleva, Deputy Director for Multilateral Affairs, Ministry of Foreign Affairs;
- Mr. Mile Boshnjakovski, Spokesperson of the Government;
- Mr. Jovica Stojanovikj, Director for Enforcement of Sanctions, Ministry of Justice;
- Ms. Ljidi Dojchinovska, State Advisor, Office of the Prime Minister of the Government;
- Ms. Aneta Trpevska, State Advisor on EU Integrations, Ministry of Education and Science;
- Ms. Maja Petkovska Leses, Special Adviser, Cabinet of the Minister without Portfolio in Charge of Communications, Accountability and Transparency;
- Mr. Dejan Andonov, Head of Department for Internal Control, Criminal Investigation and Professional Standards, Ministry of Interior;
- Ms. Tanja Kikerekova, Head of Human Rights Department, Ministry of Justice;
- Ms. Mabera Kamberi, Head of Department, Ministry of Labor and Social Policy;
- Ms. Gordana Bukreska, Chief Inspector Department for Internal Control, Criminal Investigation and Professional Standards, Ministry of Interior;
- Mr. Darko Docinski, Deputy Head of Labor Law and Employment Policy Department, Ministry of Labor and Social Policy;
- Ms. Simona Atanasova, Member of the Cabinet, Ministry of Health;
- Ms. Stanislava Chulikj, Member of the Cabinet of the Deputy Minister of Foreign Affairs;
- Ms. Elena Zdravkovska, Desk Officer at the Directorate for Multilateral Relations, Ministry of Foreign Affairs;
- Ms. Sejhan Zejnel, Third Secretary at the Permanent Mission in Geneva.