

REPORT

The problems with the interns in the Republic of Macedonia are present for quite some time now, and they refer to achievement of close communication between the lawyers and interns, the willingness of the interns to expose themselves to the pressure reproduced by the work itself, the dissatisfaction of the lawyers and the law firms, but also of the interns themselves, and so on.

Namely, one ever-growing problem is the interruption of the intern-lawyer link and vice versa. How is a lawyer supposed to find an intern, and an intern to find a lawyer or a law firm where he/she can exercise/realize his/her internship, which is mandatory under the law in order for him/her to enter the judicial system?

Another, even more visible problem is the expertise of the interns, i.e. their preparedness for the challenges they are faced with in the legal profession, the dissatisfaction of the lawyers and the interns themselves due to the mutual relation, as well as the financial compensation received by the interns.

De facto, the term "intern" itself means, or, more precisely, defines a person who has no knowledge or experience in the area where he/she is applying for internship, but the fact remains that the interns lack basic knowledge and skills that they should have acquired during the studies.

Namely, while some faculties throughout the country are trying to introduce practical elements in the part of the clinical teaching, such as the Faculty of Law at the University "Goce Delchev" in Stip, where the students are allowed to simulate trials in improvised courtrooms, these are only attempts that should be developed to the level of practical training, practical classes with a specific program tailored to the level of knowledge of the students themselves.

Thus, emerged the need to create a focus group, as well as to compile two questionnaires, one for the lawyers and the law firms, and one for the interns.

I. Focus group (List of participants - Annex 1)

A focus group was held on June 14, 2018 in the hotel Arka, consisting of 10 participants from the Faculty of Law "Iustinianus Primus" and the Faculty of Law at the University "Goce Delchev" in Stip, as well as lawyers and representatives from non-governmental organizations - prospective/future interns.

Namely, the topic of the focus group was a series of questions (List of Questions - Annex 2) which covered all the current problems faced by interns and lawyers and law firms.

During the focus group, the following questions were asked and answered.

1. Are practical trainings or practical work carried out during the studies?

- What type of practical training is carried out within the Faculty?

2. Do you think that the existing education meets the needs of the future interns in terms of acquired practical knowledge in a particular area?

3. What would you change?

Namely, the answers to these questions were generally unanimous from all the participants, and the following answers were given as final conclusions to these questions:

- There is a need for practical training during undergraduate studies, preferably with the beginning of the first year of the studies, and possibly later in the postgraduate studies. The instruction of the students to be practical from the first to the third year, in order for them to actively participate in the preparation of the writs (contracts, complaints, appeals, etc.), and from the fourth year this program should be elevated and enable the students to attend exclusively practical classes. The opinions were divided on this matter as to when should these trainings begin, but all the participants emphasized the need for their existence.
- The need for a more constructive and more profound program where the Bar Association would be involved in order to create courses or practical trainings for students who would be potential interns. The faculties of law should be the center where all this would take place in view of simulation of trials, with visitations by judges and lawyers, so that, at the very beginning of the formation of the future lawyers, communication will be established between the lawyers and the students themselves. Further more, one of the important moments is that it will enable the students to get acquainted with the practical skills needed in advocacy and have the opportunity for practical work from the beginning of their studies, and the lawyers will have the opportunity to identify future personnel they are in need of.
- The current program that is practiced at the faculties of law, which includes presentation of writs (complaints, appeals, wills, contracts, etc.), their appearance, their form, content, etc., as well as adapted courtrooms at the faculties where students are given the opportunity to decide on cases on the basis of the facts they are given, and not on the basis of the decision enacted de facto in that case, should be upgraded in close cooperation with the Macedonian Bar Association, elevated to a higher level, through visitations, lectures, practical programs, etc. This would include the courts, i.e. the judges, the faculties and the other instructions.

- The need for manuals for interns which will help them to get acquainted with all necessary and essential elements of the advocacy, thus enabling them to carry out their internship better and more efficiently.
- The urgent need to establish an Education Center that would be compulsory, if applicable under the existing laws, or possibly non-compulsory, advisory.
- Enable the students to apply in practice what they have learned from the theoretical part. This type of program is needed, because the current manner the studies are carried out, without any kind of practical training, does not provide the students with the skills required for a successful internship. They have only theoretical knowledge of the matter and do not know how to convey it into practice.

4. How to conduct internship?

5. From your previous experience, do you think that interns have sufficient practical experience and knowledge of the legal profession?

6. Do you think there should be continuous training for interns?

7. How long should it take?

8. Your suggestions regarding the education program and the way of realization?

The participants gave the following answers in the form of conclusions regarding these questions:

- During the studies, the students do not acquire practical knowledge about the essence of the practical work. They are not capable to apply their knowledge in reality. The conclusion is that the professors are not trained or competent to pass on such skills, and hence emerges the need for active involvement of practitioners with a well-established program, where the students/interns will be provided with the basics of the advocacy. Legal thinking needs to be worked on.

- The manner of conducting the internship has been characterized by all participants as dysfunctional and unsuccessful, due to the fact that it is not de implemented. The most frequent phenomenon is that the interns are making agreements with the lawyers or the law firms for them to give confirmation that the interns allegedly carried out their internship with them, while no internship is carried out in reality. Hence, there is a need for greater control or, possibly, for the faculties to determine where and in what manner will the internships be carried out, in cooperation with MBA, for the internships to be carried out in reality.

- The training should begin from the first year of studies, with the intensity being adjusted to the level of the student, so that in the second or third year the training and the intensity of the same would increase in quality and quantity. This is all the more

necessary because when the student reaches the moment for carrying out internship, he/she will already have the appropriate experience or skills needed to carry out appropriate and satisfactory internship.

- The need to expand the cooperation with all faculties and use their capacities in order to start developing the idea, the initiative, establish centers where judges, lawyers, prosecutors, the Ministry of Justice, etc. will be involved.

- Submit an initiative to urgently change the manner of taking the bar examination. It is learned by heart, without any real knowledge. The old manner of taking the exam should be reestablished.

- Change of the Law on Civil Procedure to allow the interns to go to trials and represent clients in court, as was the practice previously. In that manner, the interns gained experience directly from the courtrooms, while with the existing legal solution it occurs that the interns obtain a license for a lawyer without knowing which side they should sit in the courtroom. Also, one year of internship, as legally prescribed, is too short, primarily due to the duration of the same, and due to the fact that the majority of the lawyers do not have time to devote themselves to the interns, or do not wish to, and only instruct them to run from institution to institution and submit filings.

At the end of the focus group, after all observations, ideas and stances, general opinions and experiences were heard, the following conclusions were made:

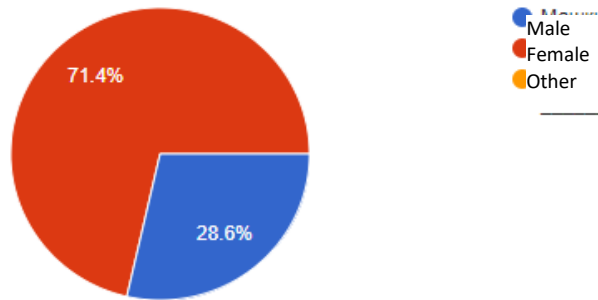
- A joint conference to be held, where representatives of all judicial factions will be present and invited, where all these disputable issues will be raised in order to hear the answers, opinions and stances, to put pressure for cooperation in order to enable all necessary changes, that is, to create common solutions;
- Change of the manner of taking the bar examination and changing the law on the bar examination;
- Establishment of a Center for education with the MBA;
- Establishment and implementation of practical trainings for the students at the faculties in cooperation with MBA, change of the law on higher education;
- Establishing and conducting practical trainings for interns;
- Changing the manner of conducting the internship, training to be conducted both in court and in prosecution.

II. Questionnaire for Evaluation of Interns (Questionnaire for Interns - Annex 3)

A questionnaire for evaluation of interns was launched on June 6, 2018, in which a number of issues were covered relating to the existing problems between interns and lawyers in the country. After the deadline for answering this questionnaire, the following results have been obtained:

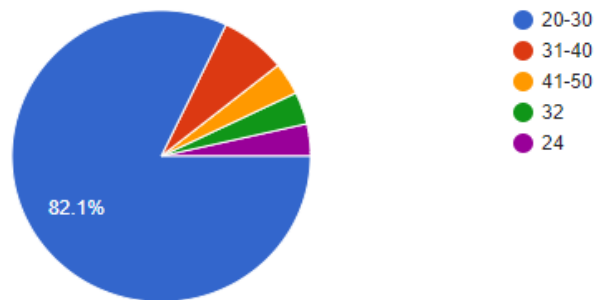
1. Sex: 28 responses

- Of all respondents 71.4% are female, and 28.6% are male.



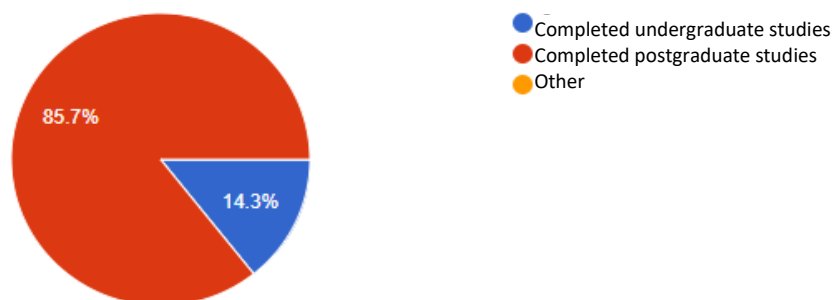
2. Age: 28 responses

- Of all respondents, 82.1% are aged 20-30, 7.1% are aged 31-40, 3.6% are aged 41-50 years, 3.6% are 32 years and 3.6% are 34 years of age.



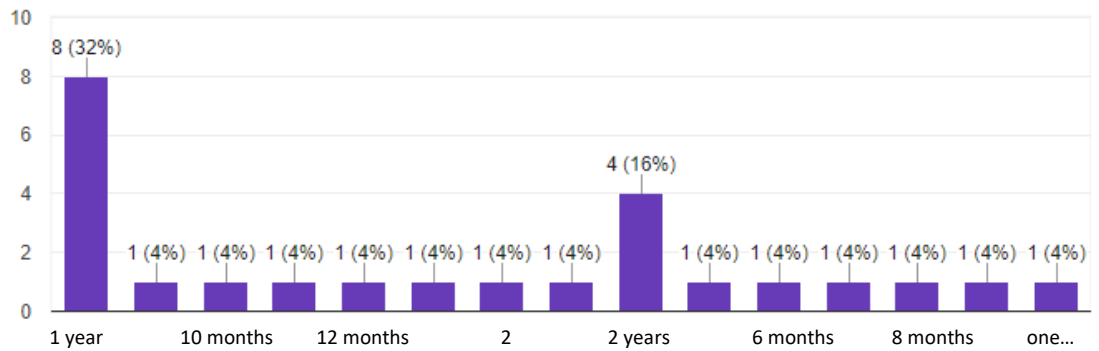
3. Level/degree of education at the beginning of the internship: 28 responses

- 85.7% completed postgraduate studies, 14.3% completed undergraduate studies



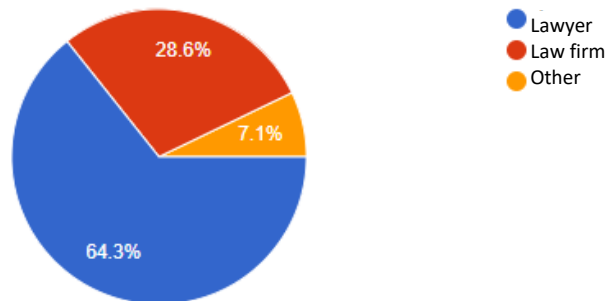
4. Duration of the internship: 25 responses

- 32% 1 year, 4% 1 year and 6 months, 4% 10 months, 4% 12 months, 4% 18 months, 4% 2 years, 4% 3 years, 4% 6 months, 4% 7 months and 4% 8 months.



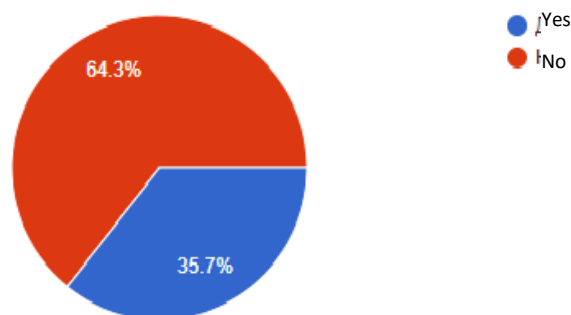
5. Place of the internship: 28 responses

- 64.3% had their internship with a lawyer, 28.6% in a law firm, 7.1% elsewhere.



