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## How to report corruption and obtain legal protection?

This content aims to provide the public with information on the possibilities of protected reporting of corruption in North Macedonia. Here you can find out what protected reporting means, who can report corruption, and which wrongdoing can be reported. You can also find out about how to report wrongdoing and to whom. The following content provides information on the possibilities of protection against harmful actions that may be taken to deter reporting of wrongdoing or retaliation as a result of reporting.

Based on the following information, you can assess the information available to you that may indicate corruption, and decide whether your information provides a basis for protected reporting of corruption and what are the possible consequences of reporting corruption and the abuse of reporting corruption.

This content has been prepared on the basis of applicable regulation, primarily the Law on Whistleblower Protection. The information provided does not serve as legal advice and it is therefore recommended consulting the regulation in detail and addressing the competent authorities for specific instruction. This content provides information regarding relevant institutions which provide legal aid for the whistleblowers.

## Key information about whistleblowing

### What is whistleblowing?

Whistleblowing is the disclosure of information for the benefit and protection of the public interest. The term "whistleblower" itself means a person who alerts to certain illegal action or wrongdoing.

According to the Law on Whistleblower Protection (Official Gazette of the Republic of Macedonia no. 196/2015, 35/18, Official Gazette of the Republic of North Macedonia 257/20, hereinafter: the Law), protected reporting is the disclosure of information that conveys a reasonable suspicion or knowledge that a criminal, unethical, or other unlawful or impermissible act that violates or endangers the public interest has been committed, is being committed or is likely to be committed.

Whistleblowing is performed:

- at the will of the whistleblower,
- for the protection of the public interest and
- without compensation or reward.

### Who can report wrongdoing?

A whistleblower is a person who performs protected reporting with good faith. Reporting wrongdoing applies to both the public sector and the private sector, i.e. it covers all registered legal entities.

There are several categories of persons who can appear as whistleblowers:

- employee for an indefinite or definite period of time in the institution or legal entity;
- job candidate, candidate for a volunteer or intern position in the institution or legal entity;
- a person who is or has been a volunteer or intern in the institution or legal entity;
- a person who on any grounds is or has been hired to perform a job by the institution or legal entity;
- a person who on any grounds is or was in a business relationship or another form of collaboration with the institution or legal entity;
- a person who uses or has used services in the institution or legal entity in the public and private sector.

### Who is entitled to protection for reporting wrongdoing?

According to the Law, the whistleblower and a person close to him/her are provided with protection from any kind of violation of the right, in determining responsibility, sanction, termination of employment, job suspension, placement in another job that is unfavorable, discrimination or harmful action or danger of occurrence of harmful actions due to the performed protected internal and external reporting or protected public reporting.

The close person is considered to be the spouse and the common-law partner, blood relatives in a straight line, relatives in the lateral line up to the third degree, as well as relatives by marriage up to the second degree, the adoptee and the adopter, and another person whom the whistleblower considers a close person and for which is required to be protected by the Law.

In addition, the right to protection is extended to persons who are (mistakenly) suspected of blowing the whistle.

The Law does not specifically state that anonymous whistleblowers who are later identified shall be protected from retaliation.

### Can wrongdoing be reported anonymously?

Protected reporting by whistleblowers can be anonymous.

### Is whistleblowing confidential?

It is prohibited to disclose or enable the disclosure of the identity of a whistleblower without his/her consent, except when required by a court decision and is necessary for conducting a procedure before a competent authority.

The person authorized to receive reports, the head of the institution, the manager of the legal entity, and anyone who comes to confidential information about the whistleblower's identity is obliged to protect it. The person authorized to receive reports from whistleblowers is obliged to protect the data about the whistleblower, i.e. the data on the basis of which the identity of the whistleblower can be revealed, unless the whistleblower agrees to the disclosure of that data, but in accordance with the Law on Personal Data Protection.

