



*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 III Program;

Till this moment no contracts have been signed under IPARD 2021-2027 Program.

As for the risk of de-commitments of funds, 15.000.000 euros must be spent till end of 2025. Taking into consideration the number of received applications of the first public call, this amount is reasonable to be duly spent.

## 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

AFSARD has launched the first public call from IPARD 3 programming period for the measures 1 and 7 on 01.09.2023 and was opened till 30.10.2023. The measure 3 was not included in this call due to the fact that Agency has announced a public call for this measure under the IPARD 2 program on 30.09.2023.

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.

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

Measure	Sector	Total number of applications	Total requested amount (EU+NKF)
M1	01	829	39.159.260,27
M1	02	50	8.613.162,55
M1	03	3	62.741,05
M1	04	17	3.147.929,00
M1	05	1	46.311,32
Total on	01.12.2023	900	51.029.404,19

Measure	Sector	Total number of applications	Total requested amount (EU + NKF)
M7	01	37	2.431.001,15
M7	02	4	942.548,70
M7	03	11	1.415.694,81
M7	04	94	20.915.674,52
M7	05	3	247.009,14
M7	06	23	2.780.459,54
M7	07	26	3.633.400,23
M7	08	56	13.643.999,17
M7	09	2	169.590,45
Total on	01.12.2023	256	46.179.377,70

The budget of the public call for the measure 1 is 18.893.333,33 EUR and for measure 7 equals to 11.400.000 EUR. In the budget of the measures were taken into calculations the financial years 2021, 2022, 2023 and 2024.

Agency has immediately started with processing of the received applications as were received. Due to the large number of received applications and the higher amount requested for financial support available then the budget of in the public call, ranking of the eligible projects shall be applied according to the selection criteria from the IPARD 3 Program.

So far on-the spot controls of investments prior approval have not been performed