6. Do you have/did you have difficulties or challenges to find a lawyer or a law firm for your internship: 28 responses

- 64.3% answered NO, 35.7% answered YES



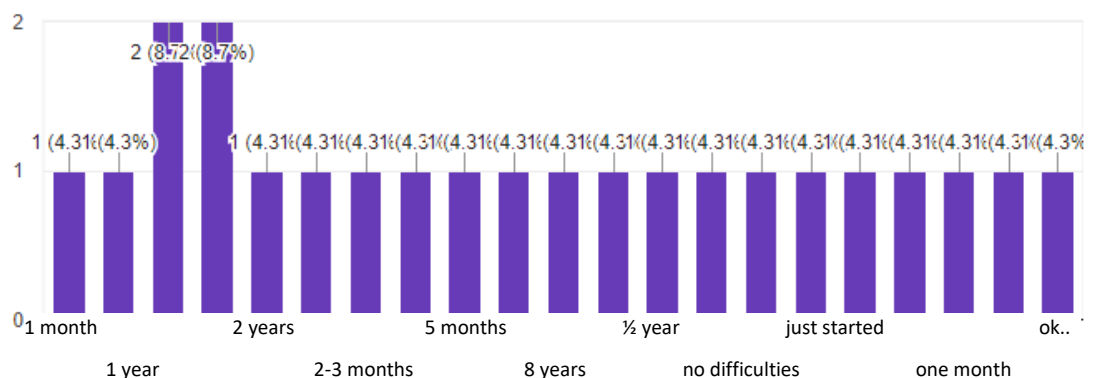
7. If the answer to the previous question is YES, Explain the difficulties you encountered when choosing a lawyer or a law firm for your internship: 10 responses

- There are no openings, we are in no need of interns, we do not have enough finances, etc.

- Since I come from a small town, there is a constant presence of fear of competition, so, as the lawyers themselves say, it is unlikely that someone will provide you with internship.
- Ethnic prejudice.
- Since I internd in Kocani, most lawyers did not want interns, so I had to look for connections. I also internd in Skopje in a law firm for a certain period of time, but I was accepted through an interview.
- The expectations of the lawyers in terms of the work of the interns are high, they expect the interns to respond to all the tasks already in the first month, without paying them any attention and counseling them about the work. I feel that most of the lawyers see the intern as an assistant in the obligations outside the office (dispatch of shipments), not as a person who should be introduced in the legal sector and trained.
- We waited for internship in the Principal Court in Tetovo in the period from 2008 to 2014, the lawyers did not want us due to the specificity of the profession, the notaries and the enforcement offices had no need.
- In the period when I was looking for a lawyer, there were few advertisements,
- From over 40 listings, I was invited for an interview by only 2.

8. How long did it take for you to find a lawyer or a law firm for your internship: 23 responses

- 8.2% 1 year, 8.7% 1 month, 4% 1 week, 4% 2 years, 4% 2 months, 4% 2-3 months, 4% 4 months, 4% 5 months, 4% 6 months, 4% 8 years, 4% found immediately.



9. Where did you search for information about open positions for an intern: 21 responses

- 2 responded through advertisements,
- 7 responded through friends and acquaintances,
- 10 responded on Internet listings,
- 2 responded on web pages, directly at law offices, by talking to lawyers, in person

10. Do you think that the MBA (Macedonian Bar Association) and the Faculties should play a role in the process of providing internship with a lawyer or a law firm? (if the answer is YES, explain in detail): 26 responses

✚ All respondents answered that the faculties must and should play a major role in the search for lawyer by the interns. In other words, the faculties must help or provide the students with lawyers or places for their internship. The answers are listed below.

- Yes of course. This would greatly facilitate the whole process primarily for the interns, but also for the lawyers/law firms which also face difficulties in seeking interns. The MBA could also be more actively involved, for example, they could publish advertisements for interns on their web site. The faculties, could also, in cooperation with the MBA, for example, engage in the process with information which would help the future interns in finding lawyers/law firms for their internship. Another proposal would be that, similar to the open days at the Faculties when new students are being enrolled, the Faculties of Law to have open days in which the future interns could be informed about the needs for interns or this could be done once or twice during the final year of study. In summary, greater cooperation is needed at the level of MBA and the Faculties of Law throughout the Republic of Macedonia for facilitating the work of the interns and the lawyers/law firms.
- I believe that they should have a more active role in mediating and assisting the interns on the availability and the offers of lawyers and law firms, or about the availability of jobs in them.
- Yes, because if you do not find internship through friends, the other way is painstaking and difficult.
- They could collect CVs of interns who are not engaged and offer them to interested lawyers/law firms
- Yes, the internship should be more precisely defined and regulated, and not limited to the free of charge courier services and coffee making
- Yes, with announcements of the lawyers who seek interns.
- Yes, because the faculty should cooperate with them.
- Yes, I think that they should point out to you, either by written request or by notice to the lawyers from the town you are coming from and undertake the obligation on their part for the internship.
- I believe that the Bar Association should engage in providing an internship program, in accordance with their records of lawyers who operate actively.
- Yes, because during the course of studies, the faculties offer theoretical support that is necessary for the students to become good practitioners in the future, but they are lacking practical experience in the course of the studies, and through the cooperation between the faculties of law throughout the Republic and the MBA, the students will be given the opportunity to complete their studies and be prepared to some degree for a part of them to decide to continue with the advocacy as a future profession and see themselves in it, and for some of them to decide on another profession, that is, the one in which they see themselves in the future.
- Yes, it would be more appropriate and more productive for the interns.

- No.
- Yes, because it will help the students in the process of securing internships, and on the other hand will take care of them in terms of the proper carrying out of the internship, that is, in obtaining experience in the field of law, and not in side tasks for which the lawyers more and more often are using the interns .
- Yes, since after graduating from the faculty, the students are forced to find a solution for themselves, some through connections, if not most, in order to complete the necessary internship. Since the internship should be an integral part of the studies, and unfortunately it is not, a law or an act should be passed by which the MBA and/or the faculties will be in charge themselves as institutions, after the completion of the studies, to make a selection and schedule internships for the students, without the employers having the right to refuse them. In this manner things would work way better.
- No.
- Yes, especially the faculties, so that the students would not wander around to find internships, but the faculty itself, with the completion of the postgraduate studies, should have a list of lawyers in need of interns, which the faculty could make in cooperation with the MBA to give their students more accessible information regarding where they can apply.
- In the future, internships could be organized or regulated or, at the very least, be more closely supervised by the MBA, as lawyers and lawyers associations are currently abusing the rights of the interns, especially in situations when they know that an intern needs a one year internship in order to take the bar examination.
- Yes, because it is easier for the intern to have serious intermediaries and the lawyers would be more engaged and more serious in the whole process.
- Yes - the MBA should organize the graduated students to save them time to qualify for the bar examination, pass it in good time and concentrate on the profession.
- Yes, they should. In coordination with the lawyers and the law firms, the MBA could be an intermediary in providing and facilitating the internship terms, the needs of the lawyers and their opportunities, as well as the will to give appropriate direction to the future lawyers.
- No.
- It would be desirable for them to have a certain role, in view of making the internship more accessible to all young lawyers.
- No, I think that it is a personal choice. The internship is registered in the MBA anyway.
- The faculties should not, and the MBA should monitor the process for compliance with the rules.
- YES. The faculties (which do not undertake absolutely nothing, in particular the faculty Iustinianus Primus) should be involved particularly for the post-graduate students and start open cooperation with the MBA, the law firms and the law offices, as well as with the lawyers themselves. For example, I want to point out (maybe it is ridiculous, but purely for clarification), if you saw the popular serial "SUITS", then you know that every year Harvard sends a group of the best students for internship to the law firm, through a certain selection. From my own experience, the faculty has a very cold attitude, and the only thing that it enabled was the obligatory attendance to trials at the Principal Court Skopje 2 Skopje, so I

started volunteering in court on my own initiative before I enrolled to a master's program, and after I obtained the master's degree I lost 6 months before I started my internship with a lawyer (period of applications). I think that the faculty may play an important role in finding a lawyer or a law firm for the internships. Through the cooperation of the Faculty with the lawyers, a selection can be made, and in general the needs of the lawyers can be answered about what kind of employees (interns) they wish to hire (whether the best in civil, criminal, business, international law). As regards the MBA, I personally want to inform you that my first contact with them was when I registered in the interns list, and I really don't know what the Bar Association does for the interns, because to several of my questions addressed to the Bar Association I got the answer "you can find everything on the website". Certainly, the Bar Association could also play an important role in finding a place for internship, but in my opinion, the Bar Association should pay more attention to the protection of the interns (volunteers), regardless of whether they are with lawyers, notaries, enforcement officers, courts, public prosecution, etc., regarding their regular remuneration, the costs incurred by the intern, and protection in terms of the working hours, i.e. the duration of the internship. As you already know, the Principal Court Skopje 2 Skopje does not pay a penny to the interns, while many of the lawyers take maximum advantage of the interns with a minimum of 8 hours of work, overtime hours, and at the end, when the intern passes the bar examination and asks for employment, he/she will be given the answer "As you can see, my office is not able to pay you full salary." Then comes the struggle of finding another place to work, re-proving and working for a "probationary period" for no money, only to get to the position of expert associate with a "super starting" salary of 12,000 denars...

- YES, I believe that students who have completed their studies on time and have stood out in some way in the education process should have more opportunities in seeking internships and be supported by the MBA and the Faculties because it is really difficult to find internship, especially without previous work experience.

11. Were you compensated for your internship? If yes, does the monetary compensation play a role in the selection of a lawyer or law firm where you would be intern (Explain): 26 answers

🚩 Almost 20 respondents answered that the monetary compensation played a big role or answered only with Yes, and 3 responded with NO. The answers are listed below.

- In my case, the monetary compensation did not play a major role, but I know many colleagues to whom the monetary compensation played a role to refuse or accept the internship. Of course, as interns we are here to learn, but we still have expenses and many of us do not want to live at the expense of our parents, spouses, etc., during our internship. There should be a monetary compensation at least to cover the transport and meal expenses. The work itself requires this non-stop movement, meeting with colleagues, work which is not strictly tied to the office and there should be a decent monetary compensation to cover this. That will definitely motivate the interns, and if there were bonuses added for the New Year, or for the holidays, for example, the interns would be very satisfied, and that would certainly reflect on their contribution and work with the lawyer/law firm. In short, happy worker, happy employer :)

- Yes, but not to a greater extent than the experience and knowledge that could be gained.
- Of course that the compensation plays a big role in the selection, if we could choose and have more options. You still work as an intern full-time working hours in which you have to eat and get to work, as the basic expenses. Not to mention that in those years you already need your own money outside of your parents' budget. Why only lawyers and doctors should be exploited anyway. Work a year, two years for minimum fee or for no money, and the employers constantly have workers for free.
- Yes.
- It plays a big role.
- Yes.
- Yes, a big role.
- No.
- Yes, I was paid a modest fee and I think that every intern should. It certainly plays a role, because the period of internship is not short, and not everyone has the opportunity to be financially supported after 5 years of study.
- Yes, I was paid a fee. The monetary compensation plays a role if not for anything else, at least to cover food and transportation. The monetary compensation was not crucial, but it is good to have it as a kind of motivation.
- Yes, it plays a huge role because with the completion of the studies not everyone has the opportunity to work without any compensation.
- Yes.
- Yes, of course this issue is subjective, so in my case the choice of a lawyer or law firm did not depend on the monetary compensation, but, however, the monetary compensation is so small that usually it does not even cover the travel and food expenses of the interns.
- When I was intern with a lawyer in Kocani, I was not paid, and the lawyer even repeatedly told me that knowledge should be paid for (as if I had to pay). I recently was intern in a law firm in Skopje and I was paid 5,000 denars a month.
- The monetary compensation has the biggest role in choosing a lawyer or law firm.
- It is most important during the internship period that the intern acquires the necessary knowledge in order to be able to function independently. But it is certainly desirable that the internship is paid in order to give motivation to the interns.
- Yes, it was paid and the compensation is certainly important, especially after the completion of the studies, and if we take into consideration the scope of the obligations and the time spent, it is more than necessary.
- Yes, because after many years of studying, it is just and fair for them to earn something more serious, and not only be exploited!
- No.
- Of course it plays a role. I was paid compensation, irregularly and directly on hand instead of a transaction account. It is not right and it was less than 9000 denars for 8 hours of practice without any insurance and contributions, which is equal to embarrassment and humiliating treatment.
- I was paid a financial compensation and it was not important for the selection of the law firm because my experience as intern was more important.

- Yes, I was paid compensation. Personally for me, it did not play a role when choosing a lawyer, the experience was more important.
- The court does not pay the interns, but I was paid in the law firm.
- With the first lawyer 3000 den. per month, with the second 4000 + food+ extra money when they were satisfied. It does play role, at least 3000 denars to cover the basic expenses, otherwise the role of money is not crucial, the place of the internship and the knowledge gained, that is, the professional growth, are much more important.
- Yes, I was paid a fee of 3,000 denars a month. So in my case, a volunteer in a court of over a year for 0 denars, and an intern with a lawyer for over a year for 3,000 denars per month. I think that the monetary compensation does not play a role when choosing a place for the internship (of course, money is important to everyone, but in this society that is the way how things stand and explained with the sentence "everyone walked the same path"). In order for one intern to bear the intern life, I think that in the first place he/she should be provided with 2,000 denars for transport expenses (since, as you know, the intern is like the motor of the office and must go to court, institutions, etc.) (for example, monthly bus ticket 1,600 denars) + 4,000 denars a month as compensation for 4 working hours or + 6,000 denars a month as compensation for 6 working hours or + 8,000 denars a month as compensation for 8 working hours + overtime allowances, and if the intern is in service for more than 6 months, to be obligatorily registered with a minimum wage!
- YES, the monetary compensation plays a major role, since a greater compensation allows for additional training of the intern (for example, trainings, additional literature, etc.).

