

## KEY FINDINGS

### “Bridging gender stereotypes in the judiciary”

#### **Gender gap in leadership positions:**

In its seventy-year history, **there has never been a woman State public prosecutor**, nor a woman dean at the Faculty of Law “Iustinianus Primus” in Skopje, although there have been candidates. Even though the number of women public prosecutors is rising, their representation in higher positions remains lower comparing to men.

#### **Low representation of women from ethnic communities:**

In previous generations of the Academy for Judges and Public Prosecutors, **there was not a single woman from the Roma community**, and the representation of women from other smaller ethnic communities in leadership positions within the judiciary is also very low.

#### **Exposure to gender-based violence and discrimination:**

40% of judges and public prosecutors, especially women, have faced verbal threats and violence, including gender-based threats at the workplace. There is a lack of internal mechanisms for protection and reporting of these threats.

#### **Lack of support for pregnant women:**

The Academy for Judges and Public Prosecutors does not provide flexible conditions for pregnant trainees, which impedes their career advancement. Legislative changes are recommended to offer support and ensure continuity in training of pregnant trainees.

#### **Inadequate anti-discrimination mechanisms:**

Judicial institutions do not have established mechanism for reporting and protection against sexual harassment and gender-based discrimination, which jeopardizes women's safety, especially in criminal proceedings.

#### **Lack of gender mainstreaming in key laws:**

The Law on Courts, the Law on the Public Prosecutor's Office, the Law on Judicial Service, the Law on Public Prosecutor Service, and **the ethical codes do not include an integrated gender component**, which is crucial for achieving gender equality. Judicial institutions do not report based gender-segregated data in their annual reports.