The person authorized to receive reports from whistleblowers is obliged to inform the whistleblower during the receipt of the information that his/her identity can be revealed to a competent body, as well as to inform him/her about the measures provided for protection of the participant in the criminal procedure. For the disclosure of the identity of the whistleblower on the basis of a court decision, the person authorized to receive reports from whistleblowers is obliged to inform the whistleblower before the disclosure of the identity.

Fines ranging from 250 to 10,000 euros can be imposed on individuals, institutions and companies in case of violation of the confidentiality of whistleblower identity.

### Which wrongdoing can be reported?

Anything that violates or endangers the public interest is reported as wrongdoing, including the following:

- Suspicion or knowledge of corruption;
- Suspicion or knowledge of any other crime or misdemeanor;
- Endangering the rule of law,
- Suspicion or knowledge of violation of fundamental human rights and freedoms,
- Endangering the property and freedom of the market and entrepreneurship,
- Endangering health and safety,
- Endangering the environment and nature.

Violation of the public interest means a realized harmful effect on the value that is protected, while the endangerment refers to the creation of a danger of violation of the protected good or value.

Reporting wrongdoing that violates or endangers the public interest can refer to actions performed, actions that are ongoing, as well as actions that are likely to be performed. That means that acts or omissions that have not yet occurred are also included.

### Is evidence necessary, or does reasonable suspicion that information about a wrongdoing is accurate suffice?

The Law states that in order to be protected, a person must report in good faith and on the basis of a reasonable suspicion that at the time of reporting the information contained in the report was true. Material evidence is not an exclusive condition for the protected reporting.

Pursuant to the Rulebook on protected internal reporting in the public sector, after the authorized person for receiving reports from whistleblowers receives the report, he/she assesses whether the report is logical, reasonable and whether it contains sufficient elements for further action. If evidence is submitted in support of the report, this will facilitate relevant action.

### Is whistleblowers' motivation put on trial in terms of good faith?

Whistleblowers are not required to prove that they acted in good faith and that their report is true.

### What kind of protection for whistleblowers is afforded by the Law?

Whistleblower protection can be administrative and judicial.

The institution or the legal entity where the reporting was made has the primary obligation to provide protection for the whistleblower.

If the whistleblower is not provided with protection by the institution or legal entity where the reporting was made, the whistleblower can immediately report the failure of the institution to provide protection to and seek protection the State Commission for Prevention of Corruption, the Ombudsman, Inspection Council, Ministry of Interior and the Public Prosecutor's Office.

The whistleblower can request judicial protection by filing a lawsuit. The court procedure is urgent.

### What constitutes abuse of whistleblowing and what are the consequences?

Abuse of disclosure by the whistleblower means deliberate disclosure of false information about a natural person or legal entity in order to inflict harmful consequences on them. Abuse of disclosure by the whistleblower also means not checking the accuracy and veracity of information with due diligence and conscientiously, to a degree permitted by the circumstances.

If the abuse is established, the whistleblower loses legal protection. Abuse of disclosure by the whistleblower that has caused harmful consequences to the natural person or legal entity shall be grounds for instituting liability proceedings against the whistleblower.

The Law does not specifically state that protection remains if a person made an inaccurate report in honest error, i.e. that the person was not aware that the information was not accurate. However, it is sufficient for the whistleblower to be reasonably confident that what he/she reports about is true at the time of submission of the report. The protection remains unless the reporting represents abuse of protected reporting – whistleblowing.

The Law on Whistleblower Protection does not contain penal provisions for knowingly false reporting. Sanctions can be enforced through other laws (for example, the Law on Civil Liability for Insult and Defamation or, for example, Article 366 of the Criminal Code - False reporting of a crime). Compensation applies to both material and non-material damage.

Are whistleblowers immune from disciplinary, civil and criminal liability in connection with reporting of wrongdoing?

According to the Law, the whistleblower and a person close to him/her are provided with protection from any kind of violation of the right, in determining responsibility, sanction, termination of employment, job suspension, placement in another job that is unfavorable, discrimination or harmful action or danger of occurrence of harmful actions due to the performed protected reporting. Protection from other liability, civil or criminal, in connection with whistleblowing is not specifically regulated by the Law.