12. Describe the tasks and duties that you were expected to perform: 27 responses

✚ 15 of the respondents answered composition and preparation of writs (complaints, appeals, contracts etc. and everything that can be done and is within the scope of the lawyer's activity), 6 of the respondents answered that they only carried and submitted documents, 2 of the respondents answered that they performed tasks that are beyond the scope of their internship. The answers are listed below:

- At first, getting to know the work around the office, that is, getting acquainted with the surrounding. The place of the case files, the archives, how to keep records, etc. Then, of course, the first task in my case was to draft my contract for internship. Other tasks that I perform on a daily basis are court checks, communication with notaries and enforcement officers, writing reports, petitions, contracts, power of attorney, preparation of invoices, organizing of records, writing requests and proposals to notaries and enforcement officers, etc.
- Preparation of petitions, complaints, regular legal remedies, proposals to notaries and requests for enforcement, submissions and making checks in the courts about the cases, etc.
- At the beginning, you are a waiter, copier, typist, coffee-maker, courier (they send you wherever necessary, on foot or by bus). Later, of course if you prove yourself, as was my case, I performed the same obligations as the lawyers and the expert associates, except that I did not represent.

- Carry documents to institutions.
- Copying, scanning, going to institutions and filing filings and so on.
- Research activity, going to institutions, writing texts, filings and so on.
- Preparation of documents for institutions, archiving, document writing, etc.
- Preparation of acts, preparation of appeals, complaints, preparation of documents for status changes in trade companies.
- Registration/deregistration of workers, preparation of documents and preparation of payment orders, participation in forensic evaluation.
- The payment orders were completely left to me. Tasks in banks, notaries, enforcement agents. It was bad that there was no opportunity to attend court hearings with the lawyers.
- Writing complaints, appeals, submitting proposals for notarial payment orders, requesting enforcement, etc.
- Writing tasks, technical assignments in institutions and any ongoing work.
- Writing filings, appeals, complaints.
- I had duties and work assignments that I feel were not in the scope of my internship.
- The intern is expected to do literally everything. To clean, wash dishes, make coffee for employees and customers. That's how it is in Macedonia. Shouldn't the intern get to know the essence of the work so that he/she can continue to work independently? While in law offices they usually send you to institutions and in the office they assign you to write payment orders. So virtually they pay no attention for you to acquire knowledge. I have not set foot in a courtroom.
- /
- Writing filings, requests, claims for damages, filling in applications, complaints, appeals, audits, statements, objections, filing them to the competent institutions, checking and managing the official mail, communicating with clients, administrative matters, submitting documentation to insurance companies (at least three times a week without reimbursement of expenses).
- All work assignments expected from fellow lawyers employed at the office.
- Legal matters, administrative matters.
- I collected preliminary information (laws, documents, etc.) and reported to the lawyer, then with the lawyer we made analyzes and I wrote the writs (complaints, appeals, etc.). I attended court hearings with the lawyer and I finished the cases by archiving them.
- Coffee, Ramstore, mail, requests for enforcement, on rare occasions writing appeals, and most often consultations and checking cases in court.
- Internship tasks like drafting contracts, preparation of legal acts as well as legal administrative tasks and direct communication with the court, the state administration bodies.
- Assisting the lawyers in all possible areas of the advocacy.
- I got acquainted with the subject matter
- Receiving mail, writing filings (complaints, appeals, requests...), contracts, filing documents in institutions and asking, founding, changing and liquidating companies through the electronic system, postponing hearings, accepting clients, cleaning and making coffees...
- Submitting filings to Court 1 and 2, institutions, notaries, enforcement agents, etc. Writing filings, for example, objection, complaint, appeal and other filings. Running some administrative procedures (for example, preparation of

documents for foreign citizens, international certificate, apostille, translation, etc.), sometimes communication with clients, notifications, etc. Checking the validity, enforcement, cases. Given that I was with a lawyer-law office where there were no other employees, I executed most of the assignments together with the lawyer (certainly under his supervision, control and with his explanations, directions, etc.). The only thing I was not able to do is represent in court.

- I was involved in all active cases and in every part of the tasks and duties of the lawyers in the law firm, but at the beginning, except for learning about the preparation of necessary documents, I mostly submitted filings to the court, notarization of documents, etc.

13. What obstacles, difficulties, or problems did you face or experience during your internship: 27 responses

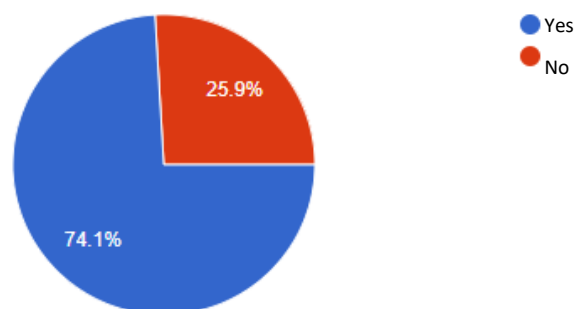
✚ Three of the respondents did not respond, 5 answered with none, and the other respondents presented different experiences. The answers are listed below:

- / (3)
- Well, generally speaking, we interns are mostly confronted with the problem of being the so-called "you there guy" :). You there - go buy breakfast, you there - make coffee, you there - go for a quick run to the court, etc. Of course, this is an integral part of some tasks at work, but many colleagues complain that they remain only in that "you there" position for a long time, which is very demotivating for us interns because our primary goal is to learn, but without specific tasks and duties the internship is reduced to "you there do this", "you there do that".
- I had difficulties at the beginning due to lack of practical education and training during the university education.
- I had no obstacles after my colleagues accepted me as their equal.
- Frustrated lawyers, incompetent officials and low monetary compensation that is insufficient to merely cover the food a whole month.
- Not sharing the knowledge acquired by lawyers, egos from which you can freely do bungee jumping, etc.
- Unregulated areas, difficult public administration.
- Low finances.
- Poor knowledge of the practical work.
- Distrust by the court towards the interns in representing, i.e. inability to independently represent in courts.
- Disorganization in the office.
- Considering that I have completed secondary law school as a legal technician at SEPUGS Vasil Antevski Dren, I did not face any difficulties during my internship. The only thing which should be experienced is the way the state organs work, since the theory and practice are completely different.
- A lot of work.
- There is no possibility to represent clients in a court.
- During my internship, I faced various obstacles and difficulties, and from this experience I find that very few lawyers know how to carry out proper internship.
- Obstacles in terms of they require too much and offer nothing, like, you need to know everything, and when you ask, few are willing to answer.

- Constraining me to come to the office even on Saturday, at least once or twice a month, even though it was not agreed before the beginning of the internship, not paying travel and other expenses when it is necessary to complete tasks outside the office, as well as the fact that I attended trials very rarely, that is, only several times despite there were 7 trials daily on average.
- The fact that it is very poorly paid.
- None.
- I personally am very satisfied with the lawyer Nehat Ismaili from Tetovo. I learned everything.
- Vain and arrogant people from the lawyer's world.
- Except for the fact that despite we were not paid by the court, the judges demanded that we stay longer sometimes, I did not encounter other problems.
- The first lawyer where I worked left me to work on my own, that is, he rarely came to work, and did not respect me enough, he constantly yelled at me and belittled me, especially in front of clients.
- Only with obstacles common for all citizens of this country, which is the work of the institutions or the work of certain officials in the administration. Regarding the work in the law firm, I did not have any particular difficulties, except for the financial part.
- At the beginning of the internship, since I had no work experience, everything was new and unknown to me, I tried to find solutions by myself, which also took more time, but I think that exactly this approach helped me to manage more easily the everyday activities, especially at work.

14. During the internship, did you have/have you been provided with a supervisor or mentor: 27 responses

- 74.1% answered YES, 25.9% answered NO.



15. In what way did your supervisor/mentor oversee your work: 22 responses

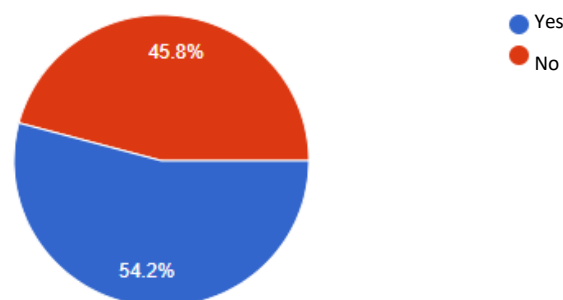
✚ 1 respondent did not respond, 18 respondents answered that they had control and supervision, help from the lawyer, 2 answered that they had no control. The answers are listed below:

- Every typed document was checked by one of the more experienced colleagues, until they were assured that I knew what I was doing.
- Controlled.
- He reviewed my tasks.
- He worked on the tasks together with me.
- Continuous checking, assistance in preparation of acts.

- Checking the documents prepared by me.
- There were expert associates who supervised the work and gave instructions.
- He pointed to the mistakes in the filings, and additionally gave me knowledge in order to teach me so I would not repeat those mistakes in the future. And I can say that it was effective.
- They checked the writings.
- Checking the prepared documents and directing the work.
- /
- The mentor assigned me tasks, I wrote and forwarded them to her in order for her to review them.
- By checking the prepared complaints, appeals, filings...
- Not at all.
- He taught me to apply the theoretical part in practice.
- The lawyer personally, I I learned a lot from him.
- Guides, instructions, notes and spotting errors and their correction.
- I was assigned tasks and constantly supervised and checked in their execution.
- In a attentive and polite manner, with a desire for me to really gain knowledge (this applies to the Law Firm).
- I did not have a mentor. With the first lawyer, I generally worked on my own, sometimes he reviewed the complaints and appeals that I prepared. With the second lawyer everything was checked by him, and I could ask a question about everything that I did not know or was interested in. There was no formal surveillance.
- The lawyer paid me a lot of attention in explaining things, deliberating etc. By controlling of the things I wrote, he pointed to the weaknesses or mistakes that were made. We had excellent communication. It was a good thing that in a certain period of time (for example, every 2 or 3 months) we talked about my results up to that moment, how he or I are satisfied with the realized work, with understanding things. Sharing critique, sharing praising words also. I feel that it is very important that every single employee, regardless of whether intern or similar, is told how well he/she progressed or whether he/she made any progress. I think that constant communication with the intern is very important.
- After the preparation of the documents they were examined by the mentor, and I later received advice and guidance on how to compile them further, but to always prepare them in my own way, and in accordance with the standards and practice.

16. Did you take any steps to address/resolve the issue? 24 responses

- 54.2% answered YES, 45.8% answered NO



17.If the answer to the previous question is "Yes", describe the outcome of these steps: 11 responses

- ✚ 1 respondent did not answer, most respondents indicated that there was some result, which was successful, 1 respondent answered that the effect was short-lived. The answers are listed below.
- Specifically in the previous place where I was intern, I was supervised by a professional associate who checked my work, for example the requests for enforcement, filings, proposals to notaries, etc. But the down side was that it was a law firm where there was too much work and I can say that in some way I wasn't paid enough attention, and I was often sitting without work, which was not in my favor. It was often working out of the office, that is, I was "you there" guy, and therefore I was not up to date with the work tasks during the day. I received most of the work tasks at the judgment by the employees in the law firm in terms of what I am able to do.
- Successful.
- Talk to the mentor.
- Solid.
- It was usually positive.
- /
- I collected initial information, reported to the Lawyer, I wrote documents (appeal or complaint, for example) The lawyer reviewed and assessed my work and signed it and I completed the cases and archived them.
- After I would receive an assignment, I investigated the problem, after which I presented it to the mentor. The mentor did the correction/revision/confirmation, and made his remarks/comments.
- The step was to leave the first lawyer, if it can be called a step. With a notice period of 1 month in compliance with the agreement. After that, he treated me better, maybe out of fear that I would leave and he would not have time to find a new intern.
- Short-term effect.
- Good result.

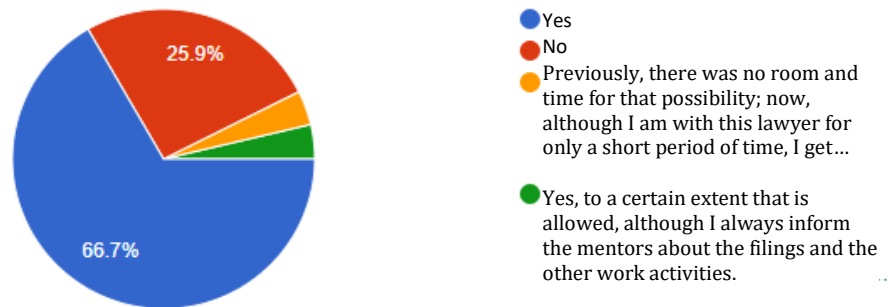
18.Do you think that the level of supervision and mentoring was appropriate? 24 responses.

- ✚ 19 respondents answered YES, 1 respondent did not answer, 1 answered NO, the rest offer different experiences. The answers are listed below.
- In the law firm where I previously had my internship, the level of supervision was somewhat satisfactory, but the mentoring was less than satisfactory. At the present, I practice the internship with a lawyer where the mentoring and the supervision, as well as the assignments and duties that I perform, correspond to my expectations.
- Sometimes. However, the colleagues had 2 years more experience than me.
- If one could even say that it existed, it was not appropriate, but on the other hand, the lawyers do not have enough time to devote themselves to mentoring.

19.In terms of work responsibilities and assignments, did you have the opportunity to work independently during the internship? Do you think that you should have been allowed/have the right to represent clients in the courts? 27 responses.

