

PROJECT FICHE FOR PHARE 2006

for

ANTICORRUPTION

PHARE/2006/018-147/01.05

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1. Basic Information

1.1 CRIS Number:

PHARE 2006/018-147/01.05

1.2 Title: Continuing the fight against corruption in public administration

1.3 Sector: Justice and Home Affairs

1.4 Location: Romania, Bucharest

1.5 Duration: **20** months

2. Objectives

2.1 Overall Objective:

Strengthening the fight against corruption

2.2 Project purpose:

Strengthening the administrative mechanisms and legal framework to protect the integrity of the public administration and judiciary system

2.3 Accession Partnership (AP) and NPAA priority

The revised *Accession partnership with Romania (2003)* recommended the following measures in the field of justice:

“- Step up the fight against corruption by:

- i) continued implementation of anti-corruption strategy and programme
- ii) strengthening the autonomy of the National Anti-corruption Prosecutor's Office,
- iii) introducing the notion of criminal liability of legal persons in Romanian criminal law,
- iv) developing codes of ethics for key professions including law enforcement bodies and the judiciary, and
- (v) ensuring effective prosecution.”

The ‘*European Union Common Position on Chapter 24*’ dated 8th December 2004 notes that: ‘a substantial enhancement of the efforts against corruption is urgently necessary’, and that: ‘The EU underlines that corruption within the law enforcement agencies is still a source of serious concern and is particularly harmful as they are responsible for investigating corruption. The EU stresses the crucial importance of the fight against corruption within the law enforcement agencies and underlines that enhanced efforts are needed in particular as regards practical enforcement. The EU urges Romania to give this issue the highest priority and to seriously increase efforts in the fight against corruption and improper behaviour at all levels in the Ministry of Administration and Interior; to further reform the General Directorate for Intelligence and Internal Protection in order to establish one single and accountable structure for the Ministry of Administration and Interior, working exclusively with preventing and investigating corruption on the basis of simple and transparent procedures.’

‘The European Parliament Resolution on Romania’s progress towards accession’ dated 16th December 2004 states that: ‘C. further efforts are needed, especially in the sphere of justice and home affairs as regards combating corruption and organised crime’, and notes at point no. 14 that ‘corruption remains a source of serious concern’. Furthermore, it: ‘(...) calls on the Romanian Government to step up its efforts to fight corruption, focusing especially on high-level corruption; calls on Romania to make further efforts to confer greater responsibility on the Corruption Enforcement Office and to guarantee its independence and effectiveness; (...)’, and at item 40. “Calls on Romania to bring the utmost attention to bear on implementation of legislation in the field of justice and home affairs and to strengthen the law enforcement agencies and institutions, which are still hampered by staff shortage and a lack of training capacities.’

European Commission 2005 Comprehensive monitoring report, dated Brussels 25th October 2005, stated that:

“Increased emphasis is being given to the implementation of legislative acts once they have been adopted. This is important, although the norms for implementing legislation are not always published. In practice this tends to provide civil servants and public servants with the power to interpret regulations as they see fit, in particular concerning legal requirements and administrative procedures for licenses and permits as well as in the area of taxation, creating greater opportunity for bribery and corruption.”. Romania “should also increase public awareness of the negative consequences of corruption and potential conflicts of interest”.

(...)Serious concerns remain about the effective implementation of the existing laws in the fight against corruption, and immediate action is needed to increase Romania’s capacity to fight it effectively and to efficiently prosecute significant high-level corruption cases. Institutions within the criminal justice system remain affected by corruption. Integrity tests and disciplinary sanctions are still preferred over criminal trials in such cases, and these do not always serve as the most effective deterrents nor increase public confidence in these institutions.

.. significant efforts are needed to ensure effective enforcement of the fight against corruption, including high level corruption...” and “... In this context, a Law was adopted in May 2005 on the creation of a new anti-corruption structure within the Ministry of Administration and Interior called the Directorate General for Anti-Corruption (GDA). GDA will report exclusively and directly to the Minister of Interior and Administration and ambitious plans foresee over 400 GDA staff working in central and regional structures to replace the existing internal affairs units in the Ministry, notably within the police, border police and gendarmerie. A large part of GDA’s work will consist in testing the integrity of law enforcement personnel. GDA is still in the process of recruiting its staff and cannot be expected to deliver concrete results in the fight against corruption before the beginning of 2006 at the earliest. This is a cause for concern as the integrity of law enforcement agencies is a key factor both in enabling Romania to reach a sufficiently high standard in the fighting corruption and in building public confidence in state institutions...”

As a conclusion:

Serious concerns exist in relation to Romania’s preparation for the fight against fraud and corruption. Immediate action is needed to clarify the funding sources to be used to increase Romania’s capacity to fight corruption.

Existing anti-corruption legislation must be enforced rigorously and corruption in law enforcement agencies must be tackled. In addition there should be a fully transparent, accountable and strict implementation of all relevant ethical codes for public servants, and pursuit of criminal sanctions to send a strong deterrent message. Overall, inter-agency cooperation across the justice and home affairs acquis needs to be improved considerably and co-ordination structures must be strengthened.

2.4 Contribution to National Development Plan
Not applicable

2.5 Cross Border Impact
Not applicable

3. Description

The last assessment report on Romanian 2001-2005 National Anticorruption Strategy, commissioned by the Romanian Ministry of Justice and prepared by Freedom House Washington between February - March, 2005, mentioned that one of the major downsides on implementation of the legal framework is the insufficient use of administrative means to combat corruption and the over reliance on prosecution in a judicial environment of low effectiveness. The current alternative seems to be between prosecution (highly expensive on such a scale) and free practice of corruption. One of the main recommendations in the area of implementation of the legislation is “to improve the overall quality of Romanian anticorruption strategy through doing more in the field of prevention and administrative measures against corruption.

