



European Network of Councils  
for the Judiciary (ENCJ)

Reseau européen des Conseils  
de la Justice (RECJ)

Methodology used for filling out questionnaire <sup>1</sup>	
Who filled out the questionnaire	
Was a national expert group set up to validate the reply?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Who were the members of the national expert group? (names and positions)	

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<sup>1</sup> See paragraph 3.3 page 24 of the IA&Q report 2018-2019

# INDEPENDENCE INDICATORS

## *Formal independence of the Judiciary as a whole*

1. Legal basis of the independence of the Judiciary as a whole	
1a. Is the independence of the Judiciary or the judge formally guaranteed <sup>2</sup> ?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1b. If the answer to 1a. is yes, is this done in/by:	<input checked="" type="checkbox"/> Constitution or equivalent text <sup>3</sup> <input type="checkbox"/> Law <sup>4</sup> <input type="checkbox"/> Constitutional court
1c. Are judges formally bound only by law?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1d. If the answer to 1c. is yes, is this done in/by:	<input checked="" type="checkbox"/> Constitution or equivalent text <input type="checkbox"/> Law <input type="checkbox"/> Constitutional court
1e. Are judges appointed permanently until retirement?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1f. If the answer to 1e. is yes, is this guaranteed in/by:	<input checked="" type="checkbox"/> Constitution or equivalent text <input type="checkbox"/> Law <input type="checkbox"/> Constitutional court
1g. Is the mechanism to fix the salary of judges determined by law?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1h. If the answer to 1g. is yes, is this guaranteed in:	<input checked="" type="checkbox"/> Constitution or equivalent text <input checked="" type="checkbox"/> Law
1i. Is there a formal mechanism to adjust the salaries of judges to keep pace with the average development of salaries in the country and/or with inflation?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
1j. Is the involvement of the Judiciary in law and judicial reform <sup>5</sup> formally guaranteed?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <sup>6</sup>
1k. If the answer to 1j. is yes, is this done in:	<input type="checkbox"/> Constitution or equivalent text <input type="checkbox"/> Law <input type="checkbox"/> Constitutional court
1l. If the answer to 1j. is yes, does the Judiciary have:	<input type="checkbox"/> The right to put forward a formal proposal to change a law

<sup>2</sup> See question 1b.

<sup>3</sup> Equivalence means here specifically that the position of the Judiciary cannot be changed by simple majority.

<sup>4</sup> That can be changed by simple majority.

<sup>5</sup> The objective of a judicial reform process should be to improve the quality of justice and the efficacy of the Judiciary, while strengthening and protecting the independence of the Judiciary, accompanied by measures to make more effective its responsibility and accountability. See the ENCJ Report on Judicial Reform 2011-2012.

<sup>6</sup> However, it is a well-established practice that the opinion of the supreme courts is sought out before a draft law concerning the organization of justice is adopted by the parliament, **albeit often at the last minute.**

	<input type="checkbox"/> The right to advise on legislative proposals
<b>1m. Is the Judiciary involved in the formation and the implementation of judicial reform?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>1n. Has the Judiciary initiated judicial reform?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

<b>2. Organizational autonomy of the Judiciary</b>	
<b>2a. Does your country have a Council for the Judiciary<sup>7</sup>?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>2b. Is the position of the Council for the Judiciary formally guaranteed, and if so where?</b>	<input checked="" type="checkbox"/> Constitution or equivalent text <input type="checkbox"/> In the Law <input type="checkbox"/> No
<b>2c. Is the Council organized in accordance with ENCJ Guidelines concerning:</b>	
At least 50% of the members of the Council are judges who are (with the exception of ex-officio members) chosen by their peers <sup>8</sup>	<input checked="" type="checkbox"/> Yes <sup>9</sup> <input type="checkbox"/> No
The judicial members represent the whole judiciary (all tiers of the Judiciary are represented in the Council)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <sup>10</sup>
(Former) Members of government are not a member of the Council <sup>11</sup>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
(Former) Members of parliament are not a member of the Council <sup>12</sup>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
The Council controls its own finances (including the administrative and human resources) independently of both the legislative and executive branches <sup>13</sup>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <sup>14</sup>
The Council controls its own activities independently of both the legislative and executive branches	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>2d. Is the Council responsible<sup>15</sup> for the following:</b>	
The appointment and promotion of magistrates	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

<sup>7</sup> See article 6 ENCJ Statutes. National institute which is independent of the executive and legislature, or which is autonomous and which ensures the final responsibility for the support of the Judiciary in the independent delivery of justice.

<sup>8</sup> Only in case of a Council representing judges and prosecutors, please read magistrates.

<sup>9</sup> 100% of the members of the Council are judges; however, they are not chosen by their peers but drawn by lot.

