

REPORT ON MINORITY PARTICIPATION IN THE LEGAL PROFESSION IN MACEDONIA

September 2004

At the beginning of 2001, ethnic Albanian militants started an armed campaign in the north and northwest part of Macedonia. On August 13, 2001, four major political parties, two Macedonian and two Albanian, supported by the President of Macedonia and representatives of the international community, signed a document called the Framework Agreement. The Framework Agreement was a guarantee of complete cessation of hostilities and voluntary disarmament of the militant groups. The document encompasses and promotes peaceful and harmonious development of civil society, while respecting the ethnic identity and the interests of all Macedonian citizens.

The Framework Agreement calls for changes intended to decrease the sense of disenfranchisement of the minorities in Macedonia. In order to clarify the extent of minority populations in Macedonia, the Framework Agreement provided for a new census to be completed prior to the end of 2001. Due to that fact that the situation in the post-conflict regions was still unstable in late 2001, the census was postponed until autumn 2002. According to the 2002 census, 2,022,547 citizens live in Macedonia, of which 1,297,981 or 64,18% are Macedonians, 509,083 or 25,17% are Albanians and 215,483 or 10,75% are other minorities. The previous census, completed in 1994, indicated 66.7% Macedonians, 22.5% Albanians and 10% other minorities. The 2002 census shows that over the past eight years, the Albanian population in Macedonia has increased at a higher rate than the population of ethnic Macedonians.

The Macedonian Assembly adopted the directives given in the Framework Agreement as constitutional amendments in November 2001. The amendments concern development of a decentralized government, non-discrimination and equitable representation, parliamentary procedures, education and the use of languages and expression of identity of the ethnicities. The provisions have an impact on local self-government, higher education, and employment in public administration. The specific provisions that affect minority representation and participation in the legal system are: “positive discrimination” in enrollment of minorities at the State university; translation of all proceedings and documents in criminal and civil procedures for accused persons or any party who belongs to a minority; and a majority of votes of the representatives of

minority communities for appointment of members of the Republic Judicial Council, Constitutional Court judges and the Ombudsman. In addition, the implementation and confidence-building measures outlined in Annex C of the Framework Agreement “invite the international community to assist in the training of lawyers, judges and prosecutors from members of communities not in the majority in Macedonia in order to be able to increase their representation in the judicial system. ”

This paper will present information about the participation of minorities in the institutions of the legal and judicial system in the Republic of Macedonia. Part one examines legal education in Macedonia; the second part focuses on the judiciary, the prosecution, and the advocates; the third part looks at law students’ opinions about prospects for employment in the judicial sector; and the final part sets out conclusions and recommendations. The data shows that minority participation in the legal and judicial system is lower than minority representation in the Macedonian population. This paper seeks to explain the reasons for this phenomenon and suggest means to improve the imbalance. This study was undertaken as part of the program of the American Bar Association - Central European and Eurasian Law Initiative in Macedonia, a project funded by the U.S. Agency for International Development.

LEGAL EDUCATION

Since the independence of Macedonia in 1991, the Government has recognized the problem of under-representation of minorities in higher education. In 1993, the Government introduced a "positive discrimination policy" for enrollment at the state-financed universities (Sts. Cyril and Methodius University in Skopje and St. Kliment Ohridski University in Bitola). The policy provided that 10% of the state-financed places at each faculty within the university would be reserved for national minority students who achieved a minimum score of 60 on the entrance exam. (Admittance to the university was normally based on academic records and entry exams.) The Government also introduced the principle of self-financing in 1993, allowing the faculties to admit paying students in addition to the state-financed students. In 1997, the positive discrimination policy was refined to provide that an additional 10% of places would be dispersed among all national minorities according to the census of 1994. The positive discrimination policy effectively lowered the entrance standards for minority students.¹

In July 2003, amendments to the Law on Higher Education were enacted in order to fulfill Macedonia's obligation under Section 6.3 of the Framework Agreement, which states that the principle of positive discrimination will apply in the enrollment in State universities of minority candidates until the enrollment reflects equitably the composition of the population of Macedonia. The Law on Higher Education requires the Government to determine an additional quota that will secure adequate and justified access of minority students in the first year. The quota is currently 20%. As a result of the amendments in July 2003, the quota applies to both state-financed and self-financed students. In addition to the positive discrimination policy, the 2003 amendments provide that citizens who belong to a community that forms 20% of the population of Macedonia have the right to study in their own language at institutions of higher education so their culture, heritage and customs can be protected.

Prior to 2001, there was only one accredited law faculty in Macedonia--"Iustinianus Primus" at Sts. Cyril and Methodius University. In 2001, a second law faculty was established at the South East European University of Tetovo (SEEU). International donors are financing SEEU and their financial support is expected through 2004, after which SEEU could apply for financial support by the State. In addition, the University of Tetovo at Mala Recice has been offering law faculty classes since 1993, but the University was not recognized as a State institution until 2003. For more information about the legal profession in Macedonia, see the ABA-CEELI Macedonia 2004 Legal Profession Reform Index [<http://www.abanet.org/ceeli/publications/jri/home.html>]

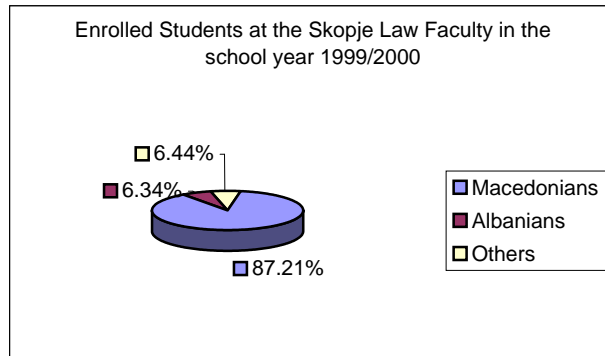
¹ For the class entering the Law Faculty in Skopje in 1998, the lowest exam score for a Macedonian student was 93.3 compared to less than 70 for an Albanian. In general, the difference in test scores has been about 20 points.