Taking into account these shortcomings, the Ministry of Administration and Interior, took the initiative to work closer with the Ministry of Justice in order to strengthen administrative mechanisms and legislation to better foster and protect the public integrity system in public administration. Having this overall objective in mind, the proposed project wants:

- to add transparency to the administrative decision making as well as to reinforce certain accountability mechanisms in administrative decision making;
- to reduce unnecessary bureaucratic hurdles and simplify administrative working procedures;
- to identify those civil service and public employment sectors that are more vulnerable to corruption and propose measures to counteract such vulnerability.

3.1 Background and justification:

Romania has been engaged in administrative reform programmes for many years. *In 2001, the Government adopted a Strategy for Accelerating Public Administration Reform* through Government Decision no.1006/2001. While some steps have been completed, the full objectives, which were too ambitious, have not been attained. Romania has adopted complex legislation promoting reform of the civil service, decentralization of fiscal resources and public services, and fighting corruption, and creating new institutions to prepare and apply the reforms. But many of these laws have not yet been fully implemented properly and new institutions are not yet fully operational. In agreement with the European Commission, the Romanian Government identified *three areas in the field of Public Administration reform* where significant progress must be made: *civil service reform, decentralization and de-concentration of public services, and the policy formulation process. Moreover, the strategy underline that another two areas will be taken into account: acceleration the process of introducing the IT within the whole administrative system as well as administrative procedure simplification.* These main issues represent the priorities of the *updated Strategy of the Government concerning the acceleration of the public administration reform in Romania during the period 2004 – 2006*, adopted through

Government Decision no.699/05.05.2004. It is the result of a long process of technical and political work.

The main actors involved in monitoring and up-dating the public administration reform strategy, are: the Ministry of Administration and Interior through central Unit for Public Administration Reform and its subordinated bodies (National Agency of Civil Servants and National Institute of Administration) and General Secretariat of the Government through Public Policy Unit.

The Central Unit of Public Administration Reform (CUPAR) was established within the Ministry of Administration and Interior in May 2002. The main tasks of the CUPAR are: monitoring the reform implementation at the central and local public administration level, proposing new tools, procedures and mechanisms within the modernisation process. The ministerial and county groups for monitoring the public administration reform were also established under the coordination of CUPAR.

The National Agency of Civil Servants (NACS) was established in 2000. The main function of NACS is to apply the Government policy and strategy in the area of management of the civil service and civil servants and to create and coordinate applying of the necessary tools in order to achieve an efficient management within public authorities and institutions.

Although concrete actions were taken between 2001 and 2005 under the plan of reform, focusing mainly on creating the necessary legislative and institutional framework for improving and strengthening public administration, further reforms of public administration remain as the most important objectives of the next years. In connection with anticorruption policy, the Government are going to concentrate more in the field of prevention and administrative measures against corruption.

The analysis of this statistical evidence on corruption within MoAI (i.e. 239 persons of MoAI staff were prosecuted for corruption deeds during 2000 – May 2005) corroborated with the EU recommendations "to set up one single and accountable structure for the Ministry of Administration and Interior, working exclusively with preventing and investigating corruption on the basis of simple and transparent procedures", lead to the necessity of setting up the General Directorate for Anti-Corruption, which was set up in April 2005. A law on measures for preventing and countering corruption within MAI was also passed by the Parliament in May 2005 (Law no. 161/2005).

The Regulation for the General Directorate for Anti-Corruption organisation and functioning, the organisational structure and the job descriptions were elaborated in co-operation with the PAA of the Phare Project RO2002/IB-JH-07, as well as the selection criteria for the staff.

Until 30.01.2006 there are 237 positions filled, representing 46% out of the overall AGD positions (58% of central structure and 39% of territorial units), the personnel being recruited from the others MoAI structures. All the newly recruited staff will need specialised training at EU standards.

The MoAI strategy for preventing and countering corruption regarding its personnel was adopted on 19.01.2006 by Minister of Administration and Interior, its main guidelines are the followings:

- Detecting and managing risks
- Supervising and leadership
- Recruitment, vetting and security of personnel
- Increasing resistance to corruption
- Transparency
- Training and communication

This project proposal addresses the specific anti-corruption requirements in the field of justice and home affairs (including extensive training and administrative capacity building) as provided in the National Anti-Corruption Strategy, the National Anti-Corruption Action Plan, the MAI Anti-Corruption Strategy, the MAI strategy against organised crime and complements the

achievement of previous anti-corruption project RO 2002/IB-JH-07. This proposal would therefore provide greater sustainability for the future by directly supporting the MoAI's decision to implement a dedicated anti-corruption directorate (the General Directorate for Anti-Corruption). This was taken as a result of the specific recommendations formulated in the report produced after the peer to peer review mission in 2004 and developed by the Phare Project RO2002/IB-JH-07.