<sup>10</sup> However, in the Council participates also the General Commissioner of State for Administrative Justice, on issues relating to judges of ordinary administrative courts (first instance courts and courts of appeal) and of the General Commission. In the council also participate, without a right to vote, two judges of the branch concerned by the changes in the service status to which the changes in service status refer, who must be at least of the rank of Judge of Appeals or an equivalent rank and are chosen by lot, as specified by law.

<sup>11</sup> ENCJ Standards report on non-judicial members in judicial self-governance 2016

<sup>12</sup> Idem

<sup>13</sup> The finances of the Council for the Judiciary refer to the budget of the Council itself and not to the budget of the Judiciary as a whole.

<sup>14</sup> The Council does not have its own budget.

<sup>15</sup> Responsible implies that the Council executes these tasks. But it can also mean that the Council has delegated these tasks to a separate body.

The training of magistrates	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No <sup>16</sup>
Judicial discipline	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No <sup>17</sup>
Judicial ethics	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No <sup>18</sup>
Complaints against the Judiciary	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
The performance management of the Judiciary	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
The administration of courts	<input checked="" type="checkbox"/> Yes <sup>19</sup>	<input type="checkbox"/> No
The financing of the courts	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Proposing legislation concerning the courts and the Judiciary <sup>20</sup>	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<b>2e. If the answer to question 2a. is no or if the Council is not responsible in the following areas do judges have decisive influence on decisions in the following areas?</b>		
The appointment and promotion of magistrates	<input type="checkbox"/> Yes	<input type="checkbox"/> No
The training of magistrates	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Judicial discipline	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Judicial ethics	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Complaints against the Judiciary	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
The performance management of the Judiciary	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
The administration of courts	<input type="checkbox"/> Yes	<input type="checkbox"/> No
The financing of the courts	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Proposing legislation concerning the courts and the Judiciary <sup>21</sup>	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

<b>3. Funding of the Judiciary</b>	
<b>3a. Is the funding of the Judiciary sufficient as to allow the courts: (not part of the formal indicators)</b>	<b>[several answers possible]</b>
	<input type="checkbox"/> To handle their caseload
	<input type="checkbox"/> To engage experts/translators/etc. in cases when necessary if fees paid by court
	<input type="checkbox"/> To keep the knowledge and skills of judges up to date
	<input type="checkbox"/> To keep the knowledge and skills of court staff up to date

<sup>16</sup> The National School of Judges is responsible for the training of magistrates.

<sup>17</sup> Disciplinary powers over judges are exercised by a special council, provided in Art. 91 of the Constitution and the law, that comprises solely judges.

<sup>18</sup> A special ethics committee comprising supreme court judges has been recently set up by the plenum of the Council of State which complements the Council in this domain.

<sup>19</sup> The competences of the Council are complemented in this domain by the Plenum of the Council of State.

<sup>20</sup> To the Parliament or the Ministry of Justice.

<sup>21</sup> To the Parliament or the Ministry of Justice.

	<input type="checkbox"/> To facilitate judges and other personnel in matters of IT-systems, buildings etc.		
<b>3b. Who makes the decisions?</b> Please insert an “x” into the box that corresponds to the situation in your country.	<b>Judiciary</b>	<b>Executive</b> <sup>22</sup>	<b>Legislature</b>
a) Involvement in the preparation of the "budget allocated to courts"	<input type="checkbox"/>	<input checked="" type="checkbox"/> <sup>23</sup>	<input type="checkbox"/>
a) Formal proposal on the budget allocated to courts	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
b) Adoption of the budget allocated to courts	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
c) Control of the budget allocated to courts	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
d) Evaluation/audit of the budget allocated to courts	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>3c. In case the government does not allocate sufficient funds, may the Judiciary address the parliament?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
<b>3d. Is the funding of the Judiciary based upon transparent and objective criteria?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>3e. If the answer to 3d is yes, is the funding based on:</b>	<div>[several answers possible]</div> <input checked="" type="checkbox"/> Actual costs <sup>24</sup> (e.g. number of judges and court staff)		
	<input type="checkbox"/> Workload of courts		
	<input type="checkbox"/> Fixed percentage of government expenditure or GDP		
	<input type="checkbox"/> Other (specify): ...		
<b>3f. Where have these criteria been defined</b>	<input type="checkbox"/> In well-established practice <input type="checkbox"/> In law <input type="checkbox"/> Other (specify)		

<b>4. Court management<sup>25</sup></b>			
<b>Which authorities can take the following decisions?</b> Please cross the box that corresponds to the situation in your country.	<b>Judiciary</b>	<b>Executive</b>	<b>Legislature</b>
General management of a court	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appointment of court staff (other than judges)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Redeployment of judges to address temporary workload issues	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other human resource management decisions on court staff	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decisions regarding the implementation and use of Information and Communication Technology in courts	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Decisions regarding court buildings	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Decisions regarding court security	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<sup>22</sup> Such as the Minister of Justice

<sup>23</sup> There is partial involvement of the Judiciary regarding the preparation of the budget for maintenance and supply needs of the courts.