## Whistleblowing procedures

### How can wrongdoing be reported?

Protected reporting can be: internal, external or public reporting.

The whistleblower makes a protected internal reporting in the institution where there is a suspicion or knowledge that a criminal act or other illegal or impermissible act that violates or endangers the public interest has been committed, is being committed or will be committed.

Under conditions prescribed by the Law, the whistleblower can also report outside the institution or legal entity. Such reporting is considered protected external reporting. The whistleblower can make protected external reporting to: the Ministry of Interior, Public Prosecutor's Office, State Commission for Prevention of Corruption, Ombudsman or other competent institutions or legal entities.

The whistleblower can make protected public information disclosure by making information public on an unlawful or prohibited activity, which has been conducted, is being conducted or might be conducted if:

- the protected internal and external reporting is disabled due to a non-established procedure, i.e. a procedure for receiving reports in accordance with the law or
- the whistleblower, after the protected internal and external reporting, did not receive information about measures taken within the legally established deadline or
- measures have not been taken or there is an easily recognizable danger of destroying evidence or concealing responsibility.

### What is the procedure for internal reporting?

The whistleblower makes a protected internal reporting in public or private entity where there is a suspicion or knowledge that a criminal act has been committed, is being committed or will be committed, or other illegal or impermissible act that violates or endangers the public interest.

Wrongdoing is reported to the authorized person for receiving reports from whistleblowers. This is the person who is authorized to act upon reports from whistleblowers by the head of the public or private entity. If the head of this entity does not authorize a person to receive reports from whistleblowers, as stipulated by the Law, then he/she assumes the role of an authorized person.

Protected internal reporting in public sector institutions is regulated by a bylaw - Rulebook on protected internal reporting in public sector institutions (Official Gazette of the Republic of Macedonia No. 46/2016, <https://www.slvesnik.com.mk/Issues/e30339a7d6d746969df12373a759fccb.pdf>), while protected internal reporting in the private sector is regulated by an internal act of the legal entity with at least 10 employees which should be in accordance with the Law on Whistleblower Protection and the bylaw - Rulebook on guidelines for adoption of internal acts for protected internal reporting in the legal entity in private sector (Official Gazette of the Republic of Macedonia No. 46/2016, <https://www.slvesnik.com.mk/Issues/e30339a7d6d746969df12373a759fccb.pdf>).

The mentioned internal acts should be publicly available to all employees in the institution or legal entity.



Protected internal reporting can be done orally (to be supported by minutes produced by the authorized person) or in writing (by mail or electronically) to the person authorized to receive reports from whistleblowers.

The Law does not specify forms, but the Rulebook on protected internal reporting in institutions in the public sector (Official Gazette of the Republic of Macedonia No. 46/2016 <https://www.slvesnik.com.mk/Issues/e30339a7d6d746969df12373a759fccb.pdf>) and the Rulebook on protected external reporting (Official Gazette of the Republic of Macedonia No. 46/2016 <https://www.slvesnik.com.mk/Issues/e30339a7d6d746969df12373a759fccb.pdf>) regulate that if the report is received orally, the authorized person compiles minutes and enters

- data about the whistleblower,
- data about the person or entity against which the whistleblower reports,
- description of punishable or other illegal and impermissible action which violates or endangers the public interest,
- the manner of communication between the authorized person and the whistleblower, proposed by the whistleblower.

### Which is the procedure following receipt of internal report?

The authorized person for receiving reports from whistleblowers, i.e. the head of the institution/the manager of the legal entity is obliged:

- to act upon reports in compliance with the procedures determined by the act for internal reporting;
- to protect the personal data of the whistleblower, i.e. the data that can reveal the identity of the whistleblower who reports anonymously or confidentially, in accordance with the regulations for personal data protection;
- to inform the whistleblower, who is known, about the measures taken in relation to the report without delay, and no later than 15 days from the day of receipt of the report.

The head of the institution ensures the authorized person's independence in the work.

