



ASSOCIATION FOR DEMOCRATIC INITIATIVES

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### Report no. 3 Monitoring of the Framework agreement

**Period of monitoring:** January 2003

**Monitored cities:** Skopje, Gostivar, Prilep, Bitola and Struga

**Monitored Institutions:** Public Enterprises of the city of Skopje, Medical Centers in Gostivar, Prilep and Bitola, as well as Post offices in Struga and surrounding villages.

#### Introduction:

The Association for Democratic Initiatives (ADI), with the aim of monitoring the implementation of the Ohrid Framework Agreement in Macedonia, agreed on August 13<sup>th</sup> 2002, has established a Center for the monitoring of human rights, consisting of five support centers in Skopje, Bitola, Prilep, Gostivar and Struga, and auxiliary centers in Tetovo and Debar.

The main task of the five monitors is to collect information from the public enterprises and services concerning the implementation of the following subscribed provisions of the Framework agreement:

- Non-discrimination and even inclusion/representation of the communities in all the central and local public constitutions and in all levels

of employment in those constitutions

- Language usage
- Taking activities for correction of the existing disproportion in the structure of the public administration

In this report and during this phase of the project which involved monitoring with the aim of comparing the statistical data gained, we deliver:

1. Population size according to the 1994 census and a review of ethnic inclusion
2. Employment in the public enterprises in the city of Skopje and a review of ethnic inclusion

3. Employment in the Healthcare Institutions in Gostivar, Prilep and Bitola
4. Employment in the post offices in Struga and surrounding villages
5. Information regarding the political activities about the implementation of the Framework Agreement

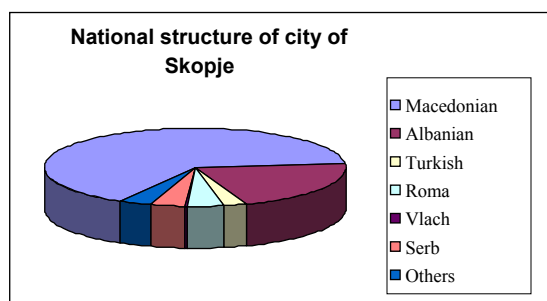
The data included in this report is gained in co-operation with the local public enterprises, public institutions of ministries in the cities included in the monitoring, as well as information from the state information agency and other press agencies in Macedonia.

The report is based on statistical data, so that a parallel can be made which will show to what extent the Framework agreement has been applied in practice and what changes on the ground have been made.

**1. Number of population according to the 1994 census and a review of ethnic inclusion:**

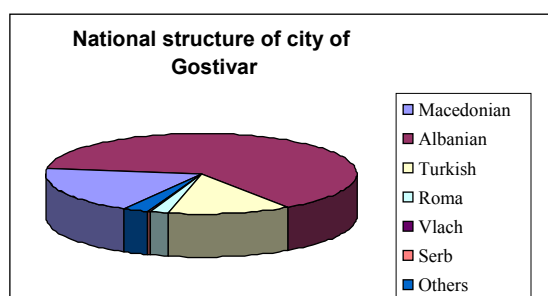
Skopje:

Municipality	Total	Macedonians	Albanians	Turkish	Roma	Vlach	Serbs	others
<b>Skopje</b>	<b>545228</b>	<b>356535</b>	<b>113426</b>	<b>12827</b>	<b>20979</b>	<b>2230</b>	<b>20085</b>	<b>19146</b>



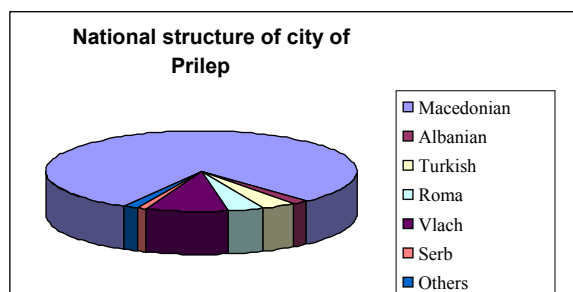
Gostivar:

Municipality	Total	Macedonians	Albanians	Turkish	Roma	Vlach	Serbs	others
<b>Gostivar</b>	<b>108181</b>	<b>20110</b>	<b>68926</b>	<b>13752</b>	<b>2138</b>	<b>11</b>	<b>308</b>	<b>2936</b>



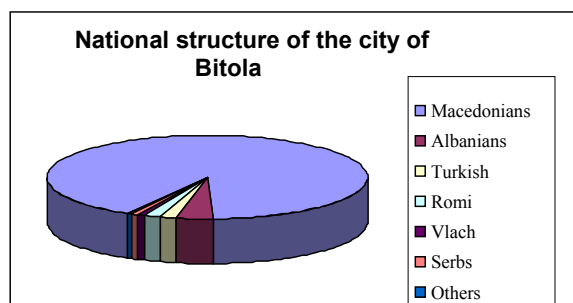
Prilep:

Municipality	Total	Macedonians	Albanians	Turkish	Roma	Vlach	Serbs	others
Prilep	94183	82990	1641	3909	3569	9	216	1849



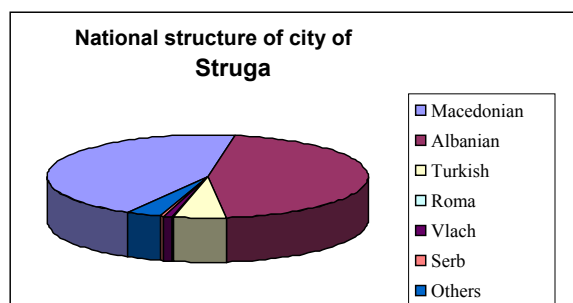
Municipality	Total	Macedonians	Albanians	Turkish	Roma	Vlach	Serbs	others
Bitola	108203	98512	3976	1900	1688	963	609	555

Bitola:



Struga:

Municipality	Total	Macedonians	Albanians	Turkish	Roma	Vlach	Serbs	others
Struga	62679	27850	28351	3337	120	548	133	2340



## 2. Employment regarding the Public enterprises of city of Skopje and a review of the ethnic inclusion

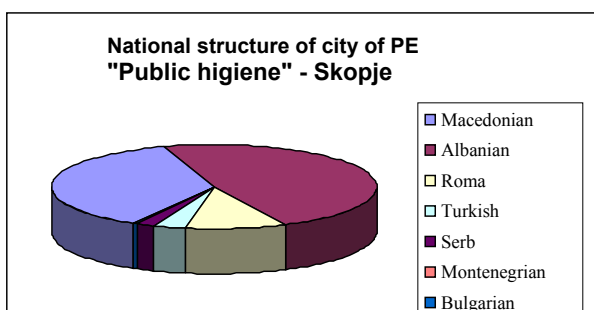
As regards some of the information obtained concerning the public enterprises in Skopje, there is a large amount of infirmity. It should be mentioned that there is no solid evidence on this matter, and the information distributed to the monitor from Skopje is from 2001. According to the source of the given information, the image of the

Public Enterprises of Skopje has not changed considerably in 2002.

### - Public Enterprise "Public Higiene" - Skopje

This Public enterprise employs a total number of 983 people, 858 of whom are male and 125 female. According to the ethnic structure the state is as follows:

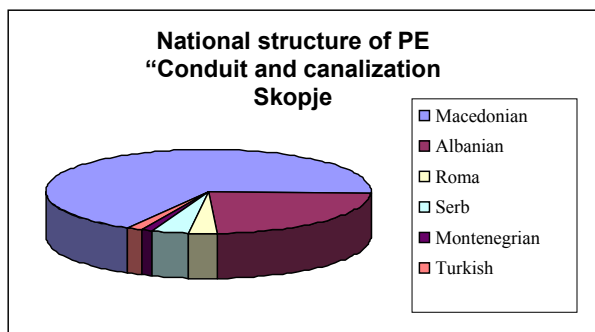
Macedonians	Albanians	Roma	Turkish	Serb	Montenegrin	Bulgarian
342	488	91	31	16	2	4



### - Public Enterprise "Conduit and canalization" - Skopje

This Public enterprise employs a total number of 1.263 people. The ethnic structure is given in percents and it is as follows:

Macedonian	Albanian	Roma	Serb	Montenegrin	Turkish
66.9%	23.5%	2.7%	3.8%	1%	1.7%



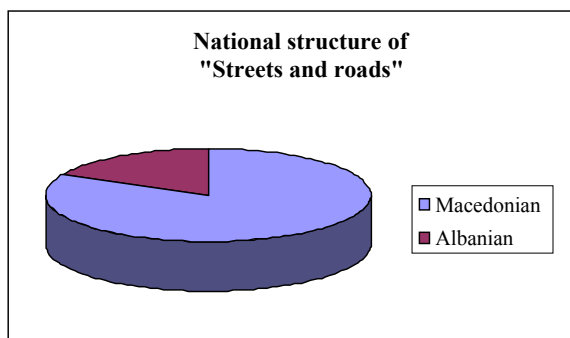
#### - Public Traffic Enterprise JSP - Skopje

This Public enterprise employs a total number of 1.600 people. There is no data about the ethnic structure of the employees. The only given data is that JSP employs a total of **7-8% NATIONALITIES-MUSLIMS**. It is not stated whether they are Albanian, Turkish, Macedonian, and it seems most likely that the percentage of the

employees is given according to the religion.