<sup>24</sup> Figure based upon historic or realized costs.

<sup>25</sup> Court management also refers to non-budgetary decisions with impact on the functioning of the courts.

Decisions regarding outreach activities <sup>26</sup>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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### Formal independence of the judge

5. Human resource decisions about judges			
5a. Selection, appointment and dismissal of <u>judges</u> and <u>court presidents</u> Which authorities can take the following decisions? Please cross the box that corresponds to the situation in your country.	Judiciary	Executive	Legislature
Proposal of candidates <sup>27</sup> for the appointment as judges (not supreme court judges)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decision <sup>28</sup> on the appointment of a judge	<input checked="" type="checkbox"/> <sup>29</sup>	<input type="checkbox"/>	<input type="checkbox"/>
Proposal for the dismissal of a judge	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Decision on the dismissal of a judge	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proposal of candidates for the appointment as court presidents	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decision on the appointment of a court president	<input checked="" type="checkbox"/> <sup>30</sup>	<input type="checkbox"/>	<input type="checkbox"/>
Proposal for the dismissal of a court president	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Decision on the dismissal of a court president	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5b. Selection, appointment and dismissal of Supreme Court judges and the President of the Supreme Court Which authorities can take the following decisions?	Judiciary	Executive	Legislature
Proposal of candidates for the appointment as Supreme Court judges	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decision <sup>31</sup> on the appointment of a Supreme Court judge	<input checked="" type="checkbox"/> <sup>32</sup>	<input type="checkbox"/>	<input type="checkbox"/>
Proposal for the dismissal of a Supreme Court judge	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Decision on the dismissal of a Supreme Court judge	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proposal of the candidate(s) for the appointment of the President of the Supreme Court	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <sup>33</sup>
Decision on the appointment of the President of the Supreme Court	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proposal for the dismissal of the President of the Supreme Court	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<sup>26</sup> This includes all communication and promotional activities aimed to inform society about the Judiciary.

<sup>27</sup> The final proposal of candidate(s) which is transmitted to the body that appoints/elects them.

<sup>28</sup> In the context of this question a decision includes a binding proposal addressed to the body which formally makes the relevant decision.

<sup>29</sup> Pursuant to Art. 88 par. 1 of the Constitution, the formal appointment procedure is concluded by a presidential decree upon proposal of the Minister of Justice (MoJ); however, this is just a formality since neither the MoJ nor the President of the Republic may deviate from the decision of the National School of Judges. Furthermore, it has never happened that the MoJ or the President of the Republic denied to follow the binding proposal of the National School of Judges.

<sup>30</sup> Appointment of court president is considered as promotion to the higher rank; it is therefore concluded by a presidential decree upon proposal of the MoJ. However, neither the MoJ nor the President of the Republic may deviate from the relevant decision of the Supreme Judicial Council. Furthermore, it has never happened that the MoJ or the President of the Republic denied to follow the decision of the Supreme Judicial Council.

<sup>31</sup> In the context of this question a decision includes a binding proposal addressed to the body which formally makes the relevant decision.

<sup>32</sup> See footnote 29.

<sup>33</sup> This procedure is also followed for the appointment of the Vice-Presidents of the Supreme Courts.

Decision on the dismissal of the President of the Supreme Court	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>5c. Is the appointment of judges in compliance with the ENCJ guidelines?</b>			
Is the appointment process open to public scrutiny and fully and properly documented?	<input checked="" type="checkbox"/> Yes <sup>34</sup> <input type="checkbox"/> No		
Is the appointment process undertaken according to published criteria?	<input checked="" type="checkbox"/> Yes <sup>35</sup> <input type="checkbox"/> No		
Is the appointment of judges solely based on merit?	<input checked="" type="checkbox"/> Yes <sup>36</sup> <input type="checkbox"/> No		
Is there in place a written policy designed to encourage diversity in the range of persons available for appointment?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Does the appointment process provide for an independent complaint procedure?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>5d. Evaluation, promotion<sup>37</sup> and training of judges. Which authorities can take the following decisions?</b>	<b>Judiciary</b>	<b>Executive</b>	<b>Legislature</b>
Decision <sup>38</sup> on the evaluation of a judge	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evaluation of the performance management of courts	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decision on the promotion of a judge	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adoption of ethical standards	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Application of ethical standards	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decision on the program/content of training for judges	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>5e. Probationary periods after first appointment<sup>39</sup></b>			
Before permanent appointment do judges serve a probationary period?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
If yes, is the refusal to confirm the judge in office made according to objective criteria and with the same procedural safeguards as apply when a judge is to be removed from office?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <sup>40</sup>		
Does the body that decides include a majority of Judges?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Is this body independent from the executive and legislature?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>5f. Is the promotion<sup>41</sup> of judges in compliance with the ENCJ standards?</b>			
Is the promotion process open to public scrutiny and fully and properly documented?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Is the promotion process undertaken according to published criteria?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

<sup>34</sup> With the exception of the appointment process of Presidents and Vice-Presidents to the Supreme Courts.