Law Faculty “Iustinianus Primus”- State University “Sts. Cyril and Methodius”, Skopje .

Approximately 5,000 students are currently enrolled at the law faculty in Skopje. Unfortunately, enrollment data for the period of 1993-1997 was not available for this study, so it is difficult to determine if the initial positive discrimination policy had any impact on minority enrollment. However, between 1998 and 2001, the percentage of Albanian students at the law faculty in Skopje dropped slightly, while the percentage of other minority students remained relatively stable. (See Charts and Tables below ²). One explanation for this is the opening in 2001 of the South East European University in Tetovo (see discussion below). Another factor might be the significant 47% increase in overall enrollment between the 1999/2000 and 2000/2001 academic year (primarily due to the Dean's policy to open enrollment). The rate of increase in enrollment fell to 7% for the 2001/2002 academic year and 12% for 2002/2003.

Enrolled students at the Skopje Law Faculty school year 1999/2000

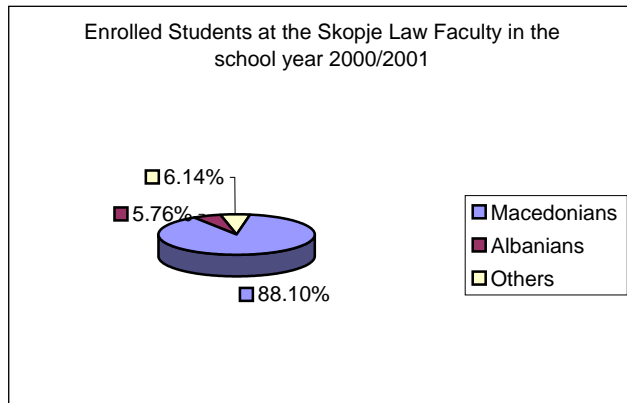
Sex	Total	Macedonians	Albanians	Turks	Romas	Vlachs	Serbs	Other	Graduated in 1999
Total	2002	1746	127	23	25	11	47	23	238
Females	1163	1046	43	9	15	7	32	11	150



² Official statistics from the Bureau of Statistics of Macedonia

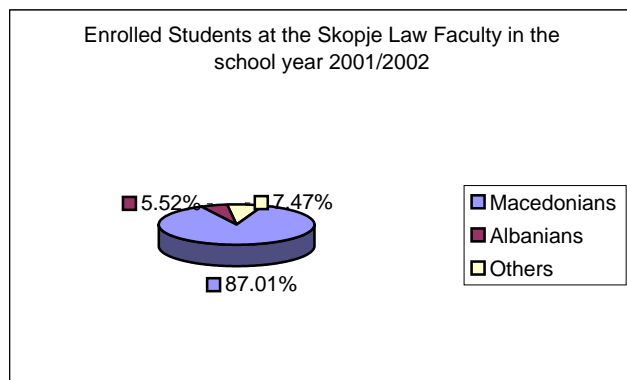
Enrolled students at the Skopje Law Faculty in the school year 2000/2001

Sex	Total	Macedonians	Albanians	Turks	Romas	Vlachs	Serbs	Other	Graduated in 2000
Total	2949	2598	170	22	16	35	64	44	152
Females	1723	1551	66	12	10	22	42	20	105



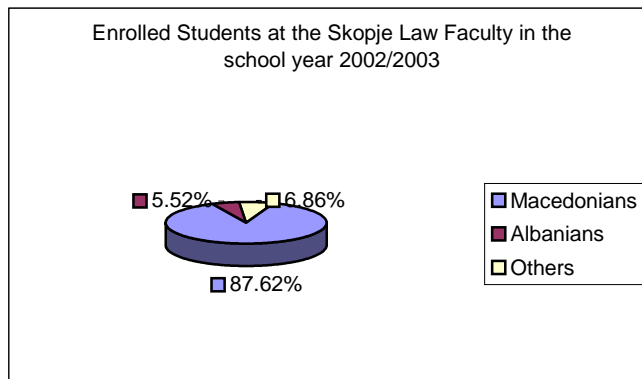
Enrolled students at the Skopje Law Faculty in the school year 2001/2002

Sex	Total	Macedonians	Albanians	Turks	Romas	Vlachs	Serbs	Other	Graduated in 2001
Total	3333	2900	184	46	21	48	74	60	195
Females	1899	1696	69	24	9	29	42	30	137



Enrolled students at the Skopje Law Faculty in the school year 2002/2003

	Total	Macedonians	Albanians	Turks	Romas	Vlachs	Serbs	Other	Graduated in 2002
Total	3747	3283	207	48	27	54	72	56	203
Females	2192	1967	81	25	14	36	39	30	128



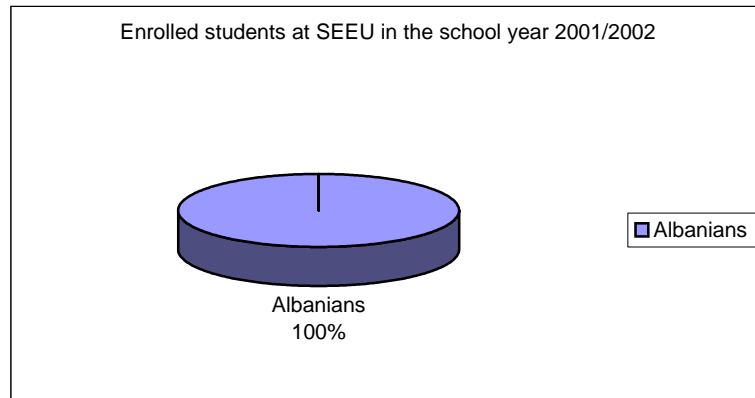
Another interesting feature is the enrollment of female students. The percentage of female Macedonian students is approximately 60%, while the rate for female Albanian students is approximately 38%. This reflects the fact that the traditional Albanian culture does not support higher education and professional opportunities for women. Unfortunately, comparable statistics for SEEU were not available for this study.