- 66.7% of the respondents answered YES, 25.9% answered NO, 3.7% answered - Previously, there was no room and time for that possibility; now, although I am

with this lawyer for only a short period of time, I get the opportunity to work independently, but I insist on check up and supervision of my work, since I still consider myself a beginner, 3.7% answered - Yes, to a certain extent that is allowed, although I always inform the mentors about the filings and the other work activities.



20. If the answer to the previous question is "Yes", please detail: 17 responses.

✚ The majority of the respondents answered positively. The answers are listed below.

- Well, I don't see why we couldn't represent in cases with smaller value, you get rid of the fear much easier. It is ridiculous to start representing after the bar examination, and have no experience before a judge prior to that.
- The interns are however doing the same work as the lawyers with passed bar examination.
- In order for us to be able to acquire practice, not only theory and office work.
- I think that a lawyer intern can not fully feel the work and have sense of it, if he/she does not go to court and is not allowed to represent.
- I had the opportunity to perform my work independently, but I didn't have the right to represent clients in courts independently.
- As lawyers who are leaving the master studies without any practice, it is essential to experience practical work during the internship. Unfortunately, with the legal limitation, that is now not possible.
- According to the Law on Civil Procedure, the interns have limited opportunities, but also the expert associates. An expert associate with a passed bar examination can not represent in court only if he is employed with the lawyer. And in terms of interns, I feel that the interns should be given opportunity to represent clients in court from the outset.
- Without that opportunity, we are prevented from getting training for carrying out independent advocacy in the future.
- There are 2 questions here. The answer to the first is NO, and to the second YES. Because only in this way the intern will get familiar with this profession and be in direct contact with the case and it will be much easier to further write various filings for that case.
- /
- I would better understand the essence of the practical part.
- Under the supervision of a lawyer, the intern should be allowed to represent the lawyer with a power of attorney, at least in three hearings during the course of the internship.

- Because it is the first step towards the building the main and crucial skill of a lawyer - to be a good speaker and to handle the whole process.
- Yes, I had the opportunity to be in direct contact with clients, and I think that the right to represent them before the courts should be allowed under certain conditions (for ex. under the supervision of a lawyer) and only in certain procedures (for ex. disputes of small value).
- Yes, independence in terms of writing more serious filings, such as complaints, appeals, etc., conducting procedures from the beginning to the end, etc. Also, the interns should be allowed to represent, but only in cases of small value.
- I think that everyone should be given the opportunity to work independently (because, as one judge told me, "you have to figure out yourself what should be done, that's the way you jump into the fire and strengthen up, that's the way you learn"). Regarding representation, I think that it should be related to the experience rather than the bar examination (because there are many who pass the bar examination and do not know where the court is located, nor they know which side is for the plaintiff and which for the defendant). For example, you should be given the opportunity to attend a certain number of hearings as an intern together with a mentor, lawyer or associate (all recorded on a record and through a record in the Bar Association) and reaching some number ... so, after complying with that, the intern would be able to represent independently.
- I gained most of the experience and knowledge in my past work in a law firm through those tasks and assignments that I performed independently without supervision (certainly, after I was acquainted with the matter and the whole work in relation to a certain area).

21. Briefly list your impressions and experiences after completing the internship with a lawyer/law firm: 24 responses.

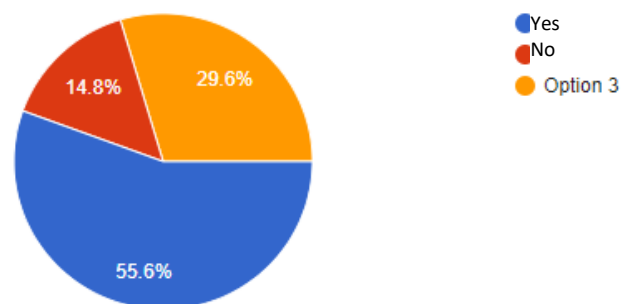
✚ 5 respondents answered Positive experience, 4 respondents answered Great experience, the rest provided different experiences. The answers are listed below.

- Since my internship is still ongoing, I am unable to give a more specific answer to this question.
- I acquired a huge practical experience, had access to work from every field in the law, and gained a working habit and a sense of responsibility.
- All in all, I had a good experience with the lawyer, which was due to my character, the other interns didn't have very good experience.
- Experience helps to build self-confidence.
- Same in general.
- Good work experience, but it is hard to fit in the working system and start working independently.
- The theoretical foundations and knowledge gained weight.
- Positive.
- Not impressed by the lawyer's activity. Above all, by the manner of work of the lawyers, and of course of the institutions and the courts. Disappointed.
- I found myself in the advocacy and I can say that if I was not given the opportunity to do my internship with a lawyer, I don't think that I would decide on advocacy as my profession in the future.
- Enough experience can be gathered if there is a desire from both the lawyers and the intern.
- Positive.

- I learned a lot more from the lawyer (I independently wrote complaints, counter-claims, appeals, founding companies, etc.), unlike the law firm (only payment orders).
- /
- I learned a lot and it would have been easier and more useful for me if I had this experience during the studies and if it was valid before the completion of the master studies.
- Still ongoing.
- I learned things about the profession. Things that were not even mentioned at the faculty, I met with judges, state officials, lawyers, notaries, enforcement officers, I learned the offices in the Principal Court Tetovo and many other useful information about the profession. I have professionally stabilized.
- I would never again work for someone else, exclusively for myself.
- Great impressions because of the experience and knowledge I gained.
- I gained immense knowledge and experience.
- Great experience.
- With the first lawyer, although it was worse, I learned a lot more, I realized that the more you engage in work, that is, "you have been thrown into the fire", the better for you, that is, you will gain knowledge sooner. Only remark, the interns are poorly paid.
- Absolutely positive experience, I learned a large part of the lawyer's matters, except for the downside in terms of representation in court.
- I have great experience and I think that the students should have more practical work from the beginning of the studies (with a lawyer, notary, court, etc.) much more than the requirement for enrollment in the next year (1 month).

22. Would you stay with the same lawyer/law firm after passing the bar examination? 27 responses.

- 55.6% answered YES, 29.6% answered Other, 14.8% answered NO.



23. Explain in detail: 20 answers.

- Different answers and different experiences. The answers are listed below.
- The environment and the intensity of work suit me. The communication is excellent, and at this stage of my internship I am satisfied in terms of the work duties and responsibilities. If everything continues with the same pace, of course, I would stay with the lawyer where I am currently serving my internship.
- Mainly because of the closeness with the colleagues and the good working atmosphere.
- This question lacks direction.
- Everywhere is same, if not worse.

- Good communication, good working atmosphere.
- I would not stay because the lawyer didn't have many clients and I think that there wouldn't be enough work for 2 people, or space for upgrading, motivation and progress.
- I was introduced in the lawyer's scope of work from several points of view.
- I passed the bar examination and I am still with the same lawyer where I was doing the internship.
- The finances are the most important after passing the bar examination.
- Maybe.
- With the lawyer - yes, with the law firm - no, since the work is done in a pattern and there is no possibility to show your talent.
- /
- After passing the bar examination, I stayed with the same lawyer for another 8 months.
- I would stay if I was paid well.
- If I would receive a salary after passing the bar examination, January 2019.
- I have no reason why, my internship has ended.
- Depending on many factors.
- If a lawyer respects you and offers a solid salary to start it is ok, if not, then you need to look for a better place.
- For the right salary and for the opportunity for prosperity and success YES.
- The law firm works in the field of business law, an area in which I would like to further work and improve myself. My previous work was quite diverse, I learn something new every day.

24. Do you think that the experience you gained was sufficient, or you feel that additional training is required (such as on-line trainings or practical trainings by lawyers) for specific areas of legal practice during the internship period: 25 responses.

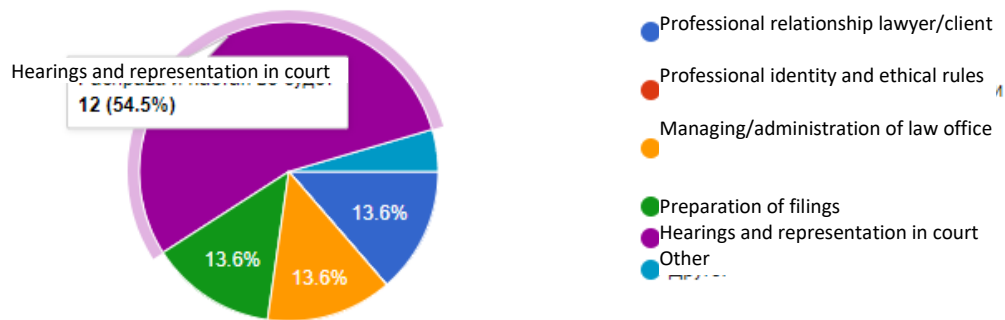
✚ The majority of the respondents answered that they believe that additional thorough and professional trainings are needed. The answers are listed below.

- Given that I am still an intern, I am not able to answer this question in detail. But I think that every additional training, or instruction, especially by the lawyers, would be more than useful throughout the whole process. We do not just need dry theory, we need continuous learning and of course implementing it in practice. Without continually upgrading the acquired knowledge, especially during the internship, it only comes down to the expiry of those two years that are required for taking the bar examination.
- I feel that additional trainings and instructions are needed that would be done in cooperation between the Bar Association and the lawyers during the internship period, especially in terms of hearings and representation in courts.
- The experience in the area of operations of the lawyer where I was intern was sufficient, but I didn't have the opportunity to work in a great part of the other legal matters.
- The knowledge of each lawyer depends individually on his self-initiative.
- There is a need for thorough and professional training.
- No.

- I think it was just an introduction to the advocacy and many trainings and instructions are needed.
- Yes.
- Of course. A lawyer should always upgrade himself.
- Of course they are needed. Regardless of the fact that the intern has chosen one branch as a specialty for completing his master studies, the advocacy is a wide field of work, and therefore continuous training for other areas, as well as for changes in the laws, are necessary and definitely needed.
- No.
- Yes.
- The experience is not sufficient because not enough time is dedicated to the interns during their internship.
- Yes, I think that I need more training.
- Yes.
- Yes, they are necessary.
- Sufficient.
- I am very satisfied with my lawyer.
- It is not enough, much greater desire, energy and will is needed from the lawyers to train the students and for them to perceive something from the experience and knowledge of the already experienced lawyers.
- The experience and guidance is enough to understand the relevant matter, but any training would be welcomed as addition to our knowledge.
- I think that the experience I gained was sufficient, but of course, I need additional trainings.
- The problem lies in the faculty education. There is no practical work during the course of the studies.
- I think it was sufficient, but it can always be better. If one wants to seriously work in with this profession, he/she should have additional engagements
- I gained enough experience, but of course, additional trainings and instruction are always welcome. Personally, I tried to attend some of the trainings of Akademik, but they are a big financial burden. If the MBA, in cooperation with lawyers, would make some kind of system, I think that it would be welcomed by everyone. I also think online trainings are a great idea. These are some of the most important things that I feel attention should be paid to during the trainings: the manner of conduct in general, the conduct in the courtroom, communication in general, communication with clients, public speaking or speaking in court.
- I think that additional training is always welcome and I would personally like to attend as much as possible. So far, I have participated in internship for the protection of human rights, where we also had training, and I can say that it was a great experience.

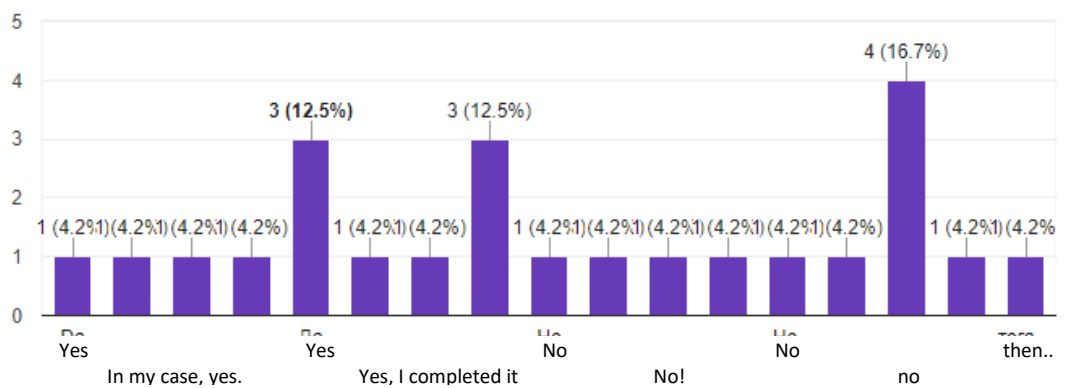
25.If the answer to the previous question is "Yes", please indicate which training modules you are interested taking part in: 24 responses.

- 54.5% answered - hearings and appearance in court, 13.6% answered - Professional relationship lawyer/client, 13.6% answered - Managing/administration of the law office, 13.6% answered - Preparation of filings, 4.5% answered -Other.



26. Do you think that the monetary compensation you received during the internship is sufficient to motivate you to complete the internship: 24 responses

- 7 respondents answered YES, and all others, i.e. 17 respondents answered NO.