This current proposal aims to improve the activity of AGD on preventing and countering corruption within MoAI by enhancing its standard mechanisms and procedures. The necessity of this project is justified because AGD is a new structure, and even strong actions were initiated and concrete results were achieved in countering corruption, we consider that is necessary a support from experienced specialists for strengthening its activity, especially for training the newly recruited personnel in order to learn the best practices in the field. Also support is necessary for development of following fields:

- Assessment of current activity and proposals for improvement techniques
- Preventive legislation and procedures
- Implementation of MoAI anticorruption strategy
- Information management and analysis
- Transparency and accountability systems
- Management of reporting and recording MoAI wrongdoers

As for the information management and the reporting and recording of wrongdoers in the field, an IT endowment is necessary for AGD central and territorial units in order to achieve these objectives. Subproject 2 deals with these aspects.

Within 2002 Phare Programme RO 02/000-586.04.15 - "Modernization and reform of law enforcement agencies and strengthening of anti-corruption structures", funds from the Romanian co-financing contribution amounting to 85,000 EURO were allocated in order to ensure the minimal equipment needed for starting the development of an IT system. We also proposed within PHARE 2005 project, an amount of 300,550 EURO PHARE funds and 100,200 EURO joint co-financing from the MAI budget, aiming at setting up an Information Analysis Unit and further develop the core IT system. Setting up its own IT system at central and territorial level is essentially to assure the efficient functioning of AGD. The development of this system is planned in more phases in order to interconnect the AGD Headquarters and its territorial services to Ministry of Administration and Interior WAN Network. The main functions of the IT system are detailed in Annex 4.

These proposals of PHARE 2006 project, amounting to 300 000 EURO (200 000 EURO PHARE funds and 100 000 EURO joint co-financing from the MAI budget) aims to accomplish the creation of integrated system for interconnection and access to the data bases of the institutions that hold the needed information for performing preventing and countering corruption activities.

Not to follow up the RO 2002/IB-JH-07 may result in a failure to support EU activities which are geared to enhancing the efficiency and effectiveness of the law enforcement agencies of Romanian Police, Border Police etc. It is recognised that corruption undermines the rule of law and compromises the fight against organised crime including terrorism. This proposal is a crucial element in the security of the future EU external border.

This project additionally proposes to enhance MAI transparency by improving procedures of reporting and investigating public complaints. In this respect it will build on the work of Phare Project RO02/IB/JH-05 'Follow-up to the demilitarisation and decentralisation of police functions'.

Finally, this project represents an inter-institutional and broader follow-up of the Phare twinning Project 2005 – "Development of the General Directorate for Anti-Corruption of the Ministry of

Administration and Interior”, included in the contingency projects envelope managed by the Ministry of Public Finances.

There are no overlaps of this project with the others because it foresees specific different results and activities.

From this inter-institutional point of view, it is worth mentioning that the Ministry of Justice and the Public Ministry have also made several endeavours in the anti-corruption field.

Accordingly, the National Anti-Corruption Strategy (NACS) 2005-2007 assumed by the Ministry of Justice was drafted, with the substantial consultation of the civil society. The NAS 2005-2007 and the Action Plan were endorsed by the Ministry of Public Finances and adopted by the Romanian Government through the GD no. 231/2005, published in OJ no. 272/April 1, 2005. The new Strategy is structured on three main areas (prevention, combating corruption, internal cooperation and international coordination) and subsequently on ten objectives which include clear measures with strict deadlines, indicators, budgetary provisions, as well as institutions responsible for ensuring the fulfilment of the measures.

This strategy was built on the National Program to Prevent Corruption (NPPC) and the National Action Plan against Corruption (NAPC) for 2001-2004, adopted by the Government Decision no.1065/2001, published in the Official Journal no.728/15.11.2001.

As it is stated in SIGMA’s assessment on “Elements of the public integrity systems in Romania” made in June, 2005, the new Strategy (NACS II) was drafted in a short period of time, between December 2004 and March 2005. The main author was the Ministry of Justice, which explains the strategy’s pronounced bias towards reforming the judiciary and the prosecution. The new strategy and action plan, without disregarding them, is shallower concerning other crucial areas in public administration and political financing.

In the first objective of the Strategy it is stressed out that “one of the most important causes of the spreading of the corruption phenomenon is the lack of transparency of the administrative system.” An important focus within this objective is on the inclusion of the norms from the deontological codes in the professional specialised training programmes of the personnel from the public sectors considered vulnerable.

The third objective refers to “Information campaigns and educative measures”. “This objective aims at increasing the level of understanding of corruption mechanisms and at stimulating a civic anticorruption attitude, both for adult taxpayer citizens and young people. The implementation of the performance and integrity standards within the public administration is possible only with the support of the citizen, who should play the role of a consumer of public services, aware of his rights and obligations and practical means to fulfil them, in other words, a civically competent citizen. Therefore, a fundamental component of corruption prevention consists in informing and raising awareness among the citizens on the legal obligations of the institutions and the public servants, as well as on the legal and civic means to fight corruption, which each citizen has at disposal.

Following the commitments taken towards the European Union, the Romanian authorities will continue the organization of the awareness campaigns on the devastating effects of large scale corruption. The topics will aim among others, decisional transparency, the codes of ethics of the public servants, the understanding by the public opinion of the administrative supplementary costs represented by corruption, conflicts of interests and incompatibilities. Another approach of this segment will consist in the introduction, in the curriculum of the high schools, of some classes or modules of anticorruption civic education.”

3.2 Sectoral rationale

Not applicable.

3.2.1. Identification of projects
Not applicable.

3.2.2. Sequencing
Not applicable.

3.3 Results

3.3.1 Project 1

Task 1. Strengthening administrative mechanisms and legislation to protect the integrity of the public administration and judiciary system.