Law Faculty of South East European University - Tetovo

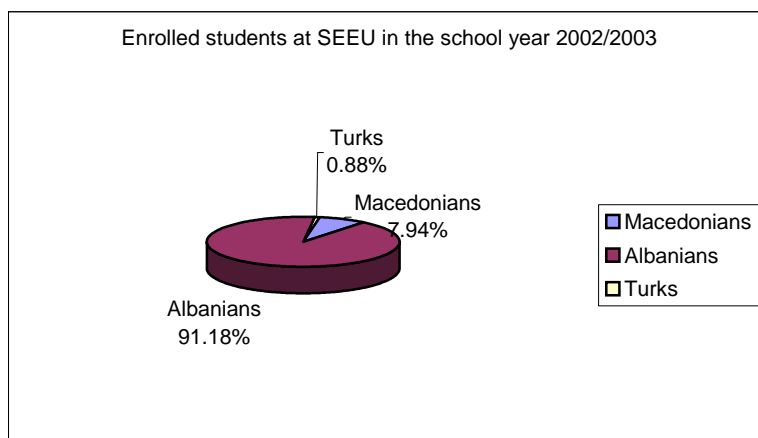
In 2001, the South East European University in Tetovo (SEEU) was established as the first private university in Macedonia. Funding for SEEU has been provided by USAID, as well as other international donors. This external support is expected to cover the University's operating costs for the first four years after which the University must be self-sufficient. The idea for establishing the SEEU was to increase the number of Albanian professionals and to increase the opportunity for students of the Albanian minority to study in the Albanian language. That is one of the directives of the Framework Agreement. Establishing a law faculty is a major step in eliminating obstacles for minorities' participation in the legal and judicial system. Two hundred and twenty Albanian students enrolled at the faculty in 2001 with an additional 340 enrolling in 2002.

As a result of the opening of SEEU, the number of Albanian students studying at a law faculty in Macedonia increased dramatically from 51 in 1998 to 271 in 2001.

Whereas in 1998, the percent of law students in Macedonia of the Albanian minority was approximately 6%, that number increased to approximately 11% in 2001 and 17% in 2002. The effect this will have on the number of legal professionals of the Albanian minority in Macedonia in the future is not clear. One question that will be discussed later in this paper is the extent to which Albanian law graduates will enter the legal profession.



An interesting phenomenon is the extent of the enrollment of Macedonian students at the SEEU Law Faculty; see Chart below³ and Annex 1. It is often stated that non-Albanian students are interested in studying at the SEEU Law Faculty because they believe that the Law Faculty has international recognition. This fact is very important in a region such as Macedonia, where the young population often migrates to the United States, the European Union, Canada and other developed countries. Another reason that Macedonian students are interested in studying at SEEU is that the curriculum and programs are believed to be much more interesting and easier than at the State University. Despite these beliefs, very few Albanian or Macedonian students have transferred to the Law Faculty at SEEU.



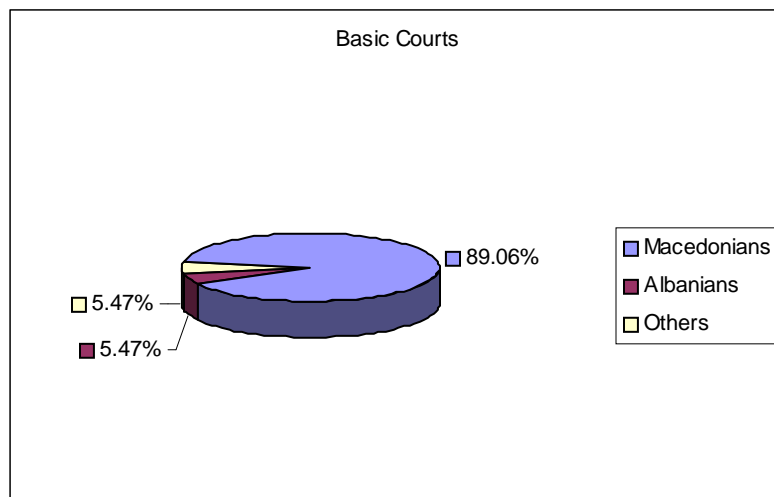
³ Official statistics of the South East European University-Tetovo