#### - Public Enterprise "Streets and roads" - Skopje

A similar state is apparent in this enterprise's evidence as well. A total of 172 people are employed, of whom 30 are Albanian. Most of them are field workers.



#### • Conclusion:

From the data about these four public enterprises it is completely obvious that incredibly poor evidence was provided. We were informed that a survey of the employees according to their nationality was recently conducted as a result of the Ohrid agreement and its implementation.

Ilja Kostov – the manager of PE "Public hygiene" when asked why

there is a larger number of Albanians employed, declared: "I have advertised for scavengers and garbage men. So far no Macedonian has applied. One hundred percent (100 %) of that work is done by Albanians and Roma. Herein the Framework agreement does not count. I wonder why the Macedonians don't apply for these jobs when there is such unemployment"?

### 3. Employment in Healthcare Institutions in Gostivar, Prilep and Bitola

#### a) The Medical Centre “Boris Kanceski” - Gostivar

**The Medical Centre “Boris Kanceski” in Gostivar** is the biggest public institution in the city, financed by governmental budgets. The structure of the center is as follows:

- City Hospital
- Healthcare Home
- Administration

**The City Hospital** is composed of these departments: internal medicine, Neuropsychiatry department, gynecology department, children’s department, Chirurgic and infectious diseases departments.

**The Healthcare Home** is also composed of many departments: X-ray department, laboratory, and an ambulance for adults, children and elders, an ambulance for workers, dentistry, as well as ambulances in the villages gravitating towards Gostivar.

The general manager of the Medical Center is of Albanian national community, the manager of the Hospital is Albanian, whilst the manager of the Healthcare Home is Macedonian.

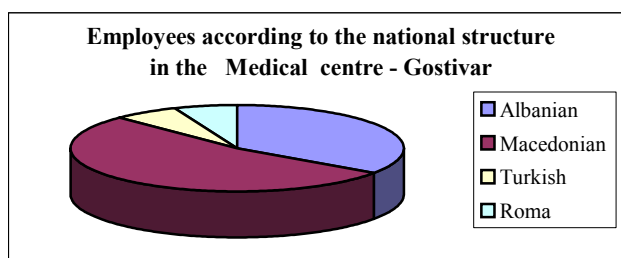
To review the structure of the employee representation in this public establishment regarding the national communities properly, and to gain a more comprehensive idea of the percentage of the final representation of the national communities in the employment in these bodies, the present number of the employees in the Medical center should be compared with the national structure in this region.

According to the data obtained by the administration of the center itself, the overall number of the employees in the Medical Center “Boris Kanceski”, up until December 2002, is 727.

#### ➤ Review of the registered employees in the Medical Center “Boris Kanceski” according to nationality

Description	Albanian	Macedonian	Turkish	Roma	Total
Number	253	384	45	45	727
Percentage	35 %	53 %	6 %	6 %	100 %

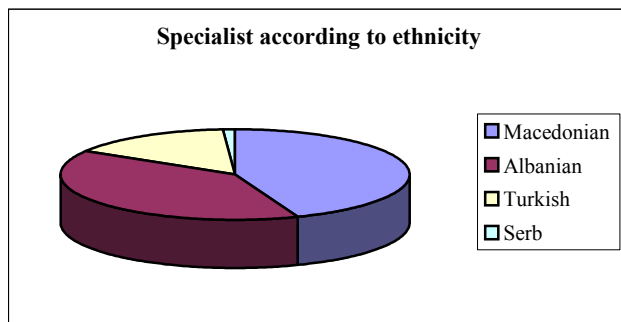
- Graphic display of the employees according to nationality;



➤ **Review of specialists in the departments of the Medical Center according to nationality**

Department	Macedonian	Albanian	Turkish	Serb
Chirurgic	3	7	1	1
Internal	5	6	1	
Pediatrics	2	5	1	
Infectology	3			
Gynecology	4	4		
Dermatovenorology	2			
ORL	2		1	
Ophthalmology	3	1		
Transfusion	2		1	
Anesthesiology		4		
Rehabilitation	1		1	
X-ray	1	1	1	
General Medicine		3		
Labour Medicine	1		1	
Scholastic Medicine	1			
Stomatology	6	3	3	
Neuropsychiatry	2		2	
<b>Total</b>	<b>38</b>	<b>34</b>	<b>13</b>	<b>1</b>

- Graphic display of specialists in the departments of the Medical Centre regarding ethnicity