<sup>35</sup> Idem.

<sup>36</sup> With the exception of the appointment of Presidents and Vice-Presidents to the Supreme Courts.

<sup>37</sup> Promotion of judges in the sense of this sub-question and sub-question 5e also covers applications by judges to a new judicial position within the judicial system.

<sup>38</sup> In the context of this question 5d) a decision includes a binding proposal addressed to the body which formally makes the relevant decision.

<sup>39</sup> Venice Commission 2010 report on the Independence of Judges

<sup>40</sup> The criteria are objective and the procedural safeguards are similar. The only difference is that the final decision in the case of refusal to confirm belongs to the Plenum of the court sitting as a council, as opposed to the Plenum sitting as a court (ie. open to the public).

<sup>41</sup> Promotion of judges in the sense of this sub-question and sub-question 5d also covers applications by judges to new judicial position within the judicial system.

Is the promotion of judges solely based on merit?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is there in place a written policy designed to encourage diversity in the range of persons available for promotion?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the promotion process provide for an independent complaint procedure?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

6. Disciplinary measures			
6a. Are disciplinary measures against judges in accordance with ENCJ standards, namely			
Is there a list of types of judicial conducts/ethics the breach of which would be unacceptable?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Is there a time limit for the conducting of the investigation, the making of a decision and the imposition of any sanction?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Is the name of the judge withheld prior to any sanction being imposed?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Does a judge have the right to be legally represented or assisted by a person of her/his choosing?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
Is there is a right of appeal by way of judicial review or cassation appeal?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
6b. Which is the competent body to make the following decisions in the context of disciplinary procedures against judges:	Judiciary	Executive	Legislature
Proposal for the appointment of a member of the disciplinary body for judges	<input checked="" type="checkbox"/> <sup>42</sup>	<input type="checkbox"/>	<input type="checkbox"/>
Decision on the appointment of a member of the disciplinary body for judges	<input checked="" type="checkbox"/> <sup>43</sup>	<input type="checkbox"/>	<input type="checkbox"/>
Investigation of a complaint against a judge	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proposal for a disciplinary decision regarding a judge	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disciplinary decision regarding a judge	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decision on the follow-up to a complaint against the Judiciary/a judge	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6c. Can disciplinary measures be initiated against a judge (except in cases where there has been malice or gross negligence) for the following reasons:			
His/her interpretation of the law	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
His/her assessment of facts	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
His/her weighing of evidence in determining a case	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
For exercising his/her freedom of expression in order to address threats to the independence of the judiciary, threats to judicial integrity, fundamental aspects of the administration of justice <sup>44</sup> and	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

<sup>42</sup> The composition of the disciplinary body is set out in the Constitution (Supreme Disciplinary Body for the supreme court judges) and the relevant law (for the lower courts). Some members participate ex officio and the rest are drawn by lot.

<sup>43</sup> Pursuant to Art. 91 of the Constitution, the disciplinary body for supreme court judges is complemented by 2 academics chosen by lot.

<sup>44</sup> ICJ - <https://www.icj.org/judgesexpression2019/>



when fundamental rights and the Rule of Law are in peril <sup>45</sup>	
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7. Non-transferability of judges	
7a. Choose one of the following three options:	<input type="checkbox"/> Judges cannot be transferred to another court or location without their consent <a href="#">[go to Q7b]</a>
	<input checked="" type="checkbox"/> Judges cannot be transferred to another court or location without their consent except for : - a disciplinary sanction, - the lawful alteration of the court system and - a temporary assignment to reinforce a neighbouring court, the maximum duration of such assignment being strictly limited by the statute <a href="#">[go to Q7c]</a>
	<input type="checkbox"/> Judges can be transferred to another court or location without their consent also for other reasons <a href="#">[go to Q7c]</a>
7b. If transfer without consent is prohibited, is the prohibition guaranteed in: <a href="#">[go to Q7g]</a>	<input type="checkbox"/> Constitution or equivalent text <input type="checkbox"/> Law <input type="checkbox"/> Jurisprudence
7c. Which authority or body decides on a (temporary or permanent) transfer of a judge without his/her consent? <sup>46</sup>	<input checked="" type="checkbox"/> The Judiciary <input type="checkbox"/> The executive <input type="checkbox"/> The legislature
7d. In case a judge is transferred (temporarily or permanently) without his/her consent is he/she guaranteed an equivalent post (in terms of a position, salary...)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7e. Can a judge appeal if he/she is transferred (temporarily or permanently) without his/her consent?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7f. If yes, which authority or body decides on such an appeal?	<input checked="" type="checkbox"/> The Judiciary <input type="checkbox"/> The executive <input type="checkbox"/> The legislature
7g. Can a judge be taken off a case without his/her consent?	<input checked="" type="checkbox"/> Yes <sup>47</sup> <input type="checkbox"/> No
7h. If no, is the prohibition guaranteed in:	<input type="checkbox"/> The Constitution or equivalent text <input type="checkbox"/> Law