The authorized person receives reports submitted directly to him/her by a whistleblower for protected internal reporting. If the report is received orally, the authorized person shall compile minutes. The contents of the minutes are verified by the signature of the whistleblower and the person authorized to receive reports. The authorized person registers the received report by putting a special receipt stamp and recording the report in the special register.

When assessing a report, the authorized person may request additional information from the whistleblower, if is known. The authorized person assesses the content of the report to check whether it is:

- logical and reasonable,
- made in accordance with the Law, and
- whether it contains enough elements to be able to act on it.

Following completion of the assessment, the authorized person adopts conclusions for further action resulting from the report, determining the competence or non-competence of the institution, and the necessary actions and measures for acting upon the report. In order to determine the factual situation, the authorized person submits requests for necessary information to competent institutions.

If another institution is competent to act, the authorized person is obliged to file it and forward it to the competent institution within 8 days at the latest. The authorized person forwards the report to the official of the institution after previously separating the personal data and other data that can reveal the identity of the whistleblower, if he/she requested to remain confidential.

The authorized person informs the head of the institution/entity about the allegations from the content of the report and the conclusions, unless the authorized person in the performance of the assessment concludes that the allegations from the content of the report directly or indirectly refer to the head of the institution/manager. In that case, the report is forwarded to the competent institution (for example, the Public Prosecutor's Office, the Ministry of the Interior or another competent institution) in accordance with the Law.

If a whistleblower reported a crime against the state, crime against humanity or international law or organized crime, for which the whistleblower needs to testify, then, with the prior written consent of the whistleblower, the authorized person initiates a procedure for inclusion of the whistleblower in the Witness Protection Program to the competent institutions (for example, the Ministry of Internal Affairs, public prosecution service).

The authorized person is in constant communication with the whistleblower in order to:

- inform him/her about the course and the actions taken in the proceedings after the report,
- enable him/her access to the case file, obtained during the procedure,
- informs him/her about the outcome of the procedure.

The Law stipulates that the person authorized to receive reports from whistleblowers is obliged to inform the whistleblower about the measures taken in connection with the report without delay, and no later than 15 days from the date of receipt of the report.

### What is the procedure for external reporting?

Protected external reporting is performed if:

- the reporting is directed against the head of the institution or the legal entity,
- whistleblower does not receive information on measures following internal reporting taken within the legal timeframe,
- measures have not been taken following internal reporting,
- whistleblower is not satisfied with the measures following internal reporting, or
- he/she fears harmful consequences to him/her or a person close to him/her.

The whistleblower can make a protected external reporting by reporting to:

- the Ministry of Interior (<https://mvr.gov.mk/page/zakon-ukazuvaci>),
- the Public Prosecutor's Office (<https://jorm.gov.mk/osnovni-javni-obvinitelstva-na-rm/>),
- the State Commission for Prevention of Corruption ([https://dsk.mk/заштита\\_на\\_укажувачите/](https://dsk.mk/заштита_на_укажувачите/)),
- the Ombudsman ([https://ombudsman.mk/Почетна/Заштита\\_на\\_укажувачи.aspx](https://ombudsman.mk/Почетна/Заштита_на_укажувачи.aspx)), or
- other competent institutions or legal entities.

In addition to the Law, the procedure for external reporting is regulated under the Rulebook on protected external reporting (Official Gazette of the Republic of Macedonia No. 46/2016, <https://www.slvesnik.com.mk/Issues/e30339a7d6d746969df12373a759fccb.pdf>).

The head of the institution prescribes internal procedures for receiving reports from whistleblowers, separation and processing of data from reports and undertakes measures to ensure protection of personal and other data relating to whistleblowers and whistleblower reports, while applying the regulations for protection of personal data and protection of classified information.

The head of the institution ensures the authorized person's independence in the work.

The authorized person receives reports submitted directly by a whistleblower and those referred to by an authorized person from another institution, in writing (submitted in person or by separate mailbox or e-mail box) or orally (supported by written minutes of the person handling a whistleblower report).

The registration of the received reports is done by the authorized person by putting a special received stamp and recording in the special register.