THE JUDICIARY, PROSECUTION, AND ADVOCATURA

The Court System

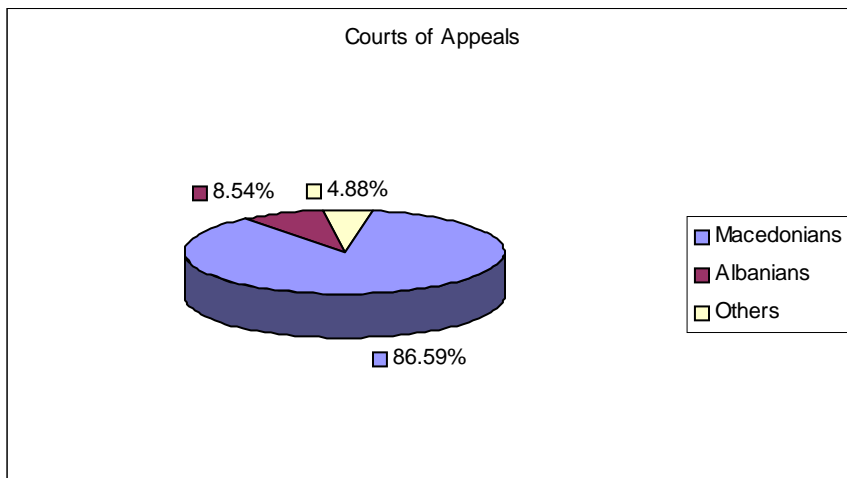
The Courts are the most important part of the judicial system of Macedonia. According to the Constitution of Macedonia there are three levels of courts. The first level is the basic court, the second level is the courts of appeals, and the highest level is the Supreme Court of Macedonia. Other important constituents of the judicial system are the Republic Judicial Council that nominates judges and decides on disciplinary measures, and the Constitutional Court of Macedonia. For more information about the legal profession in Macedonia, see the ABA-CEELI Macedonia 2004 Legal Profession Reform Index [<http://www.abanet.org/ceeli/publications/jri/home.html>]. The Framework Agreement has provisions to ensure that minority interests are represented in the election of the members of the Republic Judicial Council and judges of the Constitutional Court. There are also provisions concerning the usage of the language of minorities in the court procedures.

The basic courts are the main point of contact that citizens have with the judicial system and where representation of the minorities has the biggest effect. In the Republic of Macedonia there are 27 basic courts with approximately 530 judges (83% of the judges in the country). The ethnic structure of the judges of the basic court is as follows: 472 or 89,06% are Macedonians, 29 or 5,47 % are Albanians and 28 or 5,47% are other ethnicities. (See Chart below⁴ and Annex 2.) The level of the minority representation varies from region to region. For example, in the northwest and western part of Macedonia, where the Albanian population is concentrated, the percentage of Albanian judges is much higher than in other regions.



⁴ Statistics of the Project for Monitoring the Framework Agreement, ADI-Association for Democratic Initiatives

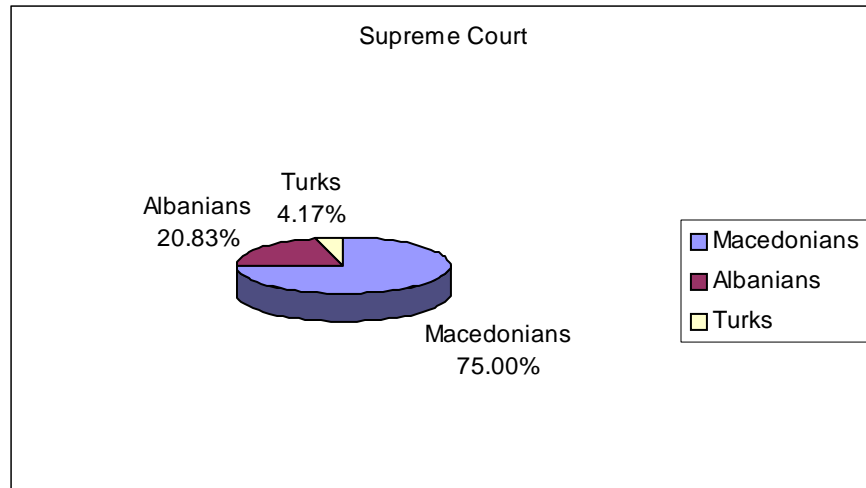
The Courts of Appeals are the higher instance or the second level of the court system. There are three Courts of Appeals in Macedonia, with jurisdiction over different regions. The largest is the Court of Appeals in Skopje, followed by the Court of Appeals in Bitola and then the Court of Appeals in Stip. There are a total of 83 judges in the Courts of Appeals. As in the basic courts, the representation of minority judges in the Court of Appeals varies from region to region. The Skopje Court of Appeals has 45 judges of whom 34 are Macedonian, seven are Albanian, and four are from other ethnicities. The Bitola Court of Appeals has 23 judges, of which 22 are Macedonian and one is Albanian. The Stip Court of Appeals has 15 judges, all of whom are Macedonian. See Chart below⁵ and Annex 2.



The Supreme Court of Macedonia is the highest instance court in the judicial system of the country. The Supreme Court sets the court policy and gives directives and opinions on the work of the courts and judges. The number of presiding justices on the Supreme Court is 24. Of the 24 Justices of the Supreme Court, 18 are Macedonian, 5 are Albanian and 1 is Turk. See Chart below⁶ and Annex 2.

⁵Ibid

⁶ Ibid.



There are a total of 637 judges in Macedonia. The ethnic breakdown is 567 (89%) Macedonian, 42 (6.6%) Albanian, and 28 (3.4%) other minorities. These figures are comparable to the breakdown of the students at the Skopje Faculty of Law.