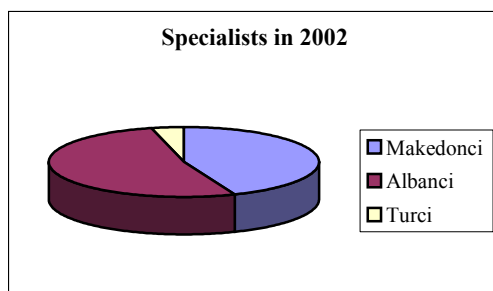
According to the information obtained from the Medical center in Gostivar, and respectively from the secretary of the center, a few years ago the number of Albanian specialists delegated to Skopje

for specialization by this center was very small. This restrictive policy was relaxed over the last 4 years, so that the number of specialists regarding nationality in 2002 is as shown below:

➤ **Review of specialists from Gostivar in the State Hospital of Skopje in 2002**

	Macedonian	Albanian	Turkish
Number	11	13	1

- Graphic display of the specialists in 2002



Of the total number of employees in the Medical Center of Gostivar, 134 physicians have graduated medicine, 5 nurses have higher education, 218 have graduated in a secondary medical school and 31 have secondary dentistry education.

- Conclusion

Inclusion in the Medical center of Gostivar according to the national structure has been shown not to reflect the ethnic structure in the region. **To improve this situation, in the last recruitment of November 2002, 14 physicians and 15 nurses were employed-all of them of Albanian ethnicity.** Communication between the patient and the doctor is in the language

spoken by the doctor; if the doctor or nurse is Albanian, he communicates with the patients in Albanian and Macedonian, but if the doctor or the nurse is Macedonian, communication with patients is in Macedonian only. The problem appears when Albanian patients don't speak Macedonian, which is especially with older patients.

Therefore the importance of the learning of the Albanian language by the ethnic Macedonian doctors and nurses is illustrated.

#### **b) Medical center "Borka Taleski" - Prilep**

The Medical center "Borka Taleski" in Prilep is the biggest public institution in the city, which provides healthcare services for the inhabitants of the region and is financed by the governmental budget. It should be noted that the services given by the Medical center in Prilep are often also used by the citizen of Krusevo.

The organizational structure of the center is as follows:

- City Hospital
- Healthcare House
- City pharmacies
- Public and collective services
- Technical services

The structure of the Medical center of Prilep also includes a group of specialists.

**The City Hospital:** is composed of the following departments: reception, gynaecology department, internal and dialysis department, chirurgic department, orthopedics department, anaesthesia department, pathology department, ophthalmic department, ORL (auricular) department, infectious diseases department, neuropsychiatry

department, children's department, transfusion department, X-ray department, laboratory and infection.

**The Healthcare House:** is also composed of several departments and services such as ambulances for adults and children, X-ray department, laboratories, dentistry, ambulances for the villages (inhabited areas) towards Prilep.

**City pharmacies:** there are two drugstores in the city (drugstore no.1 and drugstore no. 2), a clinic drugstore within the hospital, an hospital drugstore within the Healthcare House and several drugstores in the major inhabited areas.

**Public and collective services:** All sectors of the Prilep Medical Center use the same services for their needs.

**Technical services:** technical services, as well as the sector of public and collective services, attend all sectors of the Medical Center of Prilep.

**Specialists:** The Medical center selects specialists to ensure its development and to fulfil its requirements for meeting the needs of the citizens -there is almost a constant group of beneficiaries - specialists.

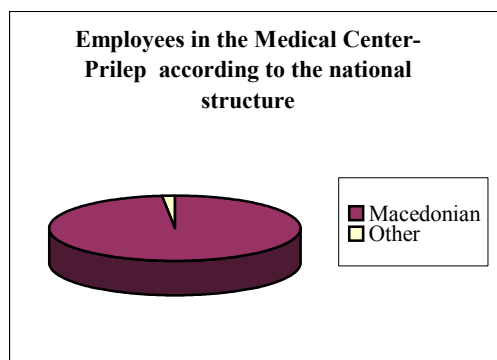
Because of the changes made in the Government of Macedonia, the management of the Medical Center in Prilep is not yet completed, but at present the role of manager is fulfilled by Dr. Zlatko Arizankoski – a specialist orthopedist, and an ethnic Macedonian.

The overall number of employees in the Medical Center "Borka Taleski", according to the data obtained by the administration of the center, up until December 2002 is 1.088.

➤ **Review of recorded employees in the Medical Center "Borka Taleski" according ethnicity**

Description	Macedonian	Others	Total
	1.071	17	1.088
<b>Percents</b>	<b>98.4 %</b>	<b>1.56%</b>	<b>100 %</b>

- Graphic display of the employees regarding their ethnicity;



When we speak about the number of employees according to ethnicity, we should mention that the percentage is not the same as the percentage of representation of ethnic communities in this region, which is illustrated by the graphic displays above. What follows is further information regarding the positions and sectors employing citizens of other ethnic

groups that represent a minority in this region (Albanians, Turkish, Roma, Vlach, Serbs, Macedonian Muslims, Bosnians, etc). 12 nurses are employed in the Healthcare House, 1 person is employed by the City pharmacies, 1 person is employed in the technical service, there is 1 specialist and 2 specialists in the City Hospital.