27. Please quote everything else you would like to share in relation to the topic of the Questionnaire: 13 responses.

- 5 respondents did not respond, the others offered different answers. The answers are listed below.
- Greater openness of lawyers/law firms in seeking interns. As much as the interns need you, so do you need us because you generally face a shortage of staff in that area. So let's help each other to overcome the difficulties that we are facing. The monetary compensation certainly plays a role, so you can open your wallets and motivate us, because at the end of the day we too want to go for a coffee and sit with colleagues and exchange experiences and information. Finally, an appeal to fellow lawyers, do not treat us as "you there" guy, we are here to learn and come out as an almost finished product for you tomorrow to say "this here, is my child", and making coffee and buying breakfast is not a philosophy that needs to be learned and for which internship should be performed :). I said it before, I will say again - happy intern, even happier lawyer, and then both the coffee and the breakfast are tastier, aren't they;).
- The Bar Association needs to make more effort to support for its members and interns.

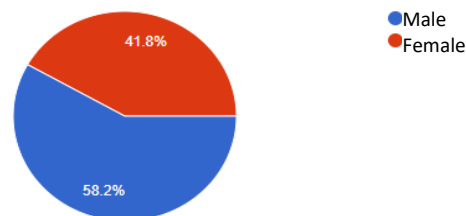
- I commend the decision to create such a questionnaire and elaborate on this topic, which in my opinion is of importance to the interns, as well as to the Bar Association.
- Greater protection of the interns.
- In the future, the Bar Association should advocate the possibility of restoring the old legal solution, allowing law interns to represent clients in court.
- An intern should be allowed to represent in court with power of attorney under the supervision of the lawyer at least in three hearings, although it is legally required that the bar examination is passed.
- Nothing more than what is already offered.
- I hope you will do something to improve the situation of the interns in Macedonia.

III. Questionnaire for Evaluation of Lawyers (Questionnaire for Evaluation of Lawyers - Annex 4)

A questionnaire for evaluating lawyers was launched on 06.06.2018, in which a number of issues were covered relating to the existing problems between interns and lawyers in the country. After the deadline for answering this questionnaire, the following results have been obtained:

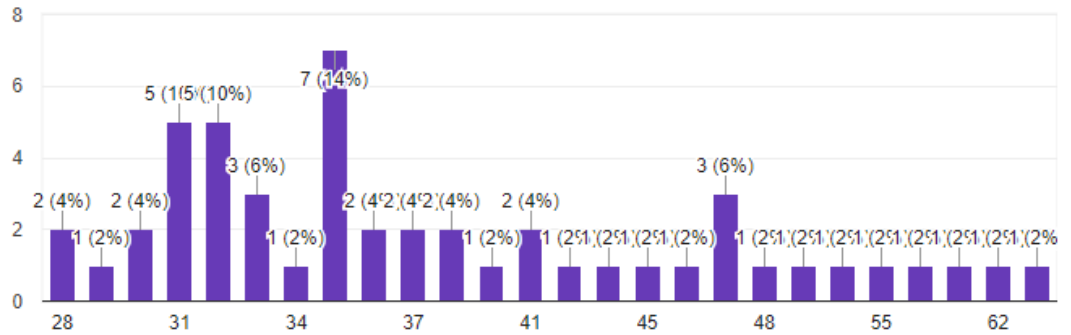
1. Sex: 55 responses

- Male 58,2%
- Female 41,8



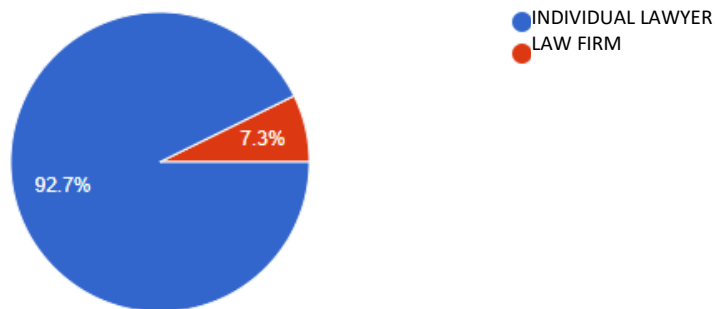
2. Age (years): 50 responses

- 14% answered between 34 and 37, 10% answered between 31 and 34, 10.5% answered 31 and 4% answered 28, 6% answered between 45 and 48 years, and so on.



3. Status: 55 responses

- 92.7% of the respondents are an individual lawyer, while 7.3% are law firms.



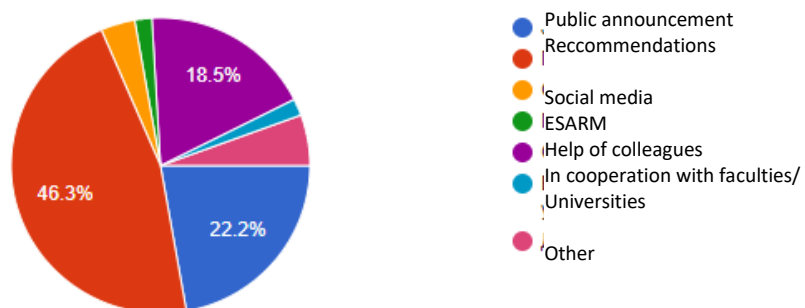
4. Legal area for which the intern is requested: 49 responses

- 21 Of the respondents answered that they were looking for an intern only for the area of civil law, 9 responded - civil law and some other area or business law or criminal law or commercial law, 8 responded - all areas, 4 answered that they were looking for an intern for criminal law, while the others were looking for interns for the field of administrative law, business, commercial law and labor relations. In addition, the answers:
 - o Civil (21)
 - o All (2)
 - o All areas
 - o Criminal
 - o Criminal law and commercial law
 - o Commercial law
 - o Administration
 - o General Practice

- General
- Civil Law and Criminal Law Area
- Trade law
- Business/Civil Law
- General
- Commercial and civil disputes
- Commercial, civil
- General practice of law
- Civil and commercial law
- Business law
- Civil and Criminal
- I have not looked for one...
- Labor relations
- All areas, but preferably civil
- All legal areas
- Business law
- Criminal
- Trade and Civil
- All areas
- Business, commercial and civil

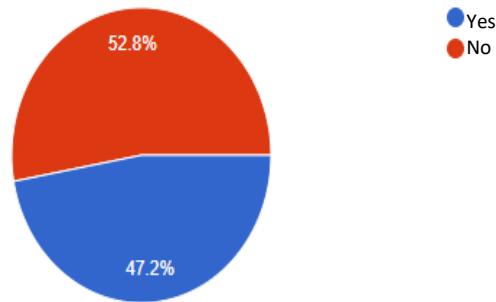
5. How did you look for an intern(s)? 54 answers

- 46.3% of the respondents answered through recommendations, 22.2% of the respondents answered through a public announcement, 18.5% of the respondents answered through the help of colleagues.



6. Have you had any difficulties or obstacles to find an intern for an internship in your office? 53 responses

- 52.8% of the respondents answered NO, 47.2% answered YES.



7. Please explain in more detail what difficulties and/or obstacles have you encountered in the process of finding an intern(s)? 29 responses

- Most of the respondents point to the existence of problems such as insufficient preparedness of the intern, insufficient knowledge of basic matters, etc. The answers are listed below:

- o Almost all persons who respond to an advertisement or at a recommendation are not sure or do not know what they should actually expect if I hired them as intern, they do not know the laws, or the course of work at all, nor have any basic knowledge about any procedure. Which is an additional burden for us lawyers, because we start with the interns from scratch. From how to file a case, what is a complaint, appeal, etc.?
- o Interns have very little knowledge (dreadful) compared to the older generations upon completion of the studies. There is almost no intern who would take an internship without compensation in a law office, everyone has expectations for a certain fee, otherwise they do not accept. Unlike the new generations, the older generations had their internship in court for 2 whole years without compensation, and whether they received compensation in the law offices was left to the wish of the lawyers.
- o I have not had any obstacles.
- o Frivolous candidates.
- o None
- o Not applying properly to the advertisement, not having the necessary qualifications.
- o Young interns are not interested in their essential professional development during the duration of the internship, but only to obtain a certificate confirming the requirement for internships for a period of 1 year in order to take the Bar Examination.
- o Poor ambition, reluctance, irresponsibility.
- o Poorly prepared students
- o They can't read.
- o The persons with completed master studies are not applying, but those in the phase of completion, with several exams left, and the office had a bad experience

with taking an intern who has not passed all the exams because he was absent from work i.e. he asked for days off for preparing and taking the exams. Sometimes the scheduled exams were delayed, so they have to be absent the following day and so on. The law office can not rely on this kind of work. On the other hand, there were also persons with passed bar examination who applied, who haven't actually gone through internship, but the problem with these persons is of a psychological nature, that is, the acceptance of the fact that even though they have passed the bar examination, they will be treated as interns in the office .

- o There is no database that can be used. Also, many interns have no desire to work, they do not have the desire to learn to practice law and do not have the habit of reading literature in the field of legal matters.
- o Unwillingness to face the responsibility of the job position of intern.
- o One of the most difficult problems is that there is a significant decline in the quality of education of law graduates and complete unpreparedness to work. Most of them do not have a general idea of what advocacy means and consequently they have completely unrealistic expectations from the profession. Considering that the number of students at the Iustinianus Primus Faculty of Law is significantly reduced, it is expected that those now studying there in smaller groups have a greater opportunity to learn. However, the practice shows that at present the only consequence is that now there is a much smaller pool of potential interns.
- o No
- o There are no candidates, or they are not serious and are unwilling to work.
- o There are few who are willing to do the internship without proper compensation.
- o Pampered children. Not ambitious. They do not want to work and professionally upgrade.
- o Confidentiality, fulfillment, responsibility.
- o I cannot find seriously interested candidates.
- o No interested candidates.
- o They are more interested in the compensation that will be given than in the area and scope of work.
- o It is very difficult to find trustworthy and dedicated interns. Most often they volunteer in court.
- o There is no will by the interns to do their internship.
- o They are not interested in working, they simply have interest in browsing the internet and talking on the phone. They first ask about the salary and not about what they can learn. They are not serious in terms of fulfilling the obligations that I give them, they behave irresponsibly with my clients or persons who seek my legal assistance. They are not interested in the cases that I am working on, and they show no interest in what is written on the computer as a template - power of attorney, cost estimate, complaint or similar, to read it or adapt the new

text to an already existing template. I am really disappointed with the lack of interest.

- o An intern who sees himself/herself as a lawyer in the future.
- o Lack of basic knowledge.
- o Greater interest in the financial part than in acquiring practice and knowledge.
- o There is no willingness to work by interns.

8. In what way do you perform selection of the candidates for internship (briefly explain the process - test, interview, etc.): 48 responses

- 33 of the respondents answered by interview, the rest gave more detailed answers. The answers are listed below:

- o Interview (33)
- o I do not perform selection, there are not enough candidates, I only accept interns with good recommendation, but if in the course of work they show weak interest, I cancel the internship.
- o They start to work, and if they are not good, they go.
- o What they expect from the internship and at least draft some filing.
- o The candidate's desire for knowledge is the most important, but in the particular case, the recommendation.
- o Discussion.
- o With basic questions to confirm the elementary knowledge of law, checking the results from past education and interview.
- o Interview and oral test with questions from the procedural law.
- o Knowledge by asking oral questions, thus obtaining also psychological testing of the candidate.
- o The first choice is made from the submitted CVs, the latter by an interview, and the serious candidates are given the opportunity to write a power of attorney as a test or possibly some formal brief letter (request) to an institution
- o An entry interview, then a test of the knowledge in law, knowledge of English and psychological test and a final interview with the best candidates.
- o My priority is for the intern to be dedicated and responsible, and I can confirm this through conversation.
- o The faculty they are studying at, i.e. have completed.
- o I previously inform myself regarding the person and ask questions to determine whether he/she is a conscientious person.
- o Trial work.
- o Desire for learning, discipline, success in the studies, confidentiality, etc.

9. How long did it take for you to find intern(s): 45 responses

- 6 of the respondents answered that it took 1 month to find an intern, 4 answered that it took 2-3 months, 2 answered that it took 15 days, 2 of the

respondents answered that they immediately found an intern, etc. The answers are listed below:

- o About 1 month (6).
- o About 2-3 months (4).
- o About 15 days (2).
- o Immediately (2).
- o Several months.
- o I am not looking for an intern, I leave it to the desire and self-initiative of the intern.
- o Quick (2).
- o About 3 days.
- o About 2 days.
- o Two months as of the announcement (4).
- o About 2-3 years after the need to find an intern in our law office emerged.
- o A long time for someone to stay in continuity, mostly they gave up or were told to leave after a few months, due to the above mentioned reasons.
- o Long (more than 3 months).
- o Relatively short.
- o About 4 months.
- o Long.
- o More than 6 months for general practice of law.
- o About 6 months (2).
- o The process is still ongoing, since we are continually looking for good interns. On average, a recruitment process takes about 30 days.
- o A maximum of one month.
- o You can find an intern in 2 weeks, but it takes 3 years for a good intern.
- o Long, I am still looking.
- o About 2 years.
- o About 12 months.
- o Not a full month.
- o I'm still looking.
- o Quick.
- o A long time, but because of my bad experience with the interns that I had, I decided not to work with interns again.
- o About one, two months.

10. In the process of finding an intern, do you focus on finding an intern for a specific legal area or for a general practicing of law: 48 answers

- 36 of the respondents answered general, 7 answered civil and commercial law or just civil, etc. The answers are listed below:
 - o General (36)
 - o Civil Law and Commercial Law (7)
 - o Only the area I work in.