Republic Judicial Council

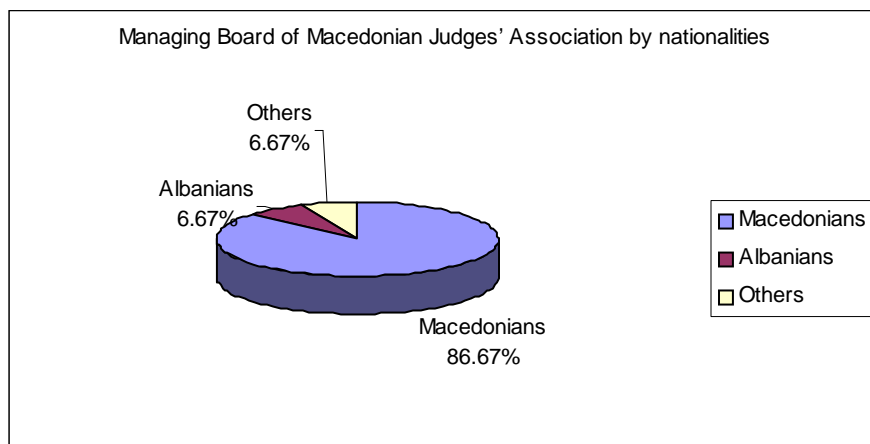
The Constitution of Macedonia provides that the Republic Judicial Council nominates candidates for judges to the Assembly, makes proposals for the discharge of judges, decides on the disciplinary responsibility of judges, and assesses the competence and ethics of judges in the performance of their office. It also nominates two judges to sit on the Constitutional Court of Macedonia. The Republic Judicial Council is composed of seven members elected by the Assembly of Macedonia, of which four are judges and three are lawyers from other branches. Because the Republic Judicial Council derives its authority directly from the Constitution and plays a very important role in the judicial system, the Republic Judicial Council is one of the bodies directly affected by the Framework Agreement.

On July 1, 2003, in compliance with the Framework Agreement, the Assembly of Macedonia adopted the amendments of the Law on the Republic Judicial Council. The amendments provide that “three members of the Council are elected by the Assembly by a majority vote of the total number of Representatives, within which there must be a majority of the votes of the total number of Representatives claiming to belong to the communities not in the majority of the population of Macedonia.” Because it has the power to nominate and discipline judges, there is no doubt that the Republic Judicial Council is a very important institution with respect to minority participation in the judicial system. The fact that the approval of minority Representatives is now required for membership on the Republic Judicial Council has the potential to improve the trust ethnic minorities have in the judicial system and decrease the sense of disenfranchisement of minority communities, even if in practice it does not result in the appointment of more minority judges.

The appointment of minority judges will depend on whether minority candidates apply for judicial positions. According to court officials in areas with a large minority population, law graduates of ethnic minority communities generally prefer employment in higher-level positions in the state administration.

Macedonian Judges' Association

In 1993 the judges in Macedonia established a non-governmental organization to increase the dignity and professionalism of judges and to improve the status of the judiciary in Macedonia. Although membership is voluntary, all of the current judges as well as legal assistants are members of the Macedonian Judges' Association. The MJA has a Managing Board of 15 judges. The Board has 13 Macedonians, one Albanian and one Turk. See Chart below⁷ and Annex 2.



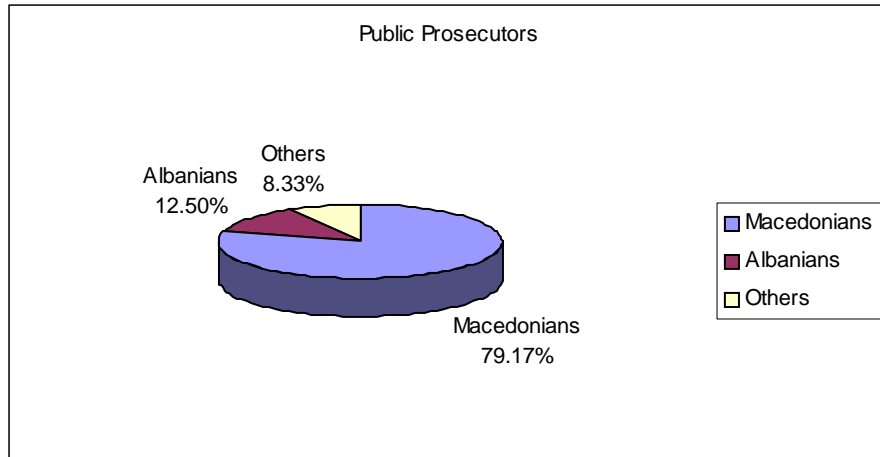
Public Prosecution

Similar to the organization of the courts, the Constitution of Macedonia provides three levels of Public Prosecution: the Basic Public Prosecution Office, the Higher Public Prosecution Office, and the Public Prosecutor of Macedonia. There are 22 Basic Public Prosecution offices, three Higher Public Prosecution offices and the office of the Public Prosecutor of Macedonia. The Basic Public Prosecution offices try cases in front of the basic courts, the Higher Public Prosecution offices appear in the Courts of Appeals, and the Public Prosecutor of Macedonia appears in the Supreme Court. The nature, however, of the Public Prosecution is very different from that of the courts. Like the judiciary, the Public Prosecution is an independent. However, unlike the judiciary where each judge is independent, the Public Prosecutor of Macedonia oversees the Public Prosecution on the principles of subordination and delegation of the competences. Moreover, whereas the

