



Republic of North Macedonia

Agency for Financial Support of the Agriculture and Rural Development

Human Resources report

Staff situation in AFSARD

- 285 systematized work posts
- 234 employees in total + Director and Deputy director
 - 205 permanently employed (of these, 151 are working on IPARD)
 - 22 employed on temporary basis (of these, 11 are working on IPARD, 1 working in the Sector for registers, 1 working in Sector for financial affairs and 1 working in Sector for IT and 1 working in Sector for general and legal affairs and 18 working on the National programs)
 - 7 employed on contractual basis (for the implementation of the National programs)
- 151 employees working on the IPARD Program 2014-2020
 - 140 permanently employed
 - 11 employed on temporary basis

On-going procedure for employment

- Procedure for employment /
- Procedure for promotion /

Staff situation per organizational unit (IPARD structure):

- Sector for Project Approval – 33 administrative civil servants,
- Sector for Authorization of Payments – 22 administrative civil servants,
- Sector for on-the-spot Control – 42 administrative civil servants,
- Sector for Financial Affairs – 11 administrative civil servants,
- Sector for Internal Audit – 5 administrative civil servants,
- Sector for General and Legal Affairs – 12 administrative civil servants,
- Sector for Registers – 13 administrative civil servants,
- Sector for Analytics – 4 administrative civil servants
- Sector for IT- 6 administrative civil servants
- Unit for Human Resources Manager – 3 administrative civil servants

Employee motivation

- Starting from January 2023, all employees who working in AFSARD are paid a raising of 15% of the basic salary

Financial data regarding implementation of the IPARD II Program; especially related to realization of the financial allocation of the 2015, 2016, 2017, 2018, 2019 and 2020.

Total commitments taken from the contracts signed for financial support from the public call 01/2017, 01/2018, 02/2018, 01/2019, 02/2019, 01/2020, 01/2021 and 01/2022 is 63.614.481,66 € (EU contribution).

Taking into consideration the financial allocations and the prefinancing requested by NAO and approved by the EC, there is no risk for any de-commitment of funds for the financial years 2014, 2015, 2016, 2017, 2018 and 2019.

Status with accreditation of the rural public infrastructure measure

Regarding the accreditation of the rural public infrastructure measure, the following activities have been agreed with the National Fund and the Managing Authority:

- finalization of the necessary employments for the realization of this measure by end of 2023 - the WLA for 2023 takes into account the workload for this measure and the projected number of 177 employees for IPARD in 2023 includes the new employments for this measure, and
- harmonization of the working procedures for implementing the rural public infrastructure measure with the comments of the European Commission's Directorate-General for Agriculture and Rural Development by 15.09.2023.

Status with regard to implementation of the accredited measures 1, 3 and 7

During the previous period, AFSARD has launched the last public call from IPARD 2 programming period opened only for support of investments under measure 3. The call was announced on 04.08.2023 and was open till 03.10.2023. The total number of received applications, the breakdown of the received applications per sector, and the total requested amount for financial support is presented in the table below.

Agency has started with processing of the applications immediately after receiving of the files in the Agency. As stated in the public call announcement, the Agency will start with contracting once the request of n+4 is approved by the European Commission, extension of the implementation of the IPARD 2014-2020 program for additional one year. Till this moment approval of this request is not granted by the EC and no contract has been signed.

Public call 01/2023 (all the prices are in Euros)

Measure	Sector	Total number of applica	Total requested amount
M3	01	1	153.072,27
M3	02	12	1.540.933,35
M3	03	25	5.080.630,89
M3	04	9	651.380,81
M3	05	1	229.283,97
M3	06	10	992.440,73
Total on	28.11.2023	58	8.647.742,02

All the applications have been processed, completeness and eligibility administrative controls has been performed, as well to all eligible applications on-the-spot control prior approval of the investments is performed. So far, check of the reference prices by the Unit for reference Price is completed to 10 applications and the prices are provided to the Sector for Project Approval by the internal electronic data base.

Till this moment 18 projects have been rejected.

Main reason for rejection of applications in all three measures is the incomplete applications. Huge delay in the process of contracting the applications presents the slow respond of the Burro for Court Expertise in the process of determining the reasonableness of the costs.

Large number of received applications and insufficient number of employees, still remains as one of the bottle necks in the process of assessment of the applications.

In period from March 2023 till November 2023, 8 new payment requests have been received for the measure 1 - Investments in tangible assets for agricultural holdings, with requested amount: 2.366.910 €. During this period are paid 20 requests for payment with total amount: 1.613.582,00 €
So far, 1886 payment requests have been received, for the measure 1. Total amount requested is 25.172.856,00 €.