- o We are looking for an intern who would like to dedicate himself/herself in the field of business law and trade disputes, with a possible focus on trade arbitration.
- o No.
- o Specific area.

11. How does the Macedonian Bar Association help in the process of internship? 46 responses

- 16 of the respondents answered that it does not, 5 answered that they did not ask for help from the MBA, 2 answered that they do not know, and the other respondents offered different answers. The answers are listed below:
 - o It doesn't. (16)
 - o I have not requested assistance from the MBA. (5)
 - o I do not know. (2)
 - o Passively, indifferently.
 - o By keeping records of interns.
 - o With recommendations of candidates who addressed to the MBA.
 - o It complicates the proces.
 - o It helps.
 - o Information.
 - o Registry of interns/apprentices.
 - o There was no need for it to intervene.
 - o It did not help me. The MYLA sent me an intern, where they had made a previous selection.
 - o Only by registering them in the Register, nothing more.
 - o Until now, I have not had experience of being assisted by the MBA in the process of selection of interns.
 - o I am not informed.
 - o The Bar Association does not have much role in internship, it should be acquired during the process of education on the faculties.
 - o We do not have cooperation with the Bar Association in this area, especially since I am a lawyer working with a foreign law office which the Bar Association generally condemns as a practice. All interns from our office have compulsory practical work of several days in the Bar Association during their internship and generally have a positive experience because they meet with the Bar Association for the first time, get acquainted with the employees, have a good reception and it is useful for their future career.
 - o So far, there has been no need for assistance by the MBA and for that reason I have not addressed the MBA for the possible need of interns.
 - o By publishing my announcement. There is space for posting advertisements on the website.
 - o By volunteering in the MBA.
 - o Records of internships, practicing in the Bar Association...

- o I do not know.
- o I'm not familiar with that.

12. Do you think that in the process of finding and providing an intern, the main role should be played by the MBA (Macedonian Bar Association) and the Faculties (explain in detail if the answer is yes): 47 answers

- 15 of the respondents answered NO, while almost all of the others think that the MBA should participate in the process. The answers are listed below:
 - o No (15)
 - o The Bar Association should generate data of persons who would like to be interns and refer them to the lawyers who need interns. My suggestion is that if the lawyers need interns, they should submit requests or advertisements to the MBA, and the Faculties to generate those requests. And faculties could at least offer to the students some training with lawyers or law firms.
 - o ESARM, not MBA
 - o The faculties with recommendations, but not the Bar Association.
 - o And the Macedonian Young Lawyers Association.
 - o Both institutions.
 - o There should absolutely be a first selection made by MBA and the Faculties, and we lawyers should take an intern who has already passed a certain selection. I feel that a file should be kept for the interns, which will affect them (positively or negatively) at the moment of choosing their profession. Personally, I have poor experience with interns whose only goal is to obtain the legally defined internship and do not show any self-initiative, responsibility or professionalism.
 - o Yes. The faculty or the students themselves should send their CVs to the Bar Association, for it to have precise record of the number of available and interested interns and recommend them to lawyers or law firms.
 - o YES.
 - o Depending of what is required.
 - o Of course the MBA should be involved in cooperation with the Faculties.
 - o YES. Faculties should recommend students who they know are interested in advocacy and direct them to advocacy at a much earlier stage. The faculties should cooperate with the Bar Association. The law offices could submit their requirements for interns at the Bar Association.
 - o There should be a list of registered interns available to the lawyers, in order for them to know the people who seek internship.
 - o Yes.
 - o I think that the faculties as such should have a larger role than the MBA. MBA could act as intermediary for contacts for lawyers who need an intern, but I think that the advocacy as a profession needs to be liberalized rather than further institutionalized. So, I personally think that the lawyers should have direct cooperation and contact with the faculties

as generators of personnel, and not go through the MBA. AMB could possibly focus on organizing trainings for interns or potential interns through the projects it would implement.

- o The faculty should have no influence, nor the Bar Association. They register in the Bar Association only when they find a job, so the Bar Association has no influence.
- o Yes, and not just require an internship as a condition to take an exam at a faculty or the bar examination.
- o It is possible to have a database of possible interns.
- o YES. They need to play a significant role. On one hand, the Faculties could provide their students with more practical work and opportunity for faster employment, and on the other hand lawyers would have the opportunity to acquire assistants. There should definitely be cooperation between the MBA and the Faculties of Law.
- o There should be.
- o YES in the sense of having ready lists of candidates for internship.
- o Yes, they can make pre-selection and make recommendations.
- o Yes, MBA and the Faculties can play a serious role in the process, because the faculties on one side have information on good quality candidates, and MBA could compile a database of interested candidates (interns) in legal areas, etc.
- o Yes, because every interested candidate can apply to the MBA and any lawyer seeking an intern can choose from an existing list of registered candidates.
- o Yes, it should. The students in the final years could receive a list of lawyers where they could practice their internships, since the interns can learn a lot with a lawyer, because they are faced with all kinds of problems, cases, institutions, etc.
- o I think that the interns who are interested in internship with Lawyers need to register with MBA where record will be kept for each city and will publish lists on a public website so that they are available to all lawyers who want to hire an intern.
- o Yes, with a proposal to be a compulsory and random system for each lawyer, for the interns to acquire knowledge.
- o The faculties, but this should not only serve for them to obtain confirmation that they had training for a month, but they should demand a diary of the training, which will force them to attend the training.
- o YES.
- o They could.
- o I think that MBA should have this role.
- o They should provide us with information on interns.

13. Does the monetary compensation you offer play a role when the interns decide on accepting the offer for internship? 48 responses

- 16 respondents answered only with YES, 6 of the respondents answered only with No, while the other respondents gave an elaborated answer. The answers are listed below:
 - o Yes (16)
 - o No (6)
 - o Yes. Earlier we interned without compensation, today no one interns without compensation and the bigger the compensation, the higher are the chances for one to accept an internship.
 - o The monetary compensation is important but not crucial, however it still plays a significant role.
 - o Yes, the monetary compensation is a motivation to perceive the job more seriously rather than just as a formality that must be met.
 - o I don't think so, because I got 1/4 of that when I was intern.
 - o To some extent.
 - o Always, it's ancient history when the interns had their internships only to gain knowledge (as in our time), now it all comes down to the amount of compensation that we offer.
 - o It is certainly important. Although the Public Prosecution and the courts do not pay the interns, they are paid by the lawyers, but in general only travel and food expenses, and thus the interns feel are not paid and have no ambition to continue to seriously and thoroughly practice what they have come to do.
 - o It shouldn't but it does.
 - o Well, to some extent.
 - o Yes, of course, because they want a master's salary, and in reality they are only interns who have yet to learn to read.
 - o Both yes and no. Depends on the intern. If it is important for someone to earn for various economic and social reasons during that year, it will be crucial for him/her. For those to whom gaining knowledge and experience is more important, it does not play a role.
 - o The problem is not the compensation, the problem is the will to work and to learn how to work. The compensation is, of course, minimal at the beginning, and it is increased every consecutive month, if the intern remains at work and does not find it difficult to perform his/her duties.
 - o I always pay the interns.
 - o We have the practice to receive interns for 30 days in order to see, both us and the candidates, if the cooperation suits us. The internship is also paid. In case we continue the cooperation and the person is registered as an intern, we will establish a regular employment. The monetary compensation does play a role, but it is not decisive.
 - o In most cases it does not. Due to the large number of young people who graduate from the faculties of law, the young interns generally accept internships regardless of the compensation.

- o I think so, which I find absurd because they are here to learn. I pay a compensation of 7000 denars.
- o No, because the only thing that matters to them is the confirmation for 30 days or a year of practical work, as condition for taking exams.
- o Yes, in terms of a more serious approach to practicing the internship and more responsible behavior.
- o It plays a big role.
- o It seems that it is not of crucial importance for them (but it would of course have a role if the compensation is higher - of course, in proportion to the engagement and the contribution of the candidate himself).
- o Yes, the monetary compensation is far more important to the interns than the possibility of learning.
- o Yes, it plays as an important role. I have pointed out before that the compensation is the most important to them, and not the practice and the knowledge they can acquire.
- o It does not play a role.
- o The monetary compensation does not play a major role at the beginning, but over time, expectations rise. I think that there should be a compensation for the real costs incurred by the intern, transport, food, etc.
- o It plays a big role.
- o Yes, they have big financial expectations and not professional ones.

14. Does the candidate's previous experience play a role in the selection of an intern by your side, that is, whether it is a condition for admission of intern(s). 50 responses

- 31 of the respondents answered NO, 5 answered Yes, and the remaining gave explanation. The answers are listed below:
 - o No (31)
 - o Yes (5)
 - o The previous experience plays a big role, but it is rare for someone with previous experience to come to an interview.
 - o It does play a role, it is not a requirement for me.
 - o Yes, because all interns are tabula rasa in relation to the law.
 - o Yes, but it is not a requirement.
 - o Of course.
 - o It is not a requirement, but of course it plays a role. Most of the interns I interviewed did not know where the institutions are located and did not know how to draft a filing independently (for example, for a paid court fee for a decision).
 - o Previous experience can be an asset but it is not crucial. The assumption is that the intern has no experience and has not faced any work related to advocacy. Everything more than this is a great asset, but not decisive. The

most important thing when making a selection is the interest in learning and the dedication.

- o Not always.
- o Sometimes.
- o It is not a requirement for admission of an intern, but of course it is an advantage. We do not expect an intern to have previous work experience, but advantage is also given to students who were active during their studies through non-governmental organizations (for ex.ELSA, the Club of Speakers), attended various trainings, participated in competitions, etc.
- o No, but if there there is any previous experience in practicing the law, I would consider it an advantage.
- o No, only the faculty they come from is important to me.
- o Yes, and also the faculty is important, whether it is a private or state university.
- o It does, but it is not crucial.

15. Describe the tasks and duties of the intern in your office: 47 responses

- Nearly all respondents, as a common element in the responses, emphasized the composition of filings, acceptance of clients, checks in court, etc. The answers are listed below:
 - o Managing cases and clients, writing of complaints, appeals and all legal acts, that is, all tasks necessary for gaining independence and operating independently as a lawyer in the future.
 - o I do not have an intern at the moment, previously the intern worked on technical and archival works before getting to know the work in the office and having time to read complaints, appeals and judgments and how they are drafted.
 - o Work responsibilities in all areas of need.
 - o In addition to the regular work, a part was administrative work, which I do not think should be done by an intern.
 - o Everything required and a lot of learning and freedom.
 - o Technical work, writing template requirements, examining cases that are voluminous and where there are more laws included.
 - o Drafting power of attorney, filings and afterwards other acts (complaints, appeals, etc.)
 - o Writing filings, going to institutions.
 - o Office management, monitoring of trials, preparation and forming of cases for the clients, etc.
 - o Office work, communication with the courts, checking cases, writing filings.
 - o I do not currently have an intern (although I need one), but I gave up on this idea and employed an associate. But of course, the work tasks of the intern begin with the office work, filing new cases in the archive book, managing incoming mail, registering mail and outgoing mail. Preparation

- of filings, giving directions regarding a particular case for which a complaint or an appeal should be made, locate the provisions of the law, organize evidence, follow the advancement of the expert finding, contact the clients for delivery of evidence and so on, going to court for trials, checking cases for enforceability or monitoring cases on appeal..
- o Assistance in performing the duties of the entire office.
 - o Depending on the scope of work and the need at the moment, but in general all kind of tasks. Writing filings, starting from the simplest ones, and depending on the quality of the intern, complaints, appeals, etc. Technical preparation of complaints and appeals with preparation of enclosures and evidence, organization of cases in the office, attendance of trials, submission of filings to court, etc.
 - o Preparation of brief filings and administrative assistance.
 - o Mainly writing filings as per given instructions, preparing documentation and the like.
 - o Write certain filings, such as cost estimates or a filing with a paid fee, file and obtain certain documents from institutions.
 - o Office-assistant tasks - Composition of simple filings, letters, requests, power of attorneys - courier and delivery services - checks in institutions.
 - o Read cases and laws, draft writs, attend trials together with the lawyer.
 - o Preparation of cases and administrative obligations.
 - o To assist the lawyer.
 - o Regular monitoring of changes in legislation; drafting a first draft of legal opinions which is always subject to supervision; taking care of incoming court mail and monitoring the calendar of hearings; escorting the lawyer to hearings; legal translation; drafting filings; communication with institutions, etc.
 - o Archiving, composition of filings, complaints, contracts, as well as composition of all other acts related to the work of the law office. All these actions are carried out under the personal supervision and, of course, in coordination with the lawyer.
 - o Literally working, receiving documents, writing, making checks in the court, going to institutions, going to trials to observe, etc.
 - o Basic work - preparation of requests, filings, etc.
 - o Writing filings - complaints, appeals, carrying mail to court, monitoring trials with the lawyer, elaboration of a case.
 - o Actively participates and has an insight into all my work.
 - o To comply with the working hours, work principles, deadlines.
 - o Filing acts in court, in other institutions, locating legal provisions for a particular case etc.
 - o Fulfill the tasks assigned by me.
 - o The work tasks are almost identical to those of lawyers, except communication with clients. In details: composition of filings, complaints,

operational work in the office, provision of traceability of cases, provision of information...