**Review by sectors of the personnel at the Medical center "Borka Taleski" in Prilep**

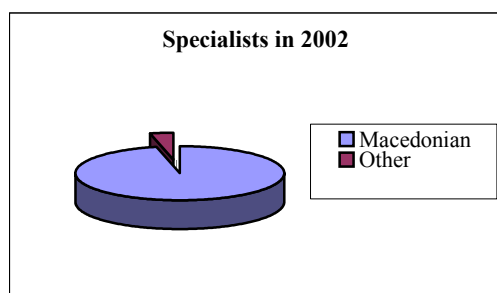
Medical Centre	City Hospital	Healthcare House	City Pharmacies	Public and collective services	Technical service	Total
	451	430	41	113	53	1.088

According to the information obtained in the Prilep medical center, the number of specialists is constantly growing. This year the group of specialists includes an Albanian candidate, in addition to the Macedonian ones.

➤ **Review of the specialists form Prilep in the State Hospital of Skopje in 2002**

	<b>Macedonian</b>	<b>Other</b>
Number	27	1

- Graphic display of specialists in 2002.



The personnel employed in the Medical Center "Borka Taleski" in Prilep have the appropriate education for their position, and it is one of a few institutions of this kind that sent their night-watchman on security vocational training with the result that they now have personal 24 hours security for the premises.

• **Conclusion**

The representation according to the national structure in the medical center of Prilep perhaps isn't totally representative of the percentage of ethnic communities that live in this region according to the national structure, but it should be considered that specific establishments are being considered and that the staff of these establishments are required to have specialised knowledge. The strategy of the Medical center in Prilep regarding employment is to include representatives of ethnic communities, and there is a similar strategy for specialists which promises that the percentage of representation of

ethnic communities employed in this establishment will become approximate to the ethnic make-up of this region.

**c) Medical center "Trifun Panovski" - Bitola**

The Medical Center Dr. "Trifun Panovski" in Bitola, like the centers in the other cities in Macedonia, represents the most large-scale city public institution. Its staff and structure is the same as that of the other centers in the country. Firstly, it should be mentioned that this center employs 1.636 citizens of Bitola and the surrounding.

The organizational structure of the center is as follows: Gradska bolnica

- Healthcare House
- City Pharmacies
- Public and collective services
- Technical services

One should consider the Medical center Dr. "Trifun Panovski" not only as an healthcare establishment intended only for the inhabitants of Bitola and the surrounding area, but also for the

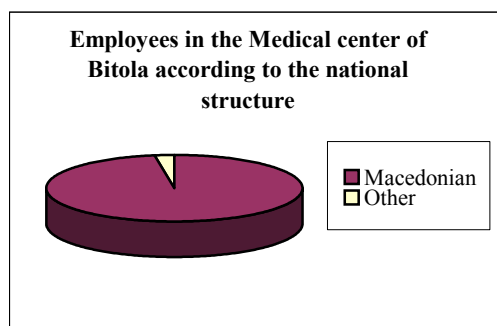
citizens of Prilep, Krusevo, Kicevo, Resen and other inhabited areas of the southwestern part of Macedonia. As a result it represents a truly regional Healthcare Center.

The total number of employees in the Medical center Dr. "Trifun Panovski", according to the data obtained from the administration of the center, up until December 2002 is 1.636.

➤ **Review of registered employees in the Medical Center "Trifun Panovski" according to ethnicity**

Description	Macedonian	Other	Total
	1.593	43	1.636
<b>Percents</b>	<b>97.3 %</b>	<b>2.6%</b>	<b>100 %</b>

- Graphic display of the employees according to their ethnicity



According to the above results of the 1994 census, and also according to the percentage of representation of the ethnic groups in the overall number of the employees of the Medical center "Trifun Panovski" in Bitola the ethnic representation is clearly inappropriate. For the purposes of comparison, the overall number of employees from other ethnic groups, non-Macedonians, is (2.4%), which is almost the same as the percentage of Albanians in this region, and as such one should question where the other ethnic groups are represented? More attention should be paid during future recruitment to ensure that an ethnic reflection of the geographic range in the Medical center

can be achieved. In order to provide a more complete picture of the structure of the ethnic representation in the medical center, this report presents a list of jobs engaging these people:

**1 Dr. of Medicine/ Internist Bulgarian**

**1 Dr. of Medicine/ Internist Greek**

**1 Dentist Croat**

**1 Dentist Albanian**

**1 Specialist of children's' psychiatry Turkish**

**1 Specialist internist Bulgarian**

**1 Specialist of pneumonic physiology Albanian**

**1 Dr. of Medicine/ Internist Serb**  
**1 Specialist of urgent medicine Serb**  
**1 Specialist of labor medicine Serb**  
**2 Pharmacists Albanian**  
**1 Biologist Turkish**  
**1 Biologist Albanian**  
**11 Nurses Albanian**  
**1 Nurse Turkish**  
**4 Nurses Serb**  
**1 Operator Slovenian**  
**1 Accountant Serb**  
**1 Driver Turkish**  
**1 Driver Albanian**  
**1 Driver Slovenian**  
**1. Telephone switchboard operator Albanian**

**6 Hygienic Roma**  
**1 Hygienist Turkish**

- **Conclusion**

The list of the employed personnel speaks for itself about the variegation of the ethnic groups of the city beneath Pelister. The number 43 is not a number to be depreciated, but neither can it be considered as real if considered against the ethnic make-up of the region, which is especially true if one considers that the surrounding inhabited areas and cities gravitate towards this institution (Medical center Dr. "Trifun Panovski") as a regional healthcare center. The need to employ personnel of differing nationalities in this Medical center is generated by the variety of nationalities it serves.

**Employment in the public enterprise “Macedonian Post Offices” in Struga and the surrounding villages**

The Post Office is a public enterprise providing public services to the citizens of the Municipality of Struga.

Some regional units function as part of this public enterprise, including:

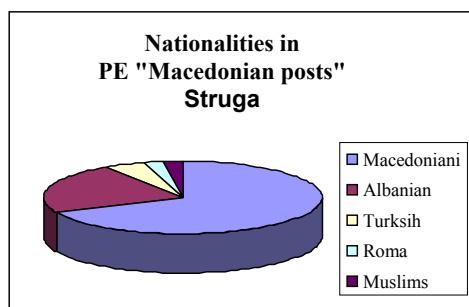
1. Oktisi Village - this regional unit belongs to the municipality of Struga

2. Municipality of Dologozdi  
3. Municipality of Velesta  
4. Municipality of Labuniste  
5. Radilista Village - this regional unit belongs to the municipality of Struga

**- Postal public enterprise in Struga**

Based on the December 2002 data, the number of employees in the PE “Macedonian Post Offices”, according to nationality is as follows:

Description	Macedonian	Albanian	Turkish	Muslims	Roma
No.	30	10	2	1	1



**- Postal public enterprise “Macedonian post offices” in Radolista village**

Based on the data from the 1994 census, inhabitants of this village are of Albanian ethnicity.

Based on the latest data of December 2002 the number of employees in this public enterprise according to the nationality is as follows:

Description	Albanians	Macedonians
Number	4	0

Two of these employees are employed on a contract basis and two of them are permanently employed.

**- Postal public enterprise in the municipality of Dologozda**

The municipality of Dologozda includes the following villages: Korosista, Livada,

Xepin, Mislodezda, Poum, Bogojci and Novo Selo.

Based on the latest data from December 2002 the number of employees in the public enterprise "Macedonian post offices" in this municipality according to their nationality is as follows:

Description	Albanians	Macedonians	Others
Number	4	0	0

Only ethnic Albanians live in this municipality.

All the employees of the PE in the Municipality of Dologozda are permanently employed.

**- Postal public enterprise in the Municipality of Velesta**

The municipality of Velesta includes the following villages: Gorno Tatesi, Dolno Tatesi and Dobovjani.

Based on the data from December 2002 all the residents of this municipality are of Albanian ethnicity.

Based on the latest data in PE "Macedonian posts" of the municipality of Velesta, employment according to nationality is as follows:

Description	Albanians	Macedonians	Others
Number	7	0	0

Six of these employees are permanently employed and one of them is employed on a contract basis.

**- Postal public enterprise in the Municipality of Labunista**

The municipality of Labunista includes the following villages: Borovec, Podgorci and Tasmarunista.

Based on the data from December 2002 the residents of this municipality are of a variety of nationalities: Macedonians (32%), Muslims (6 %), Turkish (27%) and Albanians (25%).

Employment in PE of Labunista according to nationality is as follows:

Description	Albanians	Macedonians	Muslims
Number	0	2	2

Of these employees, two Macedonians and one Muslim are permanently employed, whilst one Muslim is employed on a contract basis.

**- Postal public enterprise in the Oktisi village**

Oktisi residents are of a variety of nationalities: Macedonians (21 %), Muslims (19 %) and Albanians (60 %).