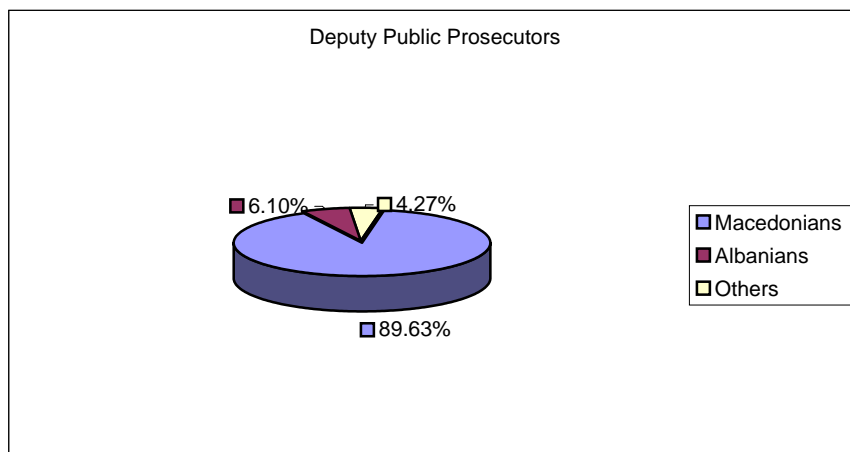
⁷ Official statistics from the Macedonia Judges' Association

independent Republic Judicial Council nominates judges, the Government nominates candidates for Public Prosecutors and Deputies.

Representation of ethnic minorities in the Public Prosecution is particularly important, as the prosecutors are responsible for charging and trying criminal cases. In the offices of the Public Prosecution, there are Public Prosecutors, Deputy Public Prosecutors and Legal Assistants. The total number of Public Prosecutors in Macedonia is 24, 19 Macedonians, 3 Albanians, and 2 from other ethnicities. See Chart below⁸ and Annex 3.



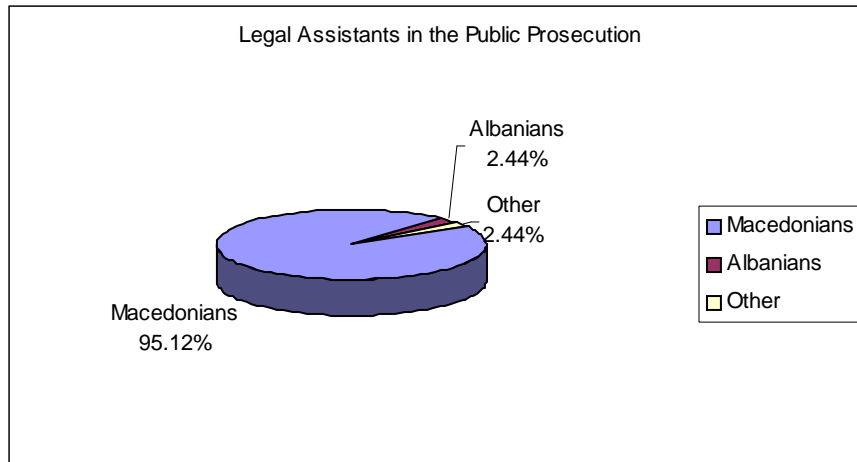
The total number of Deputy Public Prosecutors is 163: 147 Macedonians, 10 Albanians, and 7 from other ethnicities. See Chart below⁹ and Annex 3.



⁸ Official statistics of Public Prosecutor of Macedonia.

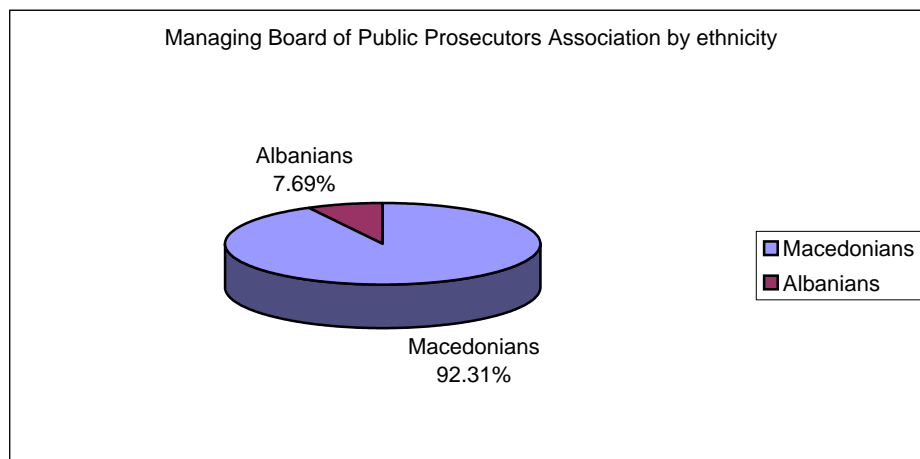
⁹ Ibid.

The number of Assistants in the Public Prosecutors Office is 43: 41 Macedonians, one Albanian, and one from other ethnicities. See Chart below¹⁰ and Annex 3.



The Public Prosecutors' Association of Macedonia

In 1999, the Public Prosecutors, Deputy Public Prosecutors and Assistants established a non-governmental organization similar to the MJA. The Public Prosecutors' Association has the same goals of the MJA, to increase professionalism and to improve the status of the office of the Public Prosecution and the Prosecutors, Deputies and Associates in general. All Prosecutors, Deputies and Legal Assistants are members of the Public Prosecutors' Association. The Managing Board of the Public Prosecutors' Association has 13 members, of which 12 are Macedonian and one is Albanian. See Chart below¹¹ and Annex 3.



¹⁰ Ibid.

