



Republic of North Macedonia

Public Enterprise for State Roads

No. _____
Skopje, _____

ANNUAL PLAN FOR PREVENTION OF CORRUPTION OF THE PUBLIC ENTERPRISE FOR STATE ROADS FOR 2021

In line with the Law on Prevention of Corruption and Conflict of Interests, the Public Enterprise for State Roads, acting upon the Decision of the Government of the Republic of Northern Macedonia No. 40-2929/1 of 02.03.2021, adopted this Plan for Prevention of Corruption, with the main task being timely recognition of corruption risks and proposing appropriate measures for risks elimination. The Plan will be a guide for future activities the Public Enterprise for State Roads will undertake to fight corruption.

The Public Enterprise for State Roads, as an institution performing activities of public interest, aims to establish a system of measures for dealing with corruption and identifying the reasons, conditions and factors inciting it.

Thereby, the public interest, as defined in the Law on Prevention of Corruption and Conflict of Interest, is "protection of the fundamental freedoms and human and civil rights recognized by international law and determined by the Constitution of the Republic of North Macedonia, prevention of risks for health, defense and security, protection of environment and nature, protection of property and freedom of market and entrepreneurship, rule of law and prevention of crime and corruption".

Corruption, in terms of the Law on Prevention of Corruption and Conflict of Interest, shall mean misuse of office, public authorization, official duty or position for the purpose of gaining benefit, directly or by means of an intermediary, for oneself or others, and considering that corruption puts the rights of citizens at risk, obstructs justice, impoverishes society and undermines the rule of law, it is necessary for the fight against corruption to be a constant obligation of every employee of the Public Enterprise for State Roads.

All employees are obligated, when performing their daily tasks, to act in compliance with the Constitution and the laws, to manifest a high degree of integrity in their work, to recognize the forms of corruption and to have the ability to oppose corruption.

This plan shall strengthen the capacities and establish a synchronized system for efficient functioning of the institution against corruption, for restoring the trust of the citizens and for a society free from corruption through the following goals and activities:

1. Strengthening the integrity of the PESR employees

Special emphasis in the fight against corruption is placed on improving the personal and professional integrity of employees who are expected to perform their tasks by applying appropriate knowledge, ethical capacity, and honesty,





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and to work for the benefit of the public interest and of increasing the public confidence.

The term integrity implies lawful, independent, impartial, ethically responsible and transparent performance of tasks, by which the employees uphold their reputation and the reputation of the enterprise.

The term integrity includes individual and institutional integrity. Individual integrity implies a personal attitude towards issues of corruption, conflict of interest, public interest, and the ability to build resilience. Institutional integrity means resistance to corruption and implies an established system of policies, standards, mechanisms and procedures that reduce the risk of corrupt behavior by employees, and also motivates them to have an honest and professional attitude in the performance of duties.

The public enterprise will continuously work on strengthening the integrity on a personal and institutional level, in order to maintain and grow the public trust.

The enterprise employees are obliged to respect and implement the laws, bylaws and internal procedures conscientiously, responsibly, professionally and impartially. The employees must behave ethically, whether at work or not. Only professional, legal and ethical actions will strengthen the employees' integrity, and thus contribute to eliminating the possibility of corruption.

2. Observance of codes

Every employee in the Public Enterprise should have a high degree of knowledge of the ethical codes.

The Code of Ethics for Administrative Officers and the Code of Conduct of the Employees of the Toll Collection Department and Control Unit, which all the Enterprise employees are familiar with and which are publicly available on the website of the Public Enterprise for State Roads, are the basis for ethical behavior of all employees. Any non-compliance with the Code by the employees is a basis for initiating a disciplinary action.

The Code of Ethics for Administrative Officers prescribes the ethical standards and rules of conduct of administrative officers and the purpose of this Code is to encourage their good behavior and conduct and to strengthen citizens' trust in the work of public sector institutions.

Basic principles in the work for the employees in the Toll Collection and Control Unit, according to the Code are as follows:

- Expertise, conscientiousness, honesty and responsibility in performing work tasks and obligations in accordance with the Constitution, laws, bylaws, general acts of the Public Enterprise for State Roads, ratified international agreements, without any discrimination or privilege and without any personal interest.
- Commitment in performing the tasks and duties.
- Maintaining their personal good reputation and dignity and the reputation of the Public Enterprise for State Roads, by avoiding any situations and behaviors that may harm the interest or reputation of the Public Enterprise for State Roads.





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- Avoiding any use of their status or influence for the purpose of satisfying their own material and personal interests and the interests of their family members.
- Avoiding any kind of ethically inappropriate behavior.
- Respecting other people's rights and dignity.
- When performing their duties, the employees should not be guided by their political beliefs, personal, or financial interests and should not abuse their competences.

To implement the codes, a systemic approach is needed for the Codes to be understood, accepted and implemented by all employees of the Public Enterprise for State Roads.