Employment in PE “Macedonian post offices” – Oktisi according to nationality is as follows:

Description	Albanians	Macedonians	Muslims
Number	0	0	2

**Annotation:**

This data is obtained from appropriate persons in these public establishments, and from responsible persons we have

been verbally assured that they will aim to fully respect the obligations derived from the Framework Agreement.

## **5. Information regarding the political activities for the implementation of the Framework Agreement**

### **The government of Macedonia adopted the package of the Action Plan for the implementation of the Framework Agreement**

At a meeting held on February 3<sup>rd</sup>, 2003, the Macedonian government adopted the package of the Action plan for the implementation of the Framework Agreement.

The package is part of the operative plan; it contains the Program for the decentralization of power during 2003-2004, as well as the basic preparation of the program for even representation of the communities in the public administration.

"Today the government demonstrated political will to include the Law on language usage in the Framework of the laws that should be adopted, although it is not obligated according to the Framework agreement", said the spokesman of the Government after the meeting.

"The need for realization of that law project", added the spokesman, "will be determined depending on how much will this issue be regulated in the laws that will be previously adopted".

The government asked that the ministries not wait for the final terms, but reveal their proposals for the prepared legal projects immediately.

This concerns the laws on public enterprises, on courts, for the ombudsman, for the usage of symbols of

the communities, as well as the law on traveling documents-logs.

Referring to the law on logs, which is also an obligation derived from the Framework Agreement, the coordinator of the Government responsible for the implementation of the Framework agreement after the meeting of the Government pointed out that it should be viewed in March or April, whereby he pointed that there is political will at the coalition partners to overcome the differences for the usage of the language in these documents.

The plan for the implementation of the Framework Agreement, as the coordinator of the Government responsible for the implementation of the Framework Agreement clarified, anticipates the financial means determined and presented in the Donors Conference.

As a section of the obligations for the realization of the Framework Agreement is also the particular Operative program for the decentralization of power during the period 2003-2004, the Government adopted a Memorandum for co-operation of the Government with the Community of the units of the local self-government (ZELS).

As the coordinator of the Government responsible for the implementation of the Framework Agreement clarified, this document firstly includes the system laws with the due dates of adoption. These are the laws on territorial division, on the city of Skopje, on the financial decentralization and the law on transfer

of real-estate in all spheres of social life with importance for the life of citizens in the units of the local self-governments, especially in the part of jurisdiction of the education, healthcare, urbanism, protection of the environment, local economic development, communal activities, culture, sport and social care. These laws should be adopted by the end of 2003.

The Program also contains the part for ensuring material and official conditions for carrying out the inherited jurisdictions, as well as ensuring transparency in enforcement of this process. "With this document the direction and coordination of the decentralization process is regulated, with determining of some levels of coordination in the sector of state secretaries, that is directed by the minister of the local self-government and the sector of the vice-president of the Government who is debited for the decentralization ", added the co-ordinator of the Government responsible for the implementation of the Framework Agreement.

Related to the Basics for preparation of the program for improvement of the appropriate and even representation of the communities, the coordinator of the Government responsible for the implementation of the Framework Agreement added that a Committee of Ministers and a Co-ordinative Body have been formed and engaged to present the program for the public administration afore the Government in the shortest possible term. He also indicated that the data from the Ministry of Finances, according to which of 70.066 of the budget users, 58.330 or 83,3 percent are Macedonians, whilst the

representatives of the communities consist of 16,8 percent.

### **Problems around the usage of the Albanian language in the Parliament**

The work of the parliamentary commissions is blocked concerning the language issue and an authentic interpretation on the application of the article 3 from the Rule is still awaited, whether the right of Albanians to speak in their mother tongue is only allowed in speeches or whether it can be used in meetings that are conducted by a MP of Albanian community.

More than a month now, commissions conducted by Albanian MP-s don't function because of the disputation around the language.

The president of the mandate-immunity commission declared that there are ongoing inter-parliamentarian and party consultations, and that one shouldn't rush to achieve a qualitative solution.

"I hope that the practice will crystallize and correct these parts," said the president of the mandate-immunity commission, adding that it is not a political issue, but a legal matter.

For the Albanian parliamentarians the strict application of article 3 of the parliament Rule implicates the usage of the Albanian language during the conduction of meetings, and not only in speeches.

"It is clearly stated in the agreement that among the official languages there is another official one. "For DUI the Ohrid Agreement is an historic one and we treat it as such ", declared the

parliamentarian of the Democratic Union for Integration - Teura Arifi.

“Such an interpretation of the Rule is contrary to the spirit of the Ohrid Agreement and article 7 of the Constitution” declared Vlado Poposki, professor of the Faculty of Law and adviser to the president in the Ohrid negotiations. According to him the confusion lies in the Rule.