1. More transparent administrative systems, procedures and administrative organisation in place
2. Simplified administrative working procedures elaborated
3. Better protection of public integrity in public administration sectors which are more vulnerable to corruption achieved
4. Training on anti-corruption issues of the personnel from public administration units and judicial units organised and delivered;
5. Monitoring and development of transparency and accountability for the AGD undertaken
6. Integrated system to deal with reporting and recording of MAI wrongdoers.

Task 2. Strengthening the fight against corruption on the preventive side

- 1.Perceptions on corruption phenomenon by organizing a quantitative and qualitative public survey on target groups, country wide representative identified.
- 2.The main message of the campaign and the strategy proposed
- 3.Public awareness information campaign material on corruption elaborated and disseminated
- 4.2 conferences organized
- 5.The impact of the awareness campaign assessed and proposals for improving the awareness on long term elaborated

3.3.2 Project 2

Task 3

IT equipment and the related software AGD Headquarters and in the regional and county offices purchased, installed and operational.

3.4 Activities

TASK 1

Module 1 Administrative procedures improvement

- 1.1 Assessment of the current general legal administrative framework for the central public, in particular the legislation on administrative procedures and on the organisation and functioning of the administration.
- 1.2 Assessment of the administrative legal framework applicable to local public authorities and counties with incidence on corruption issues
- 1.3 Propose the necessary and coherent legal solutions to the identified shortcomings
- 1.4 Drafting a general Law on Administrative Procedures
- 1.5 Designing one or several training schemes for the sound application of the new legislation and deliver one of the identified training scheme

- 1.6. Enhancing the AGD capabilities to identify key themes for prevention activity;
- 1.7. Developing preventive mechanism (legislative and operational)
- 1.8. Further training for the AGD in the production of the 'Strategic Intelligence Assessment' to identify high risk issues for the MoAI;
- 1.9. Support for implementation of MoAI Anticorruption strategy

Module 2 Procedures simplification

- 2.1 Identifying and select three State institutions and three municipalities and review their existing internal working procedures
- 2.2 Creating the necessary legal instruments and management mechanisms for ensuring better administrative regulations which permanently promote and sustain the target of administrative simplification
- 2.3 Developing alternative working procedures for the selected institutions, including IT-based solutions if need be
- 2.4 Preparing and disseminating guidelines establishing the new working procedures and hold discussion groups with civil servants and users of administrative services in order to improve the guidelines.
- 2.5 Designing and delivering training on better administrative regulations for the selected institutions
- 2.6. Reviewing current situation & propose improved procedures and techniques in order to fully adopt EU best practices for the GDA
- 2.7. Implementing enhanced systems and procedures for the General Directorate for Anti-Corruption.
- 2.8. Developing an appropriate system of information management, including models for collecting and filing relevant information/documents, models for an efficient information exchange among agencies involved

Module 3 - Better protection of public integrity in public administration sectors which are more vulnerable to corruption

- 3.1 Identification of the public administration sectors in which corruption has traditionally been a major problem, to analyse the attempted remedies and the results achieved.
- 3.2 Proposing new legislative and managerial instruments and mechanisms, including training, counselling, codes of conduct, databases, equipment, etc., to address the problem of corruption more effectively in those identified sectors as well as to propose ways and means to strengthening the already existing ones.
- 3.3 Proposing measures to strengthen the existing public positions involved in control and inspection activities within the public administration as well as to enhance the protection of these positions from the risk of corruption.
- 3.4 Reviewing and updating the existing anticorruption and public administration reform strategies and propose modifications to make them more feasible, consistent and easier to implement and evaluate.
- 3.5 Drafting a consequent action plan for the implementation of these strategies

Module 4 Further training in anti-corruption issues of the personnel from public administration and judicial units dealing with countering and preventing corruption;

- 4.1. Updating training needs of the personnel from public administration units dealing with countering and preventing corruption
- 4.2. Continued training for middle and low-ranking specialists of the GDA and of the personnel from other public administration and judicial units dealing with countering and preventing corruption on anti-corruption techniques ;
- 4.3. Training for the AGD personnel in operating within an integrated data- base system
- 4.4. Organising train-the-trainers specialised training sessions;

4.5. Further developing the training unit of the AGD in order to cascade the received training

Module 5: Monitoring and development of transparency and accountability for the AGD

5.1. Improving transparency & accountability of the complaint system;

5.2. Enhancing dialogue with civil society on fighting corruption and complaints investigation

5.3. Providing advice and training in the investigation of sensitive corruption and complaints cases using appropriate transparency mechanisms.

Module 6: Developed integrated system to deal with reporting and recording of MAI wrongdoers.

6.1. Reviewing current situation of structures and recording procedures;

6.2. Enhancing the efficiency of investigating public complaints;

6.3. Streamlining procedures of public reporting;

6.4. Improving accessibility of complaints procedure to all sections of the community.

Task 2

1 Organization of a quantitative and qualitative public survey on targeted groups country wide

2. Propose to the beneficiary the main message of the campaign and the strategy focused on both PR and advertising activities.

3. Elaboration and distribution of public awareness information campaign material on corruption

3.1. Elaboration of publications focused on the citizens' rights related to a specific public service. (the public services the most sensitive to corruption shall be indicated by the foreign expert)

3.2. The distribution and dissemination of the main message of the campaign

4. Organization of 2 conferences

5. Assessing the impact of the awareness campaign and making proposals for improving the awareness on long term.

TASK 3:

Project 2

IT equipment will be procured in one tender, eventually with several lots and several contracts. Co-financing shall be made available under the "joint co-financing principle". This means that Phare and national funds will be put together and tendered according to Phare rules and procedures. This requirement is meant to secure more transparency in the use of co-financing funds as recommended during the latest interim evaluation conducted in November - December 2003.