<sup>45</sup> ENCJ report on Judicial Ethics 2010

<sup>46</sup> This relates to the allowed exceptions under 7a and to any other reasons.

<sup>47</sup> **Only in case of unjustified delay in issuing a judgment.** The only case in which a judge is taken off a case without their consent is when they have failed to render a judgment within 8 months of the deliberation without good reason.

	<input type="checkbox"/> Custom
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8. Allocation of cases	
8a. Is there a well-defined mechanism for the allocation of cases?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8b. If yes, where have these criteria been defined?	<input checked="" type="checkbox"/> In well-established practice of the court <input checked="" type="checkbox"/> In an act adopted by the court <sup>48</sup> <input type="checkbox"/> In implementing regulations <input type="checkbox"/> In law <input type="checkbox"/> Other (specify): Click or tap here to enter text.
8c. What are the criteria for the allocation of cases?	<input type="checkbox"/> Random-based <input checked="" type="checkbox"/> Specialization <input checked="" type="checkbox"/> Experience <input checked="" type="checkbox"/> Workload <input type="checkbox"/> Other (specify): Click or tap here to enter text.
8d. Who assigns the cases to judges at the courts?	<input checked="" type="checkbox"/> President of the court assigns cases
	<input type="checkbox"/> A member of the court staff assigns cases (e.g. listing officer)
	<input type="checkbox"/> A special chamber of the court assigns cases
	<input type="checkbox"/> The cases are assigned randomly (e.g. through a computerized system)
	<input type="checkbox"/> Other (specify) Click or tap here to enter text.
8e. Is the allocation of cases subject to supervision within the Judiciary?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
8f. Is the method of allocation of cases publicly accessible?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8g. Are the parties entitled to be informed about the allocation of the case prior to the start of the hearing of the case?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8h. Is the mechanism of allocation being applied uniformly within the country?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

<sup>48</sup> Applies only to the Council of State.

<b>8i. Is the motivation for any derogation recorded?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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<b>9. Internal independence</b>	
<b>9a. In your system, can higher ranked judges change a verdict of a lower ranked judge (outside of an appeal system, the precedent doctrine or a preliminary ruling system)?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>9b. What kind of decisions can higher ranked judges deliver on their own initiative to ensure the uniformity or consistency of judicial decisions (outside of an appeal system or the precedent doctrine)?</b>	<input checked="" type="checkbox"/> None <input type="checkbox"/> Non-binding guidelines <input type="checkbox"/> Binding guidelines
<b>9c. Can judges at the same level develop guidelines to ensure uniformity or consistency of judicial decisions?</b>	<input checked="" type="checkbox"/> None <input type="checkbox"/> Non-binding guidelines <input type="checkbox"/> Binding guidelines
<b>9d. Can the management of the court exert pressure in individual cases on the way judges handle their cases with respect to the uniformity/consistency?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>9e. Can the management of the court exert pressure in individual cases on the way judges handle their cases with respect to the timeliness/efficiency of judicial decisions?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

## Perceived independence

### 10. Independence as perceived by society

*Please don't answer these questions. The data will be filled in by the secretary of the project group for each member and observer.*

**10a. Perceived independence according to [Flash Eurobarometer 461 \(2018\)](#) 'Perceived independence of the national justice systems in the EU among the general public' and [Flash Eurobarometer 462 \(2018\)](#) 'Perceived independence of the national justice systems in the EU among companies'.**  
Percentage of respondents that rate very good or fairly good.