### What is the procedure following receipt of external report?

Acting in accordance with the Law and the prescribed procedures, the body where the external reporting was performed should first assess whether it is competent to act in relation to the reporting and if it determines that it is not competent, it will forward the information, within eight days from the day of receipt, to the competent authority and will inform the whistleblower.

Upon receipt and registration of the report, the authorized person shall immediately evaluate the content of the report to determine whether it is logical and reasonable, whether it is a whistleblower report in accordance with the Law on Whistleblower Protection and whether the report contains sufficient elements to be forwarded for further action. If the report is logical, reasonable and contains sufficient elements for further action, the authorized person shall take measures in accordance with his/her competencies.

If the report is submitted to several institutions, they cooperate with each other and coordinate the activities, exchange legal and professional assistance, plan and undertake activities within their competence on the issues presented in the report. It is recommended that whistleblowers note in their reports which other institutions they informed about wrongdoing.

The institutions or legal entities to which the whistleblower made a protected external reporting are obliged within their competencies to act upon the report, to protect the personal data of the whistleblower, i.e. the data that can reveal the identity of the whistleblower who reports anonymously or confidentially, and for the undertaken measures to inform the whistleblower no later than 15 days from the day of receipt of the report.

In addition, the institution or legal entity to which the whistleblower submitted the report is obliged:

- at the request of the whistleblower to inform him about the course and the actions taken in the proceedings after the report, as well as to enable the whistleblower, in accordance with the Law, access to the case file, and

- after the completion of the procedure, to inform the whistleblower, who is known, about the outcome of the procedure.

Receiving and keeping records of whistleblower reports (in a special register) is the responsibility of the authorized persons.

### Are there penalties for violating the procedure of receiving, investigating and examining internal and external reports?

The Law envisages fines:

- for authorized persons who do not properly act on a report, protect an employee's confidentiality or inform an employee of measures taken (from 100 to 500 euros),
- for organizations that do not publish internal reporting procedures (from 250 to 2,000 euros, depending on the number of employees in the institution, i.e. the legal entity, while for the head of institution/legal entity (from 250 to 500 euros),
- for institutions of the external reporting channel that do not act upon a whistleblower report as regulated, including with respect to the protection of the whistleblower's confidentiality (from 5,000 to 10,000 euros), fine for persons authorized for receipt of whistleblower reports (500 euros), and for institutions or legal entities that act contrary to the provisions stipulating taking measures to protect personal or other data revealing the identity of the whistleblower (from 1,000 to 10,000 euros, depending on the number of employees in the institution, ie the legal entity),
- or for public institutions that do not submit semi-annual reports on whistleblower cases (from 1,000 to 4,000 euros) and a fine for their managers (500 euros).

### Under which circumstances can public disclosure be made?

The whistleblower can perform a protected public information disclosure by making information publicly available (via print or electronic media, social networks) if:

- no proper procedures are in place for internal or external reporting,
- the person did not receive information about measures taken in response to an internal or external report within the legal timeframe,
- no measures were taken in response to internal or external report, or
- there is an "easily recognizable threat" of evidence being destroyed or the misconduct being concealed.

According to the Law, in protected public disclosure the whistleblower must not make the following information available:

- personal data that is not of importance to reporting the wrongdoing,
- data/information that according to the law is considered to be classified,
- data/information that would endanger the conduct of a criminal, misdemeanor or civil procedure,
- information that would violate or endanger the national security, defense of the independence, or the territorial integrity of the country.

Individuals who do not comply with these provisions lose legal protection.

## Protection of whistleblowers from retaliation

### Against what type of retaliation does a whistleblower enjoy protection?

The whistleblower and a person close to him/her are provided protection from any kind of violation of a right or harmful actions or danger of occurrence of harmful actions due to the performed protected internal and external reporting or protected public reporting. Employment rights are primarily protected, such as protection from disciplinary liability and sanction, termination of employment, suspension, reassignment to another job which is less favorable, discrimination or other, protection also applies to all other rights.