Activities will include:

- drafting technical specifications to be submitted for ex-ante approval
 - drafting Tender Dossiers and submitting them for ex-ante approval
 - publication of contract forecasts, procurement notices and tender dossiers after ex-ante approval
 - organisation of clarification meetings
 - organisation of evaluation sessions as per the provisions of the tender dossiers
 - contract award after ex-ante approval of evaluation reports
- delivery and installation of equipment

Means for Project 1

1 TWIN covenant

1 TA contract

Means for project 2

Supply contract

3.5 Linked Activities:

The 1998 Phare Police Programme, which provided assistance in the development of the Act on the organisation and operation of the Romanian Police, the Police Officer's Act and the Act on witness protection, dealing also with anti-corruption, professional ethics and deontology through the many training sessions part of this project. The findings of this project have been used in the programming of three Phare 2002 projects on de-militarization, corruption among the police forces and human resources management.

Phare1999 Project "Strengthening the capacity of the Romanian institutions involved in the prevention and control of money-laundering", focused on institutional building for the newly created National Office for the Prevention and Control of Money Laundering;

Phare1999 Project "Integrated programme to strengthen the capacity of the State institutions of Romania in the fight against public corruption and related organised crime involving national officials in relation to both active corruption and passive corruption", focused on setting up the National Anti-Corruption Prosecutor's Office and its operational framework;

The 2002 Phare Programme (follow-up on the project above), RO 02/000-586.04.15/D - "Modernisation and reform of law enforcement agencies and strengthening of anti-corruption structures" focuses on enhancing the overall conceptual and operational capability of MoI training functions, the capabilities of the Romanian Police supporting the implementation of a demilitarised and decentralised policing system in line with EU models, as well as the institutional capacity of the MoAI to prevent and counter internal corruption according to EU standards in the field and the law-enforcement capabilities of the Romanian Gendarmerie in line with EU procedures and practices.

The ongoing Phare Twinning Programme 2004 RO04/IB/JH/ 07 „Anti-corruption Measures for Border Police and Customs” focuses on strictly preventing and countering corruption of these structures. AGD is involved as specialized structure in preventing and combating corruption among the staff of Romanian Border Police.

This project proposal builds on the efforts of institutional reform thus far achieved by the MAI, links in to the National Anti-Corruption Strategies of the Romanian Government, and supports the efforts to improve the MAI's anti-corruption annual strategy and its implementation. In essence, it maintains the momentum generated in the fight against corruption and improving public confidence in the MAI initiated through the Phare projects mentioned above.

The creation of the National Anticorruption Prosecutor's Office (NAPO) was extensively supported through the activities of the Twinning Covenant with Spain, concluded in the framework of the Phare RO 9910.05 Project. Through this project, the central structure of NAPO, together with the other beneficiaries of the project (Ministry of Justice, Ministry of Interior, Custom Administration and Prime minister's Control Body) were provided with IT equipment (hardware communication, LAN cabling system) and a software application for primary pursuit of NAPO's cases and databases interrogation. Also, through the Twinning Covenant with Spain, the legislative and institutional framework in the field has been evaluated by EU specialists, who also offered assistance in amending the incident national legislation. The Twinning Covenant constituted the basis for organization of training seminars and conferences for the personnel of the institutions involved in the fight against corruption and organized crime (NAPO, MI, CGD, judges).

Project No. RO – 0106-06.03 Twinning light code: RO01/IB/JH 04 TL aiming to strengthen the capacity of the National Anti-corruption Prosecutor's Office (NAPO) and creating the basis for further improvement of the courts system in Romania. The IT Spanish experts and

the NAPO IT specialists have worked together under this project at the technical specifications for the IT investment for the Phare 2003 project. The project was intended to further strengthen NAPO from an institutional point of view – PHARE RO 0106.06.03 –the project provided advice to the Romanian teams, in order to ensure the compatibility of the national and the international criminal legislation, to reinforce specialized prosecutors' offices and to create specialized courts (panels).

Phare Project 2003/005.551.041 has a twinning component and an investment one. The project will provide a developed IT infrastructure integrating both the central structure of the National Anticorruption Prosecutor's Office and the territorial services. It was approved to continue both the institutional building and endowments procured through the Phare Project RO 9910.05. The investment component of the fiche intends to develop an IT integrated system at the central headquarters of the National Anticorruption Prosecutor's Office and to establish a secure data communications system with the territorial services so that these structures could benefit in real-time of all the information and applications that NAPO will have. At the same time, the project will provide the necessary security software and hardware.

Through Phare 2004 further international support was needed in order to have a clear picture of the corruption phenomenon and to fine-tuning the legal framework, to enhance the mechanism in supervising the declaration of assets, of interests, the system of incompatibilities and in ensuring the protection of whistleblowers, to enhance the operational effectiveness of the National Department for Anticorruption (NDA), the lead agency in the investigation of high-level corruption affecting Romania, to provide further training for magistrates and other experts, to continue the investment.