¹¹ Official statistics of Public Prosecutors' Association

Macedonian Bar Association

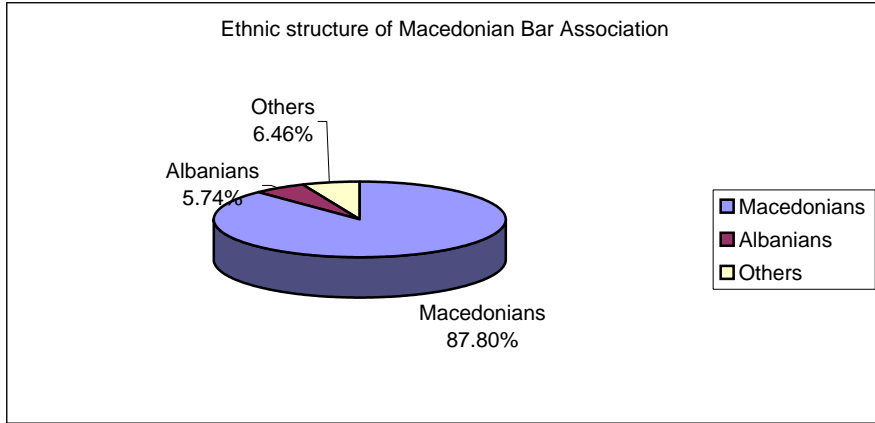
The legal profession or the advocates are one of the pillars of the judicial system of the Republic of Macedonia. Article 53 of the Constitution, defines the legal profession as “an autonomous and independent public service, providing legal assistance and carrying out public mandates in accordance to the law.” The Macedonian Bar Association was established in the Socialist Republic of Macedonia in 1946, immediately after the Second World War.

The current Law on the Legal Profession was adopted on 14 July 2002 and provides that in order to practice as an advocate, one must be a member of the Macedonian Bar Association. According to the Law on the Legal Profession, the Macedonian Bar Association is responsible for maintaining the Register of Attorneys and issuing practice certificates. Article 12 of the Law on the Legal Profession provides that the register of Attorneys is open to all citizens of Macedonia who fulfill the working conditions provided by the Labor Law Act, hold a law degree and have passed the bar exam, and have a good reputation to carry out the practice of law.

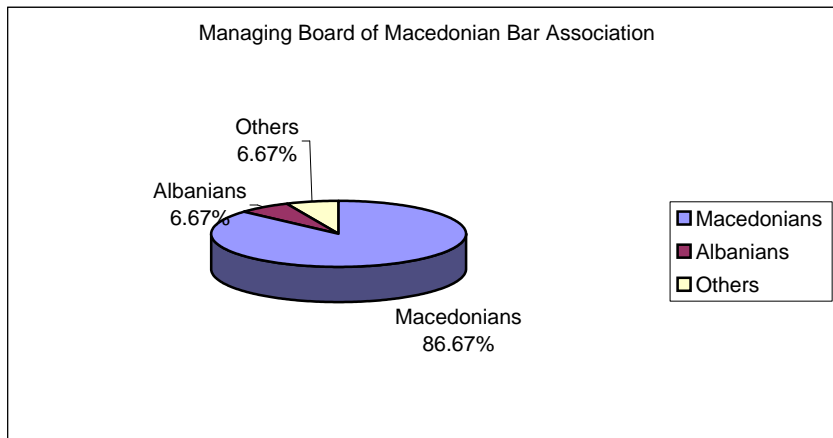
Today, the Macedonian Bar Association has 1238 members. The membership has rapidly increased in the last decade as a result of socio-economic changes. Many of the in-house lawyers in the legal departments of state enterprises that went bankrupt became members of the Macedonian Bar Association. In addition, some judges and retired judges became attorneys. The ethnic structure of the Macedonian Bar Association is the following, 1087 Macedonians, 71 Albanians, four Turks, one Roma, 17 Vlachs, 52 Serbs and six Bosnians. See Chart and Table below¹² and Annex 4.

Regions	Macedonians	Albanians	Turks	Vlachs	Romas	Serbs	Bosnians
Bitola	263	18	2	2	/	3	2
Skopje	740	46	2	15	1	47	4
Shtip	166	/	/	3	1	5	/
Total	1169	64	4	20	2	55	6

¹² Official statistic of the Macedonian Bar Association



The governing body of the Macedonian Bar Association is the Managing Board. The Managing Board has 15 members including the President, of which are 13 Macedonians, one Albanian and one Serb. See Chart below¹³ and Annex 4.



The advocacy profession appears to have the lowest rate of ethnic minority participation of all branches of the legal profession in Macedonia. For more information about the legal profession in Macedonia, see the ABA-CEELI Macedonia 2004 Legal Profession Reform Index [<http://www.abanet.org/ceeli/publications/jri/home.html>]

¹³ Ibid

CAREER PLANS OF CURRENT LAW STUDENTS

In June 2004, CEELI distributed questionnaires (through the European Law Students' Association and the International Law Students Association) to minority students at each of the law faculties in Macedonia: Sts. Cyril and Methodius University, the University of Tetovo at Mala Recice and SEEU. Three hundred questionnaires were distributed and 192 were returned (31% from Cyril & Methodius; 22% from Mala Recice; and 46% from SEEU). The questionnaire was designed with the assistance of the Institute for Sociological, Political and Juridical Research for the purpose of assessing the career plans of minority law students.

Approximately 70% of the respondents stated that they enrolled at the law faculty because it would give them more employment opportunities or a better social status. As for career preferences, approximately 61% said that they would seek employment in the judiciary (courts, advocacy/legal consultant, public prosecution, notary) with approximately 12% preferring employment in the state administration. Approximately 38% of the respondents thought that they would achieve their goal; approximately 61% were unsure; and only 1% thought they would not. The reasons cited by the students who were unsure of or thought they would not reach their goal were:

- It is harder for Albanians to find employment 32%
- Today, chances for employment are low for everyone 53%
- I am not a member of a political party 11%
- Other 3%

Although it is clear that the current state of the Macedonian economy is perceived as the major reason that students will not gain their desired employment, about one-third of the students believed that it was harder for Albanians to find employment.