The Law stipulates that the provisions in the employment contracts and other acts that regulate employment relations and engagements, which prohibit the reporting of wrongdoing constitute breach of confidentiality, loyalty and professionalism, are considered null and void.

Retaliation action against the whistleblower may constitute a misdemeanor or criminal offense. Within the Criminal Code there is a special chapter on crimes against labor relations. In addition, the actions of the person retaliating against the whistleblower can be related to other crimes, depending on their manifestation (for example, Violation of employment rights - Article 166 of the Criminal Code), Violation of the right to social security - Article 167 of the Criminal Code).

### Who is entitled to protection?

In addition to the whistleblower and persons close to him/her, protection from retaliation is also provided for persons who are (mistakenly) suspected of having blown the whistle.

The collaborators of justice as well as the persons who testify are protected. Thus, the person who disclosed data indicating the existence of corruption cannot be prosecuted or invoked any other responsibility. Also, the person who gave a statement or testified in a corruption case is provided with protection. In addition, the person is entitled to compensation for damage that he/she or a member of his/her family may suffer due to the given statement or testimony.

Special protection is given to persons who work professionally to prevent corruption. Namely, the persons working in the bodies for detection and suppression of corruption are provided with full protection and independence, for the purpose of efficient performance of their authorizations and duties and they must not be pressured in their work or in taking specific actions. The Law on Prevention of Corruption and Conflict of Interest especially emphasizes the protection and independence of the persons authorized to receive reports from whistleblowers.

The Law on Public Sector Employees protects public sector employees who have orally or in writing reported suspicion or knowledge that a crime against official duty or other unlawful or impermissible conduct that endangers the public interest, security and defense has been committed, is being committed or is likely to be committed, are protected and their confidentiality and anonymity are guaranteed.

## From whom can protection be sought?

The institution or legal entity where the reporting was made has the obligation to provide protection for the whistleblower by taking actions to prevent violation of rights. This includes prevention of violation of employment rights or any other right, and refraining from actions that violate or endanger any right of the whistleblower due to the reporting.

The protected internal reporting in the institutions in the public sector is regulated by a Rulebook on protected internal reporting in the institutions in the public sector.

The protected internal reporting in the private sector is regulated by an internal act of the legal entity in accordance with the Rulebook on guidelines for adoption of internal acts for protected internal reporting in the legal entity in the private sector.

Protected external reporting is regulated by the Rulebook on protected external reporting. If the whistleblower is not provided with protection by the institution or legal entity where internal reporting was made, the whistleblower can immediately report this to:

- State Commission for Prevention of Corruption,
- Ombudsman,
- Inspection Council,
- Ministry of Interior, and
- Public Prosecutor's Office.

The mentioned bodies have the obligation, to request from the institution or the legal entity a notification for the existence of any kind of violation of the right of the whistleblower and his/her family members, due to the reporting. If a violation of the rights of the whistleblower is found, then the mentioned bodies request from the institution or legal entity immediate undertaking of measures for protection of the whistleblower by termination of the actions that violate his/her rights.

If the violation of the rights of the whistleblower continues, the mentioned bodies are obliged without delay, no later than eight days, to initiate:

- criminal prosecution procedure,
- procedure before the competent bodies for dismissal, deployment, replacement of, or other measures for elected or appointed persons, officials and responsible persons in public enterprises and other legal entities that have state capital of the responsible persons.

The above bodies provide administrative protection to whistleblowers.

According to the Law, the whistleblower has also the right to judicial protection. The whistleblower can seek judicial protection by filing a lawsuit before a competent court to request:

- confirmation that a harmful activity has been conducted or a certain right has been violated due to an information disclosure,
- a ban on execution of a harmful action or rights' violation and repeating of the harmful action or rights' violation,
- annulment of an act with which a harmful activity has been conducted or it infringes upon a violation of a certain right,

- remaining unaffected by the consequences from the harmful activity or of the violation of rights,
- compensation of material and non-material damage.

The procedure before the competent court is urgent.

In cases of a dispute for the existence of violation of a right of the whistleblower and his/her close person for reporting, the burden of proof is on the side of the institution or legal entity (employer) that has violated the rights of the whistleblower and his family members. The whistleblowers are not required to prove that they acted in good faith and that their report is true.