The president of the mandate-immunity commission announced that some parts of the parliament Rule will be corrected in the future, without pointing precisely which parts.

The advisor of the president of Macedonia, Lubomir Frckovski, related to the usage of the Albanian language in the Parliament, respectively during conduction of sessions by Albanian parliamentarian, declared that this is not according to the spirit of definitions of the Framework Agreement. “Now we see that it is good that we had international guaranties for it. If we didn’t have the foreign experts during the negotiations now we would be in a worst position because there wouldn’t be an arbiter to tell what was agreed, declared Frckovski.

Related to the usage of the Albanian language in the Parliament and the broadcasting of the parliamentarian sessions in the programs on the national television, the will and the needs of the subscribers of Albanian nationality have been respected over the last period. Thus, the Parliament sessions are broadcast on the third channel of the Macedonian radio and television. (MRTV).

Concerning this need of the Albanian viewers, the president of the Parliament declared that so far the services of the Parliament haven’t received any request by MRTV to broadcast the sessions of the Parliament in the third channel of the national communities.

### **Declarations of politicians related to the implementation of the Ohrid Agreement**

“The coming year should be the year in which we will continue with the accomplishment of the obligations deriving from the Framework Agreement until its complete implementation “, declared the president of Macedonia, Boris Trajkovski, during the traditional New Year and Christmas reception of diplomatic chore in Macedonia.

He expressed the hope that 2003 will be the year of dialoue, understanding, tolerance, promotion and respect of the universal values - democracy, equality, and protection of the individual human rights.

“With the Ohrid Agreement starting from the basic principals - the territorial integrity and sovereignty and the unitary character of the country, the stability strengthened, we preserved the basic pillar of the Macedonian society, the age-long interethnic tolerance and cohabitation and we returned to the path of European and Euro Atlantic perspective” declared Trajkovski.

“The president of the Macedonian government Branko Crvenkovski, asked about the mode of realization of the plan for even representation of ethnic communities in the public sector, in conditions wherein the international

financial institutions demand reduction of administration, declared that regarding that question "we stand in a contradictory position"

"On one hand, the decrease in number of employees in the public sector is discussed with the representatives of MMF and World Bank, on the other hand, in accordance with the Framework Agreement, the realization of the program for increasing the inclusion of

### ***Conclusions:***

From all the monitors' reports the conclusion can be made that in these cities and in the public enterprises that were monitored there is an evident unequal inclusion of the Albanian and the other nationalities in the public administration and in the budget services. This is clearly illustrated in the municipalities of Struga and Skopje and in their Public enterprises where the employment does not reflect the structure of the population, especially in the budget services located in the city itself.

In the public enterprises of Skopje and other local self-governments it can be seen that the members of the Albanian and Roma national communities are only employed in jobs involving hard labor (sweepers), whilst their representation in the administration does not reflect the structure of the population. In these enterprises, the members of these two national ethnic groups are engaged for hard labor, whilst the administration of these enterprises dominantly employs members of the ethnic Macedonian community.

Ignorance of the languages of the national communities by Macedonian

not just members of the Albanian community, but also of the other ethnic communities in the structures of the public administration", he declared.

The Prime Minister Crvenkovski considers that nevertheless a solution will be found. "It is very important to understand that time is necessary for the realization of such a process; respectfully it can not be realized over night" considers Crvenkovski.

clerks remains the main problem of communication and understanding between the citizen and the employees in the governmental institutions. Clerks of Albanian ethnicity have an advantage in communication with the national communities, in the areas where the population is of a mixed structure, because in addition to their mother tongue (Albanian) they also know and speak the Macedonian language.

From the monitoring of the medical centers in Gostivar and Bitola the outcomes were the that different ethnic groups don't enjoy the same quality and quantity of the services and care of the state towards them. Whilst in the Medical Center in Bitola a city that has 108.181 inhabitants, in the medical center has 1.636 employees, while in the medical center in Gostivar, a city with 108.181 inhabitants the medical center has 22 employees less then in Bitola, that is 727 employees or 60% less then in Bitola. The outcomes of this are that the citizens of the municipality of Gostivar don't have the same treatment of the state towards them.

So far, the central power has worked to prepare and to adopt the Action plan for the implementation of the Framework Agreement, whilst the progress of the

employment of personnel from the Albanian national community and from the other national communities who are not majority communities in the Republic of Macedonia is not yet known.

The government has only adopted the Package of the Action plan for the

implementation of the Framework Agreement, which except for the operational plan, includes the Program for decentralization of the power in 2003-2004, as well as the Basics for preparation of the program for even representation of the communities in the public administration.