Turning to the students' opinions about the current state of employment in the judicial sector, students were asked if they thought that hiring in the judiciary was regular. The results:

- It is generally regular 16%
- It is partly regular 36%
- It is generally irregular 19%
- I do not know 25%

When asked if they thought Albanians are equally represented in the judiciary, the students reported:

- Equally represented 1%
- Equally represented where Albanian population is over 20% 15%
- Not equally represented 31%
- Underrepresented 48%

Approximately 70% of the students attributed this situation of under-representation to the fact that applications from Albanians are generally rejected. Approximately 13% of the respondents said that Albanians do not apply for positions in the judiciary because of their insufficient knowledge of the Macedonian language.

The respondents were 43% female and 57% male. Most of the students had already completed the first year of law faculty. When asked about why there were fewer female Albanian law students than men, 17% stated that the Albanian family gives educational advantages to the males and 38% said that women needed to choose a profession that gives them more free time to devote to their family.

The results of the survey show that a majority (60%) of Albanian law students intend to seek careers in the judiciary. This indicates that the increased number of Albanian law students currently enrolled in law faculties in Macedonia has the potential to result in more ethnic Albanians in the law. Despite the general pessimism about employment opportunities in Macedonia in general and for ethnic Albanians in particular, the students are generally optimistic about their futures.

The Macedonian educational system and the judiciary should leverage this optimism by providing programs that will encourage the minority law students to push forward with their careers. When asked about what would increase the interest of Albanian students in a career in the judiciary, 72% said more practice in judicial institutions during their studies. An additional 10% thought that organized campaigns to promote the professions to students would help and 10% cited additional seminars after graduation.

That the overwhelming majority of students believe that some judicial practice during their studies would facilitate their entry into the profession is not surprising. When asked if they had the opportunity to become familiar with the work of judicial institutions during their studies, 50% said no and 45% said partially. Only 5% of the students felt that they were sufficiently exposed. This lack of practical legal education in the region has been noted before in several other studies, such as the CEELI Legal Profession Reform Index [<http://www.abanet.org/ceeli/publications/lpri/home.html>]

CONCLUSIONS

Participation of ethnic minorities in all branches of the legal profession in Macedonia is low. For example, ethnic Albanians constitute approximately 25% of the population in Macedonia, but less than 10% of legal professionals. It is too early to determine if the measures taken by the government of Macedonia pursuant to the Framework Agreement will remedy the imbalance. This will depend, to a large extent, on whether ethnic minorities choose to study law. For the Albanian community, this will also depend on the future of the South East European University, given the opportunity it has provided for enrollment by large numbers of Albanians, as well as the University of Tetovo at Mala Recica.

Nonetheless, even if SEEU did not exist, the policy of positive discrimination in enrollment at the State universities could serve to increase minority representation over time. A strong recruitment effort might be useful to encourage minority secondary school students to apply to the law faculty in Skopje. In addition, if attrition is the problem, remedial instruction might be useful to ensure successful completion and graduation from the law faculty. (Unfortunately, information on the attrition rate of minority students was not available for this study). Better education at the primary and secondary level would also increase chances for success.

Better recruitment and preparation for legal studies is only a first step. Law students who belong to ethnic minorities must also be encouraged to seek employment in the legal profession. They must be convinced that opportunities are available for them at the entry level as well as for advancement. As the survey of minority law students discussed above indicates, many minority law students aspire to a legal career and a sizable number believe they will be successful. However, the majority are unsure and would likely benefit from supportive programs.

ANNEX 1

Students Enrolling at SEEU in the school year 2001/2002

Total	Macedonians	Albanians	Turks	Vlachs	Romas	Serbs	Other
220	/	220	/	/	/	/	/

Newly Enrolled Students at SEEU in the school year 2002/2003

Total	Macedonians	Albanians	Turks	Vlachs	Romas	Serbs	Other
340	27	310	3	/	/	/	/

ANNEX 2

a) Statistics for ethnic structure of the Basic courts of Macedonia

Total	Macedonians	Albanians	Others
530	472	29	29

b) Statistics for ethnic structure of the Court of Appeals of Macedonia

Total	Macedonians	Albanians	Others
82	71	7	4

c) Statistics for ethnic structure of the Supreme Court of Macedonia

Total	Macedonians	Albanians	Turks
24	18	5	1

d) Statistics for ethnic structure of the managing board of the Macedonian Judges' Association

Total	Macedonians	Albanians	Others
15	13	1	1

ANNEX 3

a) Statistics for ethnic structure of the Public Prosecutors of Macedonia

Total	Macedonians	Albanians	Others
24	17	5	2

b) Statistics for ethnic structure of the Deputies Public Prosecutors of Macedonia

Total	Macedonians	Albanians	Others
164	147	10	7

c) Statistics for ethnic structure of the Legal Assistants in the Public Prosecution of Macedonia

Total	Macedonians	Albanians	Others
41	39	1	1

d) Statistics for ethnic structure of the Managing Board of the Public Prosecutors' Association

Total	Macedonians	Albanians	Others
13	12	1	/

ANNEX 4

a) Ethnic structure of the Macedonian Bar Association

Total	Macedonians	Albanians	Turks	Vlachs	Romas	Serbs	Bosnians
1320	1169	64	4	20	2	55	6

b) Ethnic structure of the Managing Board of the Macedonian Bar Association

Total	Macedonians	Albanians	Serbs
15	13	1	1