The technical assistance component of the 2004 Project has as an overall objective the strengthening of the fight against corruption on the preventive side. The specific objectives of the TA contract are: to increase the public awareness of the threat that Romanian society faces from all forms of corruption and to educate the general public, as well as representatives of public services, business environment, schools, hospitals, judicial sector, etc, as to the negative consequences that corruption phenomenon has for democracy and socio-economic development while informing them of their individual legal and moral responsibility to fight against corruption as well as the practical possibilities for doing this.

During October 17th – November 10th 2002, the former Ministry of Public Information has developed the campaign Clean Romania. The campaign aimed at increasing the public awareness on the existing tools regarding the free access to information of public interest, by:

- informing the target groups about the provisions of Law no. 544/2001 on public access to information
- increasing the degree of responsibility of the public servants towards the citizens
- increasing transparency in the public administration
- involving mass-media, NGOs and others leaders of opinion in promoting the Law no. 544/2001

The target groups were: the citizens, the civil servants and dignitaries.

In 2003, the MoJ in partnership with the League for the Human Rights Defense – L.A.D.O. initiated the implementation of the programme “Human Rights and the Fight against Corruption.”

The main objectives were:

- the increase of the public awareness on the role of the civil society in the prevention of the corruption phenomenon;

- the efficient promotion of the administrative and legislative measures in the field of the prevention and fight against corruption;
- raising the awareness on the importance of the EU acquis in the field

Periodically there were organized public debates in six counties, attended by representatives of the following institutions: prefect offices, county councils, city halls, police offices, prosecutor's offices, courts, public health departments, agencies for the environmental protection, the territorial labour inspectorates, the public finances departments, other local and county authorities, teachers, physicians, representatives of the syndicates, representatives of the youth and women organizations, local mass-media, NGOs etc.

In 2003 the implementation of the Anticorruption Initiative Programme of the Stability Pact administrated by ABA CEELI regarding the strengthening of the judicial system institutional capacity for fighting against corruption was started. The Programme had as objective professional training for magistrates, with two components: professional deontology and anticorruption. Seminars have been organized within the jurisdiction of three Courts of Appeal. The topics addressed concerned the following:

- Implementing the magistrate's deontological code: theoretical and practical aspects;
- Fighting corruption – priority of the reform programme.

The result achieved was the elaboration of the Trainer's Manual – Ethical and Professional Deontology Aspects.

The partnership with the business environment

On 21 April 2004, it took place the first meeting NAPO (National Anti-Corruption Prosecutor Office) – MoJ (Ministry of Justice) – OECD – Business Community (represented by the Association for Economic Development of Romania, the Strategic Alliance of the businessmen, the Pilot Centre of Transparency ANEIR, the Association of the Romanian Businessmen, International Centre of Entrepreneurial Studies, Advocacy Academy, the Commerce and Industry Chamber, the Foreign Investors Counsel, the Association of the Romanian stakeholders, SME National Council, General Union of the Romanian Entrepreneurs and the National Union of the Romanian Employers Union) for the identification of the role and private sector contribution in preventing and countering corruption, also the interaction between public and private sector.

Some concrete results of the NCCP (National Committee for Crime Prevention) activity, following the International Conference of Donors Anticorruption concerned:

- Reconsidering the role of the NCCP to consolidate this structure's ability to effectively monitor and coordinate the national and sector strategies for corruption prevention. In this sense, it was drafted prepared a normative act promoted by the Ministry of Justice which aims to reform the institution; this is currently submitted to the Government for approval.
- The collaboration between Romania and OECD in the field of countering corruption began with the signing of the Memorandum of Understanding concerning the pilot project to fight corruption and setting up, in Bucharest, of an OECD Information and Documentation Centre, continued by the participation of the programme coordinator in the works of the Conference.

3.6 Lessons learned:

The GRECO's evaluation report on Romania, published in October 2005, noted that the Strategy for Administrative Reform as revised in 2004 pinpoints action against corruption as one of the aims of a more efficient administration, but fails to mention any actual instruments geared to combating corruption. This updated strategy does, however, comprises provisions designed to improve information on the numbers and categories of public officials, as well as to reinforce the integrity of the systems for managing civil servants, vis-à-vis their recruitment, appraisal and promotion. The GRECO's experts noted that there was insufficient coordination between the National Anti-Corruption Strategy (NACS) and action plan and the updated Strategy for Accelerating Public Administration Reform, and also inadequate cooperation among different bodies responsible for formulating and implementing these instruments. The recommendation is that the Romanian authorities should ensure improved coordination between the different anti-corruption strategies and action plans and the Strategy for Administrative Reform, and improve co-operation in monitoring these instruments.

According with the 2005 Comprehensive Monitoring Report, "Increased emphasis is being given to the implementation of legislative acts once they have been adopted. This is important, although the norms for implementing legislation are not always published. In practice this tends to provide civil servants and public servants with the power to interpret regulations as they see fit, in particular concerning legal requirements and administrative procedures for licenses and permits as well as in the area of taxation, creating greater opportunity for bribery and corruption."

The Romanian public service and the administrative framework assessment made by SIGMA in June, 2005, recommends also that "The general legal administrative framework should be amended and aligned to prevailing European principles of the rule of law as established in the case law of the European Court of Justice. The elaboration of a General Law on Administrative Procedures should be the top priority. This law should ensure that administrative decisions contain all elements of the rule of law, such as: obligation to provide reasons for decisions; right of those considered as parties in a procedure to be heard; obligation to provide information on the right to appeal; setting of time limits and conditions for appeal; setting of time limits for issuing administrative decisions; clear regulation of institutional liability; right of full judicial review of administrative decisions; etc. Transparency and openness in public decision-making should be set as a genuine goal."