**Score 461::** Click or tap here to enter text.

**Score 462:** Click or tap here to enter text.

**Total Score:** Click or tap here to enter text.

**10b. Perceived independence according to the [World Economic Forum Competitiveness Report 2018](#), item 1.07. Score on 7-point scale.**

**Score1.07:** Click or tap here to enter text.

**10c. Perceived independence according to the [World Justice Rule of Law Index 2017/2018](#), average of Q1.2, Q7.4 and Q8.6.**

**Q1.2 Score:** Click or tap here to enter text.

**Q7.4 Score:** Click or tap here to enter text.

**Q8.6 Score:** Click or tap here to enter text.

**Total:** Click or tap here to enter text.

### 11. Independence as perceived by the clients of the courts

**11a. Are national client satisfaction surveys available of the past three years which contain a question with respect to the perceived independence (impartiality) of the Judiciary?**

☐ Yes

☒ No

**11b. If yes, please state the percentage of respondents that rate the perceived independence (impartiality) very good or fairly good.**

**Percentage:** Click or tap here to enter text.

### 12. Independence as perceived by lawyers

*Please don't answer these questions. The data will be filled in by the secretary of the project group for each member and observer.*

**Perceived independence according to the CCBE survey, question 10 (figure 48 I,A&Q report 2019-2020)**

**Score:** Click or tap here to enter text.

### 13. Independence as perceived by judges

*Please don't answer these questions. The data will be filled in by the secretary of the project group for each member and observer.*

**Perceived independence according to the ENCJ survey, question 16**

**Score:** Click or tap here to enter text.

### 14. Perceived Judicial corruption

*Please don't answer this question. The data will be filled in by the secretary of the project group for each member and observer.*

**Perceived Judicial corruption according to Special Eurobarometer 470 (2017) 'Corruption', QB7.  
Percentage of respondents that believe corruption is widespread.**

**Score:** Click or tap here to enter text.

**Perceived Judicial corruption according to WJP, Q2.2.**

**Score:** Click or tap here to enter text.

### 15. Trust in Judiciary

*Please don't answer these questions. The data will be filled in by the secretary of the project group for each member and observer.*

**Trust in judiciary, relative to trust in other state powers by citizens, according to EC Public Opinion, eu.europa.eu**  
Percentage that trusts the justice system vs percentages that trust national parliament and national government.

**Score:** Click or tap here to enter text.

## ACCOUNTABILITY INDICATORS

### *Formal accountability of the Judiciary as a whole* Transparency about the functioning of the Judiciary

1. Periodic reporting on the Judiciary	
1a. Is an annual report published on how the Judiciary has discharged its functions?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1b. If the answer to 1a is yes, who publishes the report?	<input checked="" type="checkbox"/> Judiciary <input type="checkbox"/> Executive
1c. If the answer on 1a is yes, does this report include data on:	[several answers possible] <input checked="" type="checkbox"/> The number of completed cases? <input checked="" type="checkbox"/> Duration of cases? <input type="checkbox"/> Disciplinary measures <input type="checkbox"/> (Successful) complaints <input type="checkbox"/> (Successful) requests for recusal
1d. Are the courts periodically and publicly benchmarked with respect to their performance, e.g. timeliness?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

2. Relations with the press	
2a. Do officials (communication officers or press judges) of the courts explain judicial decisions to the media?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2b. Has the Judiciary established press guidelines?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
2c. Does the Judiciary give authorization to broadcast court cases that draw particular public interest on television?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

3. Outreach activities aimed at civil society	
3a. Do Open Door days take place in the Courts	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
3b. Are educational programmes conducted at schools	<input checked="" type="checkbox"/> Yes <sup>49</sup> <input type="checkbox"/> No
3c. Have television/radio/social media programme formats been developed with the relevant broadcast companies to provide insight in the work of the judge?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <sup>50</sup>

<sup>49</sup> Apart from educational programmes conducted at schools, the administrative courts and especially the Council of State have a long-standing tradition of receiving pupils and students at their premises and organizing mock-trials in co-operation with their teachers.

<sup>50</sup> However, as of 2021 the Council of State and some administrative courts run their own twitter accounts offering information on judgments and also on the activities of the courts.

4. External review	
4a. Is the performance of the courts regularly reviewed or evaluated by external bodies?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
4b. Who can commission an external review of the Judiciary?	[several answers possible] <input type="checkbox"/> The Judiciary <input type="checkbox"/> The executive <input type="checkbox"/> The legislature

**Formal accountability of the Judiciary as a whole**  
**Involvement of civil society in judicial governance**

5. Participation of civil society in governance bodies of the judiciary			
Please fill in the table			
Governing body which is responsible for:	Are persons with a non-judicial background members? <sup>51</sup>	How many non-judicial persons are member of the governing body?	Are the non-judicial members appointed through a transparent procedure, based on merit?
Selection & Appointment of judges	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> less than half <input type="checkbox"/> half <input type="checkbox"/> more than half	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Disciplinary measures against judges	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <sup>52</sup>	<input type="checkbox"/> less than half <input type="checkbox"/> half <input type="checkbox"/> more than half	<input type="checkbox"/> Yes <input type="checkbox"/> No
Complaints about judges and the court(s) in general	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> less than half <input type="checkbox"/> half <input type="checkbox"/> more than half	<input type="checkbox"/> Yes <input type="checkbox"/> No

**Formal accountability of the judge and staff**  
**Mechanisms to promote and maintain ethical standards of the judiciary**

6. Complaints procedure	
6a. Does the Judiciary or do the individual courts have a complaint procedure?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6b. Is it admissible to complain about:	[several answers possible] <input checked="" type="checkbox"/> Behaviour of judges <input checked="" type="checkbox"/> Timeliness <input checked="" type="checkbox"/> Administrative mistakes <input checked="" type="checkbox"/> Other (Art. 10 of the Hellenic Constitution provides that "1. Each person [...] shall have the right [...] to petition in writing public

<sup>51</sup> Not being ex officio members, Minister of Justice or members of parliament.