- o I don't have intern.
- o Working hours from 10 to 14 hours, except when needed beyond this frame. Firstly, getting to know the work, the cases, the court counters, the institutions, writing simpler filings, and gradually to writing complaints, appeals, naturally finally checked and corrected by me...
- o Technical assistance.
- o Getting acquainted with the institutions, delivering and organizing mail, submitting filings, and afterwards composing certain writs, attending trials, etc.
- o Filings to be delivered in court, later on also draft of contract, visit of institutions.
- o To study the cases, deliver mail to the court or to the institution to which the shipment is addressed and to the post office, prepare easier letters - power of attorney, transcripts and letters for correspondence with the authorities and the court, costs estimate, and after a certain period they may begin drafting both more difficult and more complicated filings, like complaints, proposals and the like.
- o Everything that is done by the lawyers.
- o I do not have intern, I'm still looking.
- o Any kind of work connected with the advocacy.
- o Every job is available to the interns in my office. Firstly, they begin by filing cases and mail, to writing complaints and appeals. Everything depends on how interested is the candidate.
- o Compilation of filings, contracts and complaints, with control and correction, presence together with a lawyer at hearings, technical checks of cases in the courts.
- o Preparation of documentation, drafting contracts, complaints, appeals, technical support for administrative matters, etc.
- o If the intern was coming regularly, she would have had duties and tasks the same as me, of course under supervision, but she was not very interested.
- o Administrative matters.
- o Preparation of documents, attendance in court, representation in simpler cases.
- o Everything needed the office to function, from court check ups to writing filings.

16. What obstacles, difficulties, or problems have you faced or you are facing during an internship of an intern in your office: 46 responses

- Given that all answers of the respondents give explanation, it can be concluded that they are generally faced with the problem of unwillingness or

disinterest among interns, even irresponsibility. The answers are listed below:

- o Almost all interns are not prepared for the challenge or for the work.
- o They are not serious.
- o They do not have sufficient prior knowledge from the faculty.
- o Irresponsibility to work tasks.
- o I haven't experienced any difficulties.
- o I have not had problems of great importance until now.
- o None.
- o Some of them do not understand anything.
- o In general, none.
- o He had no previous experience (beginner).
- o They do not have a clear idea that the intern is still being educated with, and one cannot expect important things and actions from them.
- o Disinterest and vanity (he thinks he knows everything, and basically he is being unprofessional).
- o I do not have enough space.
- o No problems.
- o Not enough knowledge of law and law areas, not knowing how to search in laws and professional literature.
- o Lack of basic knowledge of general legal terms and definitions by the interns, which disables and makes their further improvement difficult... how to build on, when there is no good basis.
- o Inability to represent in court due to legal obstacles.
- o Poor ambition, reluctance, irresponsibility.
- o Inconsistency in practice, irresponsibility towards the work.
- o Indifference to learn and gain knowledge.
- o Insufficient readiness for active involvement in the work.
- o Ignorance.
- o There is no obstacle when there is a will on both sides.
- o They do not know where the institutions are located, they do not know how to compose a filing.
- o We have not encountered some significant obstacles other than those described above - when we had interns who have to take exams and require days off for learning and taking the exam.
- o Will to work and work habits.
- o Indifference.
- o Unwillingness to face the responsibility of the position of intern.
- o Lack of self initiative, essential ignorance of the matter and more and more often unrealistic expectations in career development. With the new education system, lawyers begin their career with the title Master (which does not really mean much but on paper), but that affects their expectations and they are faced with a real disappointment when they

realize that they will deal with photocopying of documents, administrative work and similar.

- o The most common problem would be the fact that it is difficult for young lawyers to establish relationship between practice and theory. Here I am specifically referring to the fact that when they are drafting various types of acts, young lawyers rarely base their work on the theory, that is, they usually do it on the basis of previously prepared templates without using "assistive" literature, such as laws, rulebooks, and so on.
- o There is no will, they ask for a quick advancement, without any grounds for it.
- o When they are disinterested and irresponsible they do not pay attention to what you tell them.
- o Not interested in the work.
- o Unskilled and indifferent.
- o There is no problem. Most of the lawyers were interns somewhere and know that we are learning our entire life.
- o Irregularity, irresponsibility, lack of patience, the administrative obstacles are hardest for interns.
- o By fulfilling the given tasks.
- o I have no intern, I am still looking for one.
- o There are no serious difficulties.
- o Until now, we had no difficulties or problems related to their work. We are generally satisfied with our interns.
- o I don't have an intern.
- o The fact that they can not represent in court, even if it is for a hearing that we know will be postponed or in some simpler procedures.
- o There are no obstacles.
- o Different, of different type.
- o The biggest obstacle is the lack of interest, for example - it is agreed that tomorrow a client will bring documents to the office, and at 3 o'clock at night, I get a message from the intern that he cannot not come to work the following day etc.
- o Indifference to the profession.

17. Do you spend enough time to supervise the intern, that is, to train him: 49 responses

- 31 of the respondents answered YES, only 1 respondent answered with NO.

The answers are listed below:

- o Yes (31)
- o I believe that as much as our work responsibilities allow us.
- o I do not have enough time.
- o No.
- o No, as I said she did not want to come regularly, she was more interested in the requirement for taking the bar examination.

- o Constantly.
- o Yes, but it is also indicated that the intensity of surveillance will decrease in the next month.
- o As far as possible. The better and the more I would train the intern, the more the job would be easier.
- o You may say so.
- o Yes, as much as possible given the opportunities and the time, but that is why the knowledge is transferred also by other employees in the office.
- o Yes, everything written and compiled is controlled by me and I immediately indicate if there are any errors, I repeat a second time and the third time I yell!
- o Yes, even more than necessary, I practically teach him like a little a child is about the practical application of law.
- o I have no intern, I am still looking for one.
- o Yes. The interns are physically present and besides lawyers all the time. They regularly come to trials with the lawyer, are are fully involved in the work.
- o I don't have an intern.
- o Yes, completely. They are always under my control for everything they write and do.
- o Yes, in both cases, whether they show interest or not.
- o Yes, I am with them all the time and I talk to them and explain them because I have 24 years of experience.
- o There could be always more time spent, but above all the interns should show interest. If they have no interest, the training process is more difficult for both parties.

18. During the internship, do you give to the interns in addition to their tasks, duties and responsibilities in the scope of your work, other types of tasks (for ex. administrative tasks, printing of documents, procurements for the office, etc.). Explain: 49 responses

- 24 respondents answered only YES, 3 answered only NO. The answers are listed below:
 - o Yes (24)
 - o No (3)
 - o Of course, these work tasks have to be performed by the intern because they are an integral part of our work.
 - o I believe so, but only quick tasks.
 - o Printing documents yes, other administrative tasks not.
 - o Yes, the intern must learn the whole technicality of the work in one law office.
 - o As I stated above, it all starts with administrative tasks, getting familiar with the cases and the clients, as well as the essence of the work and the manner of work in the office.

- o Of course. All the above mentioned administrative matters are a part of the advocacy. If the intern wants to work any work related to practicing the law in the future, he/she must necessarily know and have gone through all administrative matters. In order for an intern to be a successful lawyer or judge in the future, and in order he could control and guide the work, it is necessary for him/her to know how the work is functioning in all its parts, even the most "small ones". The only way to learn and apply the functioning of the overall lawyer's job is by practice and work.
- o Printing documents.
- o Yes. The intern does all of the above mentioned around the office.
- o Sometimes. It is teamwork.
- o Yes, although this is kept to a minimum given that we have an employed person who takes care of the administration in the office.
- o Yes. At the beginning of the internship, i.e. in the period of the so-called introduction into the work of the intern, I usually give him tasks of technical administrative character-copying, filling various orders, forms, archiving, selecting mail, etc.
- o Yes. Much of the lawyer's job is knowing how to handle small things that are very important and time consuming. It's for their own good.
- o Yes, tasks for the timely completion of the obligations arising from the lawyer's profession.
- o Yes. The tasks include everything that the lawyer would do.
- o I don't have an intern.
- o Sometimes, but not always, because it is my job to provide material in an office and to create working conditions.
- o Yes, depending on the task required at the moment, i.e. everyone who does some task is obliged to finish it, including the printing.
- o I give them work exclusively regarding legal matters.
- o I have no intern, I am still looking for one.
- o I have no intern.
- o I said above, they start from the simplest administration to complaints and appeals.
- o Yes, administrative, of course, preparation and printing of documents for a particular case, but purchases, etc. not, considering it is not an intern's job.
- o Yes, it is part of the learning process, if they don't do those things, I will need to do them, which would impose the question, why do i need an intern.

19. Are you satisfied with the work of the interns, their efficiency, speed and promptness, professional knowledge and skills, and so on. Explain: 48 responses

- 6 answered only NO, 9 respondents answered only YES. The answers are listed below:
 - o No (6)
 - o Yes (10)
 - o Somewhat.
 - o He manages somehow.
 - o To some extent.
 - o No, but that does not mean that I will not be from the next one, everything depends on the particular person.
 - o Relatively.
 - o From some, yes.
 - o Only by few of them, generally the assessment is not satisfactory.
 - o I am not, and I gave my explanation previously, given that they show no interest in acquiring practice and knowledge to practice what has been learned at the faculties, but in gaining material benefit.
 - o It depends on the intern personally. The speed is not a priority. A priority is the responsibility, the commitment, the interest. We don't even expect speed and efficiency at the beginning, they develop in time.
 - o They get better with time.
 - o They are not sufficiently efficient and prompt, and the professional knowledge is weak, they don't know basic things.
 - o The interns could be more prepared by the faculties because they really do not have any knowledge.
 - o In general, the interns I have worked with so far did not have any skills, no experience, nor professional knowledge.
 - o Yes, but not all, depends on the intern's personality.
 - o Depends on the individual.
 - o Yes. We have difficulty finding other good candidates, but the interns we currently have are really diligent and eager to learn. The selection process was difficult and painstaking, but I am glad that we did not succumb to accepting "anyone" and we managed to find the right candidates.
 - o This is a question that can not be generalized. In essence, I am satisfied, however, since only four interns have been trained in my office so far, the impression is different for each individual.
 - o Partially.
 - o Interns have no professional knowledge, it is gained in time, and speed and diligence are also acquired with work.
 - o No, their only interest is getting a certificate of internship.
 - o Mostly yes, but it could be a little better.
 - o It is individual. I am very pleased with the current intern.
 - o No, they do not have any practice and knowledge.
 - o I am partially satisfied, but it is individually different for each intern.
 - o I have no intern, I am still looking for one.

- o I am satisfied in every way.
- o Within their personal capabilities and experience, we are satisfied.
- o I have no intern.
- o Different and dependent on the intern. I've had interns who were feisty and they accomplished and strived to accomplish any given task, as well as the extreme opposites.
- o The interns have no professional knowledge.
- o I am not, generally, they have no desire to learn, they don't ask questions.
- o With some yes, with some not.

20. In your opinion, did practicing law in your office enable the interns to acquire sufficient knowledge and skills, or additional trainings are needed (trainings and online courses in certain legal areas) during internships.

Explain: 49 responses

25 respondents answered YES. The answers are listed below:

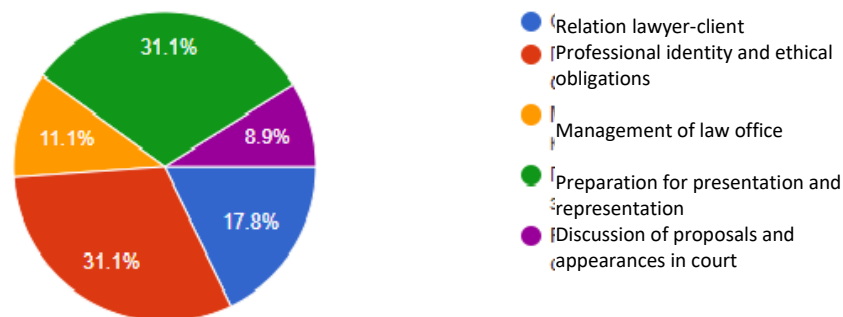
- o Yes (25)
- o I just hope that we are giving them sufficient qualifications, but it is individual, it depends not only on us and what we have provided them with, but it is also about how much the interns themselves want to work as lawyers and want to succeed as lawyers.
- o In my office, not, because I, as an individual, do not have enough time to pay attention to them, but that does not necessarily have to be the case with other offices that have more lawyers.
- o It is enough for the interns to seriously understand their role, and be responsible to the obligations entrusted to them.
- o I think that they learn enough in this manner (by writing filings, reading laws, attendance at trials)
- o Yes it does, if the interns are dedicated, there is no need for additional training for taking the bar examination, and afterwards, they can attend additional seminars and trainings, as I did.
- o Of course additional trainings are needed, due to the frequent change of laws.
- o If the intern had previously internship in a law firm, it will be easier to fit in, but the wish and capability to learn it is individual. However, everybody needs additional trainings and instruction, regardless of the experience they have.
- o I think that it takes more than what is practiced in my office, but most of all, it is the change of the Law on Civil Procedure which will allow the interns to represent independently in certain cases.
- o Practicing the law is most important. But those courses are desirable as well.
- o More than enough.
- o It is up to the interns themselves. They don't want to acquire new knowledge.