With the view that adopting and implementing the general law on administrative procedure will improve administrative efficiency and will help the economy, the Ministry of Public Administration took the initiative to elaborate and promote this law, in collaboration with the Ministry of Justice and the General Secretariat of the Government. The reform that is going to be introduced by adopting and implementation of this law would reduce the opportunity for corrupt behaviour.

The ECOTEC Monitoring and Evaluation Consortium, contracted by the European Commission in order to do the interim evaluation for Phare projects in JHA sector, recommends, in the Follow-up Table to the Interim Evaluation Report R/RO/JHA/0411 – Justice and Home Affairs:

"Fight against internal corruption within MAI - Sustainability will be secured only if further support is granted to monitor, improve and develop the activity of the General Directorate for Anti-Corruption and to train an important number of persons working in this unit. Further Phare support should be requested under Phare 2005 for the newly created General Directorate for Anti-Corruption within MAI. Emphasis should be put on specialized training activities."

The quarterly reports produced within the project RO 02/000-586.04.15/D - "Modernisation and reform of law enforcement agencies and strengthening of anti-corruption structures strongly recommend the implementation and development of the General Directorate for Anti-Corruption within MAI, as well as establishing clear criteria for the selection and appointment of the director. Furthermore, the reports provide for extensive training for the staff to be recruited, according to criteria established within the above mentioned project.

Additionally, the reports produced by the MS experts include recommendations on the use of professional integrity tests for the MAI staff.

These lessons have already been turned into practice, as the Director has been selected and the General Directorate for Anti-Corruption within MAI has been set up, including in its attributions and structure conducting professional integrity tests.

4. Institutional Framework

The Implementing Authority (IA) is the Ministry of Administration and Interior.

The project beneficiaries are:

- General Directorate for Anti-Corruption (GDA), which was set up in April 2005
- Central Unit of Public Administration Reform (CUPAR), established within the Ministry of Administration and Interior in May 2002.
- National Agency of Civil Servants
- Ministry of Justice.

A Strategic Anti-Corruption Committee is foreseen to be set up in order to support the activity of the General Directorate for Anti-Corruption, comprising representatives from MAI, Ministry of Justice and civil society.

The MAI and MJ, through its involved bodies, will support the implementation of the proposed project by assuring the necessary organisational environment, making available the necessary personnel and by covering the cost of the national experts, the required infrastructure and equipment, and the related running and administrative costs.

A Steering Committee will be set up and will be responsible for the overall direction of the project, actively monitoring, supervising and co-ordinating its overall progress and implementation, approving the project reports and results and defining priorities.

The Steering Committee will consist of the following members:

- GDA, Ministry of Administration and Interior
- Central Unit of Public Administration Reform (CUPAR)
- National Agency of Civil Servants
- Ministry of Justice

It will be reunited in regular meetings each 3 months, under the chairmanship of the Senior Programme Officer and/or Project Leader

If the project implementation requires, an additional meeting may be organised for solving a special problem. The Steering Committee will also serve as a forum for the main stakeholders to discuss strategic issues relevant to the project.

Upon request of one of the parties represented in the PSC, additional partners can be invited to participate if this would positively stimulate the project implementation process.

The PSC technical secretariat will be provided by the PIU in charge with the project implementation.

5. Detailed Budget

	Phare/Pre-Accession Instrument support	Co-financing			Total Cost
€M		National Public Funds (*)	Other Sources	Total Co-financing of Project	
Year 2006 - Investment support jointly co funded					
Project 2 Task 3 Supply of IT equipment for GDA	0,2	0,1		0.1	0.3
Investment support – sub-total	0,2	0,1		0,1	0.3
<i>% of total public funds</i>	<i>max 75 %</i>	<i>min 25 %</i>			

	Phare/Pre-Accession Instrument support	Co-financing			Total Cost
€M		National Public Funds	Other Sources	Total Co-financing of Project	
Year 2006 Institution Building support					
Sub-project 1 Task 1: Strengthening administrative mechanisms and legislation to better foster and protect the public integrity system in public administration.	1.2	0.1**		0.1	1.3
Sub-project 2 Task 2: Strengthening the fight against corruption on the preventive side	1	0		0	1
IB support	2.2	0.1		0.1	2.3

Total project 2006	2.4	0.2		0.2	2.6
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(*) contributions from National, Regional, Local, Municipal authorities, FIs loans to public entities, funds from public enterprises

(**) Parallel co-financing (provided by Ministry of Administration and Interior - The General Directorate Anti-corruption)

6. Implementation Arrangements

For the whole project the Implementing Agency will be Central Finance and Contracts Unit (CFCU) which will be responsible for tendering, contracting, administration, accounting, payments and financial reporting.

6.1 Implementing Agency:

Central Finance and Contracts Unit (CFCU)

PAO Carmen Rosu
Director, CFCU
Ministry of Finance
44, Mircea Voda str.
Sector 3, Bucharest, Romania
Tel: (40-21).326.55.55, 326.02.02
Fax: (40-21).326.87.30
E-mail: carmenrosu@cfcu.ro

Implementing Authority

Ministry of Administration and Interior

Directorate General of International Relations and European Integration
Attn. Corneliu Alexandru, General Director
3-5, Eforie str.
Sector 5, Bucharest, Romania
Tel: (40-21).312.41.02
Fax: (40-21).314.74.22
E-mail: DIERI@mai.gov.ro

A Programme Implementation Unit (PIU) is set up within the General Directorate for Anti-Corruption to be responsible for the day-to-day management of the project. The role of the PIU is to manage and solve, according to the Decentralized Implementation System (DIS) procedures, all issues concerning the management of the project, including planning and identification of tasks, reporting, preparation of project documentation, participation in tendering, monitoring and evaluation of activities.