<sup>52</sup> However, the Supreme Disciplinary Body, which is competent to impose sanctions on supreme court judges, includes 2 academics.

	authorities, who shall be obliged to take prompt action in accordance with provisions in force, and to give a written and reasoned reply to the petitioner as provided by law." It is pursuant to this provision that complaints are lodged -and replied to- in all the courts).
<b>6c. Is an appeal against a decision on a complaint possible?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

7. Withdrawal and recusal	
<b>7a. Is a judge obliged to withdraw from adjudicating a case if the judge believes that impartiality is in question or compromised or that there is a reasonable perception of bias?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>7b. If yes, what is the source of the obligation to withdraw from adjudicating a case?</b>	<p>[one answer only]</p> <input type="checkbox"/> Well-established practice of judges <input type="checkbox"/> Set in an act adopted by a court <input type="checkbox"/> Set in an act adopted by the Council for the Judiciary <input type="checkbox"/> Set in an act adopted by the Minister of justice <input checked="" type="checkbox"/> Set in law <input type="checkbox"/> Other (specify):
<b>7c. If a judge disrespects the obligation to withdraw from adjudicating a case, which sanctions could the judge be subjected to?</b>	<p>[several answers possible]</p> <input type="checkbox"/> Oral warning <input checked="" type="checkbox"/> Written warning <input checked="" type="checkbox"/> Suspension <input checked="" type="checkbox"/> Disciplinary dismissal <input type="checkbox"/> None
<b>7d. Which authority or body takes the first decision on a request for recusal by a party who considers that a judge is partial / biased?</b>	<input checked="" type="checkbox"/> The Judiciary <input type="checkbox"/> The executive <input type="checkbox"/> Other (specify): Click or tap here to enter text.
<b>7e. Is an appeal against a decision on a request for recusal possible?</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>7f. If yes, which authority or body decides on such an appeal?</b>	<input type="checkbox"/> The Judiciary <input type="checkbox"/> The executive <input type="checkbox"/> Other (specify): Click or tap here



	to enter text.
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8. Admissibility of accessory functions and disclosure of interests	
8a. Are judges allowed to have other functions?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No [if no go directly to Q. 8f]
8b. Is an authorisation for the exercise of accessory functions by judges necessary?	<input checked="" type="checkbox"/> Yes <sup>53</sup> <input type="checkbox"/> No
8c. If the answer to 8b. is yes, who gives authorisation?	<input checked="" type="checkbox"/> The Judiciary <input type="checkbox"/> The Executive <input type="checkbox"/> The Legislature
8d. If 8a is yes, is there a register of the other jobs and/or functions judges have?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8e. If the answer to 8d is yes is this register public?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
8f. Is there a register which discloses financial interests judges may have?	<input checked="" type="checkbox"/> Yes, please specify the minimum amount which needs to be disclosed: No minimum amount <input type="checkbox"/> No
8g. If the answer to 8f is yes, is this register public?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

9. Code or guidelines of judicial ethics	
9a. Does the Judiciary have a code or guidelines of judicial ethics?	<input checked="" type="checkbox"/> Yes <sup>54</sup> <input type="checkbox"/> No
9b. If the answer to 9a. is yes, is it available to the public?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9c. Is judicial training on judicial ethics available?	<input checked="" type="checkbox"/> Yes

<sup>53</sup> Art. 89 of the Constitution reads as follows:

“1. Magistrates shall be prohibited from performing any other salaried service or practicing any other profession.

2. Exceptionally, magistrates may be elected members of the Athens Academy or teaching staff of university level institutions, as well as may sit on councils or committees exercising competences of disciplinary, auditing or adjudicating nature and on Bill drafting committees, provided that this participation is specifically stipulated by the law. Law shall provide substitution of magistrates by other persons in councils or committees established or in duties assigned by a private individual's declaration of intention, inter vivos or mortis causa, with the exception of the cases of the preceding section.

3. Assignment of administrative duties to magistrates is prohibited. Activities related to the training of magistrates are considered to be of judicial nature. The assignment to magistrates of the duties of representing the Country in international organisations is permitted.

The conduct of arbitrations by magistrates is allowed only in the framework of their official duties, as specified by law.