## Legal support for whistleblowers

### Which legal support is available for whistleblowers?

Legal advice and support to the whistleblower is not regulated by the Law.

However, free legal aid is provided under the Law on Free Legal Aid.

Free legal aid can be primary and secondary. Primary legal aid is provided by authorized official of the Ministry of Justice, authorized association and legal clinic. Primary legal aid covers:

- initial legal advice on the right to use free legal aid,
- general legal information,
- general legal advice,
- assistance in completing the request for secondary legal assistance,
- help in filling out forms,
- drafting petitions to the Commission for Protection against Discrimination and to the Ombudsman and requests for the protection of freedoms and rights to the Constitutional Court of the Republic of North Macedonia.

Secondary legal aid is a form of free legal assistance provided by a lawyer registered in the Register of lawyers for secondary legal aid. Secondary legal aid includes representation in proceedings before a court, a state authority, the Pension and Disability Insurance Fund of the Republic of North Macedonia, the Health Insurance Fund of the Republic of North Macedonia and before persons exercising public powers. The means for approving the free legal aid and the costs of the provided legal aid are provided from the budget of the Ministry.

All natural persons living or staying in the territory of the Republic of North Macedonia have the right to primary legal assistance. The financial criterion is key to obtaining free legal aid. Whistleblowers are not listed as a separate category.

Useful contacts:

Ministry of Justice (<http://www.pravda.gov.mk/>)

The National Coordinating Body for the Application of the Law on Free Legal Aid (<https://pravnapomos.mk/nacionalno-koordinativno-telo/>)

Register of lawyers for providing legal aid (<https://www.pravda.gov.mk/bp-advokati>)

Register of associations for free legal aid (<https://pravda.gov.mk/bpp>)

Register of legal clinics (<https://pravda.gov.mk/clinics>)

### Which information materials on whistleblower system are available?

The law, bylaws, internal procedure, Strategy for promotion of the whistleblower protection system, reports, as well as whistleblower protection software are posted on the website of the State Commission for Prevention of Corruption (<https://dksk.mk/>). Annual reports of the State Commission

for Prevention of Corruption which provide information on the enforcement of whistleblower protection law can also be found on its website.

The Law on Whistleblower Protection, as well as information about the authorized person is posted on the website of the Ministry of Interior (<https://mvr.gov.mk/page/zakon-ukazuvaci>). On the website of the Ombudsman, in addition to the Law on Whistleblower Protection and information about the authorized persons, there are also the rules for protected reporting (<https://ombudsman.mk/Почетна/Заштита на укажувачи.aspx>).

Public information material about the whistleblower system can be found on the websites of public institutions or civil society organizations.

Further information materials can be found on the websites of Transparency International Macedonia (<https://transparency.mk/>) and the Center for Investigative Journalism SCOOP Macedonia (<http://scoop.mk/>).

## Further information and resources

### Links to relevant agencies and organizations and their contacts

Ministry of Justice (<https://pravda.gov.mk/>),

State Commission for Prevention of Corruption (<https://dsk.mk/>),

Ministry of Interior of the Republic of North Macedonia (<https://mvr.gov.mk/>),

Public Prosecutor's Office of the Republic of North Macedonia (<https://jorm.gov.mk/>),

Inspection Council (<https://is.gov.mk/>),

Ombudsman (<https://ombudsman.mk/>),

Transparency International Macedonia (<https://transparency.mk/>),

Center for Investigative Journalism SCOOP Macedonia (<http://scoop.mk/>).

### Links to reports on whistleblowing and whistleblowing protection

Detlef Kreutzer, Handbook on Protection of Whistleblowers, 2016,  
[https://dsk.mk/fileadmin/user\\_upload/5\\_Handbook\\_on\\_the\\_protection\\_of\\_whistleblowers.pdf](https://dsk.mk/fileadmin/user_upload/5_Handbook_on_the_protection_of_whistleblowers.pdf)

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