So far AFSARD has approved 1787 request for payments with total amount of approximately 20.473.320,00 €

In period from March 2023 till November 2023, 25 new payment requests have been received for the measure 3 - Investments in physical assets concerning processing and marketing of agricultural and fishery products, with requested amount: 3.705.164 €. During this period are paid 24 requests for payment with total amount: 4.388.923,00 €.

So far, 134 payment requests have been received, for the measure 3. Total amount requested is 28.773.669,00 €.

So far AFSARD has approved 125 requests for payments with total amount of approximately 23.188.266,00 €.

In period from March 2023 till November 2023, 27 new payment requests have been received for the measure 7 - Farm diversification and business development, with requested amount 7.317.572,00 €. During this period are paid 35 requests for payment with total amount: 4.083.304,00 € .

So far, 174 payment requests have been received, for the measure 7. Total amount requested is 16.586.369,00 €.

So far AFSARD has approved 155 requests for payments with total amount of approximately 11.448.033,75 €.

In the table below there is data for implementation for the IPARD 2 Program

Measure	Total number of applications	Total requested amount	No. of rejected applications	No. of contracted projects (decision for allocation of funds is issued)	Total Public Expenditure of the contracted projects	Total Public Expenditure -IPARD II contribution of the contracted projects	No. of submitted claim for payments	Claimed amount for co-financing (TPE)	Claimed amount for co-financing, IPARD II contribution	No. of authorised claims for payments	Authorised amount for co-financing, IPARD II contribution	IPARD II amount paid to the recipients
M1	3251	56.845.115,19 €	1182	1982	27.839.255,71 €	20.879.441,78 €	1886	25.172.856,00 €	18.879.642,00 €	1787	16.378.656,00 €	16.190.146,00 €
M3	225	49.656.090,82 €	75	118	26.790.568,16 €	20.092.926,12 €	134	28.773.669,00 €	21.580.251,75 €	125	18.550.613,00 €	18.198.467,00 €
M7	698	118.933.776,95 €	467	215	25.736.822,45 €	19.302.616,84 €	174	16.586.369,00 €	12.439.776,75 €	155	9.158.427,00 €	8.987.065,00 €
M9	41	- €	16	22	384.604,13 €	326.913,51 €	24	291.962,00 €	233.569,60 €	22	230.273,00 €	231.799,00 €
	Total on 10.03.2023	225.434.982,96 €	1740	2337	80.751.250,45 €	60.601.898,25 €	2218	70.824.856,00 €	53.133.240,10 €	2089	44.317.969,00 €	43.607.477,00 €
Total											55.374.433,95 €	54.486.166,35 €

On-the-spot controls (Since March 2023 - ongoing)

On-the-spot Controls prior approval

Sector for on-the-spot control within AFSARD since March 2023 has carried out total of 36 on-the-spot controls prior approval at investments under the Call for Applications 23/01 from IPARD 2 2014-2020. In addition, there is a table with carried out OTSC divided by call for applications.

<i>Call for applications 23/01 (Measure 3)</i>	
36 OTSC	
Total No of OTSC	36 OTSC

On-the-spot Controls before payment

Sector for on-the-spot control within AFSARD since March 2023 has carried out total of 63 on-the-spot controls before payment at investments under the Call for Applications 19/01, 19/02, 20/01, 21/01 and 22/01 from IPARD 2 2014-2020. In addition, there is a table with carried out OTSC divided by measures

<i>Call for applications 19/01 (Measure 7)</i>
5 OTSC
<i>Call for applications 19/02 (Measure 3)</i>
4 OTSC
<i>Call for applications 20/01 (Measure 1)</i>
14 OTSC
<i>Call for applications 21/01 (Measure 7)</i>
19 OTSC
<i>Call for applications 22/01 (Measure 3)</i>
21 OTSC

Total No of OTSC	63 OTSC
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Ex-post

Sector for on-the-spot control within AFSARD since March 2023 has carried out total of 285 ex-post on-the-spot controls at investments under IPARD 1 2007-2013 and IPARD 2 2014-2020.

Sector for on-the-spot control has carried out additional ex-post OTSC following on audit recommendations. 41 additional ex-post OTSC for checking and follow up of functionality of investment out of which 39 OTSC at investment under Measure 7 (beekeeping equipment) and 2 OTSC at investment under Measure 3 (fruit and vegetable processing)

In addition, there is a table with carried out OTSC divided by measures

<i>Ex-post OTSC (IPARD 1 2007-2013 and IPARD 2 2014-2020)</i>	
<u>Measure</u>	<u>Number of carried out ex-post OTSC per measure</u>
1/101	238 OTSC
3	3 regular ex-post OTSC 2 OTSC for checking functionality

7	3 regular ex-post OTSC 39 OTSC for checking functionality
Total No of OTSC	285 OTSC