3. Conducting an assessment of corruption risk

Working in the Public Enterprise for State Roads, as in any institution, can be subject to corrupt behavior. Corruption risk assessment will enable the establishment of an evidence-based corruption prevention system and will enable efficient use of available resources to achieve results in the fight against corruption. It is necessary to clearly identify the categories of jobs with the highest risk of corruption. It is therefore necessary, through training of employees in the field of risk assessment and risk management, but also with involvement of the Internal Audit Unit, to find ways to assess the main risks of corruption and to develop methodologies by proposing measures for reducing and eliminating various forms of risks.

The legal act that regulates risks (from corruption) management in the public sector is the Law on Prevention of Corruption, which should be a guide in assessing the corruption risk.

4. Introduction of prescribed work procedures for the operations in PESR

Strengthening the integrity of institutions is a particularly important topic for both the public administration reform process and the prevention of corruption.

Namely, in order to implement transparency in the institution's operations, as well as responsibility, accountability, ethical work by employees or professional and depoliticized administration and achievement of quality administration in which corruption is reduced to a minimum, there should be written work procedures for the operations in the Public Enterprise for State Roads in every segment and area of operation.

There are prescribed procedures in the Public Enterprise for State Roads, that should be constantly updated and improved in accordance with the work processes of the organizational units in the Enterprise, as well as monitoring of actions of all employees.

In this way, the risks for corrupt behavior of the employees in the Public Enterprise will be eliminated.

5. Professionalization, departization and depoliticization of employees



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A professional merit-based administration that is not political-party-affiliated is the basis of the fight against corruption. In the hiring process in the Public Enterprise, all procedures and legal regulations should be strictly observed, especially the laws and bylaws according to which the employment and promotion of the employees in the Public Enterprise for State Roads is performed, i.e. the Law on Administrative Servants, the Law on Public Sector Employees, the Law on Public Enterprises and the Law on Labor Relations. A uniform procedure for selection and appointment to managerial positions should also be established, according to merit-based principles, equal access to jobs under equal conditions, adequate and equitable representation and gender equality.

The tasks must be performed politically impartially, without any influence by one's personal and political beliefs or financial interests, with consistent compliance with the goals, reputation and integrity of the Public Enterprise for State Roads.

6. Continuous training of employees

The employees of the Public Enterprise for State Roads need to meet the high requirements related to the type of education, qualifications, reputation, personal and professional competencies at work. Therefore, strengthening the integrity of employees and building a culture of intolerance to corruption, through attending trainings in the field of anti-corruption and of the Law on Free Access to Public Information, opportunities and appropriate trainings in the field of integrity and personal development will be offered to employees, and employees will be encouraged to focus and show interest in finding and attending trainings aimed at ensuring increased efficiency in the work.

Such trainings can be either generic, through the Ministry of Information Society and Administration (MISA), or specialized, and will be conducted for all employees in the Public Enterprise for State Roads, so they will be obliged to be professionally trained for the work they perform specifically on their job, i.e. to acquire skills and knowledge through organized programs.

7. Stronger control and supervision of public procurement

Analysis of the public procurements from the previous financial year, strengthening the capacities with qualified and trained staff for performing the public procurements by conducting public procurement trainings for all employees in the Public Procurement Department and for as many employees as possible who participate in the Commissions for public procurement.

Full functioning of the basic principles of public procurement: transparency, competitiveness, equal treatment of economic operators, non-discrimination, legality; economical, efficient, effective and rational use of budget funds, striving to get the best offer under the most favorable conditions, as well as accountability for the finances spent in the procurement procedures.

8. Strengthening the principle of transparency in operations



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By bringing services closer to the citizens, the transparency, effectiveness, efficiency, accessibility, and control of the Enterprise are increased and the trust of the citizens is strengthened, which is the basis in the fight against corruption.

Consistent implementation of the Law on Free Access to Public Information by publishing the information according to the Law on Free Access to Public Information on the website of the institution and timely realization of the obligations under the same law. For that purpose, the Public Enterprise for State Roads has appointed a public information officer in the Public Enterprise for State Roads, whose contact data are published on the website of the Enterprise.

To fight corruption effectively and efficiently, the institutions should have efficient and effective mechanisms for managing the process of monitoring the situation with corruption, as well as the situation regarding conflicts of interest, integrity and receiving gifts, as aspects that are in direct connection with corruption. For that purpose, the Public Enterprise for State Roads has appointed an authorized person to receive reports submitted as protected internal reporting at the Public Enterprise for State Roads, whose data are publicly available on the website of the enterprise.

9. Obligation for implementing the plan for corruption prevention

All employees of the Public Enterprise for State Roads are responsible for implementing the policy of integrity and prevention of corruption. The adoption of this Plan for Prevention of Corruption imposes obligations on all organizational units. By meeting the obligations from the Plan for Prevention of Corruption and with coordinated activities of all organizational units in the Public Enterprise for State Roads we can deal with corruption as a socially negative phenomenon.

The implementation of the Plan for Prevention of Corruption is the responsibility of all heads of organizational units in the Public Enterprise for State Roads who should familiarize the employees with the anti-corruption Plan.

The annual Plan for Prevention of Corruption will be published on the website of the Public Enterprise for State Roads.

Director
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