4. Participation of magistrates in the Government is prohibited.

5. The establishment of an association of magistrates shall be permitted, as specified.”

<sup>54</sup> The code applies to the Council of State.

	<input type="checkbox"/> No
<b>9d. Is there a body with responsibility to provide judges with guidance or advice on ethical issues?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*Formal accountability of the judge and staff*

**Mechanisms to evaluate performance and promote and maintain ethical standards of the judiciary**

<b>10. Evaluation of judges</b>	
<b>10a. Existence of evaluation and its purpose</b>	
<b>Is the performance of judges evaluated on a systematic basis?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No - <b>questions ends</b>
<b>Has the purpose and consequences of evaluation been made explicit in a binding document (primary legislation or court regulation)?</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>10b. Purposes of evaluation</b>	
<b>A. Personal learning and professional development</b>	
<b>Is the purpose of evaluation personal learning and professional development of a judge? Decisions taken on the basis of the outcome of this type of evaluation are, in principle, only by the judge. Example: personal resolve to improve communication with parties or a request for specific training.</b>	<input type="checkbox"/> Yes: proceed to next question <input checked="" type="checkbox"/> No: Go to B
<b>Who evaluates?</b>	<input type="checkbox"/> Peer(s) <input type="checkbox"/> Other
<b>Is the Report of the evaluation available to only the judge or also management?</b>	<input type="checkbox"/> Only evaluated judge <input type="checkbox"/> Also management
<b>What is the frequency of the evaluation?</b>	<input type="checkbox"/> More frequent <input type="checkbox"/> Every 2-4 years <input type="checkbox"/> Less frequent
<b>B. Performance evaluation by management, not aimed at individual human resource/career decisions.</b>	
<b>Is the purpose of performance evaluation by management, not aimed at individual human resource/career decisions? Examples: (1) Development of the competences and skills of the judges of a court or a department of a court, in connection with the distribution of judges across areas of law, including their specialization and training needs. Example of a decision by (knowledge) management: allocation of specialisations. (2) Promoting the quantitative and qualitative performance of the judges of a court in connection with the efficiency and effectiveness of the court. Example of decision by management: determination</b>	<input type="checkbox"/> Yes: <b>proceed to next question</b> <input checked="" type="checkbox"/> No: <b>go to C</b>

of individual case load and timeliness.	
Is all information on which the evaluation is based documented?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are all documents available to the judge?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Has the judge the right to respond to any findings on him/her?	<input type="checkbox"/> Yes <input type="checkbox"/> No
What is the frequency of the evaluation?	<input type="checkbox"/> More frequent <input type="checkbox"/> Every 1-2 years <input type="checkbox"/> Less Frequent
<b>C. Performance evaluation by management or other responsible authority, aimed at individual human resource/career decisions.</b>	
Is the purpose of evaluation performance evaluation aimed at taking human resource/career decisions about judges such as promotion and career steps (i.e. switch from a first instance court to an appeal court and vice versa)?	<input checked="" type="checkbox"/> Yes : proceed to next question <input type="checkbox"/> No : questions ends
Can evaluation in itself lead to the dismissal (demotion/transfer) of a judge?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <sup>55</sup>
Does the body that conducts the evaluation consist of a majority of judges?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the executive or legislative powers take part in the evaluation?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No (0)
What is the frequency of the evaluation, if it is conducted on a regular basis?	<input type="checkbox"/> More frequent <input checked="" type="checkbox"/> Every 2-4 years <input type="checkbox"/> Less frequent
Is all information on which the evaluation is based documented?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Are all documents available to the judge?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the judge have the right to respond to any findings on him/her?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is a procedure of appeal in place which allows for an independent review of all materials?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

### *Perceived accountability of the Judiciary and individual judge*

<sup>55</sup> However, if the evaluator is of the opinion that the judge under evaluation is incapable or inadequate to perform judicial functions, the former drafts a report to the competent evaluation board in order for it to be forwarded to the competent bodies so as to initiate the procedure for dismissal.

**11. Adherence of judges to ethical standards, as perceived by judges**

*\* Please don't answer this question. The data will be filled in by the secretary of the project group for each member and observer.*

**ENCJ survey, Q19****Score:** Click or tap here to enter text.**12. Adequacy of actions by judicial authorities to address judicial misconduct and corruption, as perceived by judges**

*\* Please don't answer these questions. The data will be filled in by the secretary of the project group for each member and observer.*

**ENCJ survey, average of Q20 and Q21.****Score:** Click or tap here to enter text.**13 Adequacy of actions by judicial authorities to address judicial misconduct and corruption, as perceived by lawyers**

*\* Please don't answer these questions. The data will be filled in by the secretary of the project group for each member and observer.*

**CCBE survey, average of Q11 and Q12.****Score:** Click or tap here to enter text.