- o I consider that the internship should last for 2 years, as previously. One year is a short period for practical work and the acquisition of practical knowledge.
- o Yes. If the focus is aimed on practicing the law, it will provide enough knowledge for the future.
- o It is enough for them to work only at the office.
- o We are living in an era of lifelong learning and I feel that further improvement is always necessary in addition to the formal knowledge acquisition channel. Online courses are a great opportunity, but I think what we are really lacking is networking between the lawyers and the interns themselves. What MBA could do is organize informal meetings of people from our profession, in the form of business breakfasts or afternoon hangouts after work where colleagues would meet, share knowledge and experiences and develop continuous communication throughout the career.
- o Yes. As I stated before, if a good relationship is established between the lawyer and the intern, and the intern is willing to learn and interested in the activities, and the lawyer is willing and able to dedicate himself to the work of the intern, then after finishing the internship, the intern will have good "base" for his/her further action.
- o We think that it is enough, seeing my intern who works for me since her second year of studies, she learned a lot in practice and advanced to write independently.
- o It is sufficient because we work with every matter.
- o At my office they are enabled to acquire sufficient knowledge, but it is also good to have trainings.
- o I think YES, but there is always more to learn.
- o I have no intern, I am still looking for one.
- o Yes-always and all of us law practitioners require additional courses, trainings and other instruction in different areas of the law.
- o There is undoubtedly a lot of knowledge gained in the field of practice, but further education and training is needed.
- o Practicing law in our office has certainly enabled them to acquire knowledge, but additional courses and trainings during the internship are certainly welcome.
- o I have no intern.
- o It is a fact that not everything can be learned in our office, so trainings and counseling would be useful, which would also be organized by MBA, because our interns register in the list of interns in the Bar Association.
- o Practicing in a law office is certainly an opportunity to acquire specialized knowledge-practical. However, I think that the best system is combined internship, i.e. part in a court, part with a lawyer.
- o It is enough, because they will encounter with everything.

- o If they are interested - yes, because I work in labor and administrative procedure which is specific, and I am a mediator, so that they can learn a lot, but I will say once again that they are not interested.
- o I think it's enough, but it's always good to have external training as well.

21. Please indicate what kind of training modules are needed for the interns, according to you: 45 responses

- 31.1% answered- Preparation for presentation and representation, 31.3% of respondents answered - Professional identity and ethical obligations, 17.8% answered- Relation lawyer-client, 11.1% answered - Management of law office, 8.9% answered - Discussion of proposals and appearances in courts.



22. Your impressions and experiences after completion of the internship by the intern: 43 responses

- 4 of the respondents answered Positive, the rest give an explanation. The answers are listed below:
 - o Positive (4)
 - o In general, I am not satisfied with the achieved because it can always be better.
 - o No.
 - o The guys/girls are excellent.
 - o Negative experiences.
 - o Not sufficiently prepared for an independent appearance in court.
 - o Excellent.
 - o Nothing.
 - o There was not much interest, so such was the impression left.
 - o Good.
 - o Favorable.
 - o It is very rare to find an intern who has good knowledge and has a desire to learn.

- o Until now, we have not managed to find a solid intern who we would keep for good in our office.
- o The one-year period is short for full training for lawyer's work.
- o In my office there were interns who had just graduated, who attended master's studies or had passed the bar examination, but generally they were either poorly ambitious and did not like the advocacy and, as I mentioned, they came to satisfy the requirement for internship, or in the case of those with passed bar examination, very poor knowledge that required a lot of time (3 months) for them to adapt and without success.
- o Not fully prepared for independent work.
- o Some surprisingly positive, some do not deserve a comment.
- o Generally positive.
- o They want bigger wages and fewer work assignment, almost everyone is trying to find work in the public administration where there is little work and the salary is sufficient.
- o Solid.
- o Negative
- o The result of the practice of law is positive.
- o Unwillingness to face the responsibility of the position as an intern.
- o Most often positive, given that we have continued the working relationship and all my interns have so far continued to cooperate as lawyers in my office.
- o As I pointed out, one can not generalize, different experiences with different interns.
- o Excellent.
- o They are ok, except for one intern.
- o Acquired the right to take the exam, not the knowledge.
- o Sometimes ok, sometimes not.
- o I've done a good job with the man.
- o Everyone says "thank god it passed".
- o Different experiences, both positive and negative.
- o I have no intern, I am still looking for one.
- o Great experience for both him and me.
- o ...
- o I will say once again that it is different for everyone, depending on their ambitions, some continue with taking the bar examination, opening offices, while others are looking for work in state institutions or firms.
- o I have little experience with interns.
- o Employment.
- o Great disappointment.
- o Some show progress and interest to become a lawyer, but many are not interested.

23. Would you keep/have you kept the intern(s) who had their internship with you, after completing it and following the passing of the bar examination (explain): 47

- 24 of the respondents answered YES, 7 answered NO. The answers are listed below:
 - o es (24)
 - o es, I would keep him if he wished to stay and, of course, if I feel that he is good associate or professional.
 - o o, he did not show any interest in working in advocacy, because he realized that the profession is "the fifth wheel in this society" :)
 - o o (7)
 - o If I could provide a suitable salary for him.
 - o If I had the need.
 - o Naturally that the goal is to train someone for them to stay, that is the reason why you invested yourself and trained them.
 - o If the intern is good and if the need and opportunities at the moment allow it, I would certainly keep him/her.
 - o Only one.
 - o We almost always keep them.
 - o Yes, of course. If the candidate is good, given the low quality of the labor market, I think that I could not afford to lose a person from my team that I have already trained to work according to the dynamics and the needs of our office.
 - o Yes. If I find that the intern has successfully completed the internship, I would be willing to offer him a long-term cooperation.
 - o Yes, of course, why not, when I invested so much in that person.
 - o Yes, if it benefits the office first and then myself.
 - o Yes, if they show an interest and if they meet the criteria of the office.
 - o If there would be a need for an expert associate or lawyer, I would keep some of them.
 - o I have not had such an experience
 - o That's the goal, isn't it?

24. Do you think the interns learned enough during the internship and what is your role in the process: 45 responses

- 26 of the respondents answered YES, 8 answered NO. The answers are listed below:
 - o Yes (26)
 - o Then I would offer further cooperation in the office, employment, etc.
 - o If they are devoted, they can learn, if they don't care, they can not.
 - o If they act responsibly, they will learn a lot.
 - o No (8)
 - o He would have learned, if he was coming regularly.

- o According to what we offer as knowledge and experience, I think that they succeed in comprehending a very small part of this knowledge, somehow the law is still unknown to them, due to the weak theoretical basis that they have after graduating.
- o They have learned a lot if you make a parallel with the knowledge they had at the beginning.
- o They acquire partial practical knowledge about practicing the law, but I think that the period of internship and the gathering work experience should be longer.
- o Yes, they are introduced to all matters and given enough knowledge if they have the desire to learn.
- o No, it takes more time to gain good experience, but he is well acquainted with the job.
- o Raising their awareness to understand that they are interns and not masters.
- o I do not think they have learned enough because the internship is short and should be doubled to 2 years. It will be good for the offices as well, because 1 year is a very short period and we feel like we are looking for interns non-stop.
- o Yes. The role is certainly mentoring and providing support to colleagues to find themselves in the advocacy, to develop work habits and feistiness needed in a profession like ours.
- o Yes. With full commitment on my part to each intern individually in the context to pay enough attention to all their activities, I feel that high quality lawyers can be produced.
- o If the interns are trained for a longer period of time, they will learn, but for a year not so much, they need to intern earlier in the course of studies because only in that way they will learn something in, nothing is learned in a year.
- o I have no intern, I am still looking for one.
- o For that time period, I think that enough is learnt, and my role is central in the whole process.
- o We think that they have learned enough through their involvement in the work.
- o It is subjective and, to a large extent, the intern's engagement plays a major role.
- o I play a big role, and yes, if they want, they will learn.
- o I'm trying, but...
- o Not always, but if they decided to be lawyers, we are ready to continue with the process of education and improvement.

**25. Do you think that the compensation you paid during the internship is sufficient to motivate the intern to stay with you until the end of the internship?
Explain: 44 responses**

- 14 respondents answered Yes, 6 answered NO. The answers are listed below:
 - o Yes (14)
 - o No (6)
 - o No, it's not enough, but we as lawyers are in such a situation, that in today's conditions we are actually getting by. If we had more work, naturally that compensation would not be symbolic but much bigger.
 - o I do not pay compensation, because I interned for 2 years without compensation and I am extremely grateful for the knowledge I acquired in those 2 years, which made me a good lawyer.
 - o Maybe.
 - o I think it's underlying motive, and nothing more.
 - o I think so. The fact that most of them continued to work in my office confirms that.
 - o I think that interns expect salary.
 - o During internship, the monetary compensation should not play a role, it should be in the amount that will cover the basic costs of the intern, and not have a motivating role of a salary for a fixed-term employment. It is a different thing if a particular intern gets employed.
 - o No, but it should be borne in mind that the intern receives money for education which takes time from the lawyer from work on cases.
 - o According to the knowledge and the work they do, yes.
 - o I pay them solidly.
 - o No, I consider that the monetary compensation should also be increased and we try to increase it from year to year. If it is increased at the level of the profession, we will accept it as the most normal process. Given that the compensation is low everywhere, nobody pays more if they don't have to and it is unfair for the work done by the interns.
 - o I think it is ok and sufficient, because it corresponds to the average salary in the Republic of Macedonia. We also have a system for rewarding for the

finished work with a bonus or participation in some training, and it is always welcomed with a positive reaction from the employees.

- o Yes. In general, in the course of my operation, the interns are rewarded appropriately, i.e., depending on the outcome of the case they prepared and worked on.
- o I believe so, I have interned without any compensation, but my motive was to become a lawyer.
- o Not really.
- o I do not know.
- o No, we don't earn enough, and the costs are high. Naturally, it scares them and makes them insecure.
- o I have no intern, I am still looking for one.
- o No, they are continuing with other institutions to get acquainted with new legal areas.
- o I think that it is sufficient for Macedonian conditions.
- o We believe that the compensation is fair considering the total revenues earned by the office.
- o The interns have remained to the end, but realistically the fee paid to the interns is far from satisfactory in general.
- o According to the possibilities, and according to what they have shown.
- o We consider it fair, I believe the expectations are always higher.

26. Do the interns remain with you after the end of the internship? 44 responses

- 22 respondents answered YES, 21 answered NO. The answers are listed below:
 - o Yes (22)
 - o No (21)
 - o Not up to now, but I predict a long-term cooperation with my current interns.
 - o Some yes, some not.

27. Is there anything you would like to add: 39 responses

- 20 respondents answered NO. Others voice their opinions. The answers are listed below:
 - o No (20)

- o Yes, in the questions offering options to choose from, I found myself in a situation where I wished to check more answers, so in the future you can include this possibility. And somehow attract and motivate the young people from the law faculties to become interested in the advocacy as their future profession.
- o You should make a questionnaire on the (un)satisfaction of the lawyers from the work of the courts, public prosecutors, enforcement agents, notaries and the State Administration, those are more crucial issues, than these here.
- o Amendment of the legal regulations to include criminal responsibility of the interns for their illegal and irresponsible actions, with appropriate legal sanctions, and even conviction to effective imprisonment.
- o Many things. Firstly, the Bar Association should intervene for restoring the possibility for an intern to represent in court in accordance with the provisions of the Law on Civil Procedure, only in that way they can quickly be trained.
- o More practical work should be introduced during the studies. Some of them encounter with a request for enforcement for the first time.
- o Because the work of the lawyers is not always paid regularly, the intern's salary can not be decent, so subsidizing is needed.
- o Except that it is necessary to make major changes in the education of interns, which is unsatisfactory and possibly introduce some benefits for law offices that regularly accept and upgrade interns who are supposed to be further lawyers, judges and prosecutors.
- o Urgent change of the Law on Civil Procedure in the part which encompasses the possibility for the interns to represent in court.
- o The interns need more practical work that they need to have at the faculty, and a desire to work in this profession and not pursue work in administration. I think that even without sufficient knowledge and willingness they are interested only in a salary that they do not deserve with their work and knowledge.
- o The educational process should be reorganizes.
- o The old legal solution needs to be restored so that interns can represent some simpler cases in court proceedings. This will greatly contribute to their training and acquisition of practical skills.
- o Through this type of cooperation, the MBA should finally be modernized and abandon the conservative practices. I think that through cooperation with foreign associations, it would be a great opportunity for the MBA to offer young lawyers from Macedonia international internships, and to accept interns from abroad in Macedonia, in order for international cooperation and promotion of the practices.
- o I began to answer the questionnaire, but in the course of the answering, I realized that it was about the experience the colleagues had with the

internships of their interns in their offices. Since until now I did not have the need to get an intern, I have no experience to answer the questionnaire.

- o We think that instead of interviewing lawyers, you should advise students that internship is crucial and that they should be committed during the internship.
- o The length of the internship should be increased as a condition for taking the bar examination, introduce a mandatory length of internship with a lawyer, and a part with judicial authority.
- o Changes in the administration and the attitude of the administration.
- o If we knew the purpose of the questionnaire, we could contribute with additional suggestions.
- o The interns lack motivation.
- o I think that the MBA should be more involved in building and shaping the profession.

Based on the conducted focus group and the two questionnaires, the most important and so far feasible conclusions which can be undoubtedly derived are the following:

1. The need to conduct trainings for interns.
2. The need to open a training center.
3. Greater involvement of the faculties and MBA in the attorney-intern relationship and vice versa.
4. The need to establish courses on the following topics:
 - Professional identity and ethical obligations
 - Preparation for presentation and representation/Attending hearings and appearance in the court
 - Drafting filings and writs

Skopje, 23.07.2018

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