The PIUs from the MPA and MoJ will be responsible for overall procedural and administrative management of the project. Responsible persons for each component will be appointed from the institutions directly involved in the respective components.

6.2 Twinning

Contact Points:

Ministry of the Administration and Interior

Mr. Corneliu Alexandru, General Director, Senior Programme Officer
General Directorate for European Integration and International Relations
Str. Eforie nr. 3, corp A
Sector 5, 70622 Bucharest, Romania
Tel.: 00-40-21-312 4102
Fax: 00-40-21- 314 74 22
E-mail: diri@mai.gov.ro, dieri@mai.gov.ro, ceip@mai.gov.ro

General Directorate for Anti-Corruption

Mr. Marian Sîntion, General Director
Str. Eforie nr. 3, corp A
Sector 5, 70622 Bucharest, Romania
Fax: 00-40-21- 314 74 22
e-mail dga@mai.gov.ro

Ministry of Justice

Mr. Ion Codescu - Secretary of State, MoJ
17 Apolodor Street, Sector 5, Bucharest
Phone 004(021)315.14.69
Fax: 004(021)318.33.13
Email: icodescu@just.ro

6.3 Non-standard aspects
PRAG and Twinning Manual will be strictly followed

6.4 Contracts

Twinning – 1.2 MEURO PHARE funds
TA – 1 MEURO PHARE funds
Supply – 0.2. MEURO PHARE funds plus 0.1 MEURO Romanian joint co-financing

7. Implementation Schedule

- 7.1. Start of tendering/call for proposals – March 2007
- 7.2. Start of project activity - September 2007
- 7.3. Project completion - April 2009

8. Equal Opportunity

The Governmental institutions are equal opportunity employers. Equal participation in the project by women and men will be assured and women's participation will be enforced at the start of the project. All periodical progress review reports and other interim reports will include a specific explanation on measures and policies taken with respect to this equal opportunity for women and men and will provide measurements of achievement of this goal.

9. Environment

Not applicable

10. Rates of return

Not applicable

11. Investment criteria

11.1 Catalytic effect:

Although the beneficiary institutions allocate from their own funds resources for implementation of the project (see co-financing at item 5 - Budget), these resources are drastically limited so that only the Phare contribution will make possible an accelerated process.

11.2 Co-financing

Phare must use its grants to attract as much co-financing as possible from all sources. The Romanian co-financing is listed under item 5 - Budget. For the twinning component, the Romanian contribution will be provided by the Ministry of Administration and Interior and Ministry of Justice through parallel co-financing, as mentioned in the Twinning Manual.

The General Directorate Anti-corruption will provide co-financing for ensuring the endowment of the project office, the organisation of the work groups, seminars and training courses for its staff, as well as any other expenses necessary for the successful meeting of the project objectives. The Central Unit of Public Administration Reform (CUPAR), the National Agency of Civil Servants and the Ministry of Justice will bear the costs of the participation of their staff at the activities within the scope of the twinning covenant, as well as of the organisation of the seminars and training courses dedicated exclusively to their staff.

11.3 Additionality

This project is complementary to the programmes listed under item "Linked activities". PHARE grants shall not displace other financiers, especially from the private sector or IFIs.

11.4 Project readiness and size

The conditions for the project implementation are ready. The investment funds required by the project implementation comply with minimum project size requirements.

11.5 Sustainability

The beneficiary institutions will take responsibility to include the running costs and related maintenance costs in their budget starting from 2007.

The investment will be sustainable in the long term, i.e. beyond the date of accession and will comply with EU norms and standards. They have no adverse effects on the environment.

11.6 Compliance with state aids provisions

We hereby confirm that investments will respect the state aid provisions under Europe Agreement..

12. Conditionality and sequencing

PHARE support for the anti-corruption field should be provided subject to progress with the legislative and institutional reforms in this field.

The equipment foreseen under this project proposal will be absorbed and used effectively in order to achieve project objectives and the objectives stated in the Ministry of Administration

and Interior's strategy, which are in line with the provisions of AP and Position Paper on Chapter 24.

ANNEXES TO PROJECT FICHE

1. Logframe in standard format
2. Detailed implementation chart
3. Contracting and disbursement schedule, by quarter, for full duration of project (including disbursement period)
4. For all projects: reference list of feasibility/pre-feasibility studies
5. Reference list of relevant laws and regulations
6. Reference list of relevant strategic plans and studies (may include institution sector strategies, development plans, business development plans, etc)

Annex 1 - Logframe

LOGFRAME PLANNING MATRIX FOR Project Fiche		Programme name and number	PHARE/2006/018-147/01.05
Name of the project		Contracting period expires	Disbursement period expires
Continuing the fight against corruption in public administration		November 2008	November 2009
		Total budget : 2.6 MEURO	Phare budget: 2.4 MEURO
Overall objective	Relates to Copenhagen criterion and acquis chapter	List of other projects with same objective	
Strengthening the fight against corruption	<p>Political Copenhagen criterion: stable institutions guaranteeing democracy, the rule of law</p> <p>Chapter 24 Justice and Home Affairs</p>	<p>The 1998 Phare Police Programme RO 98-06-01 (RO 98/IB/-INT-01a)</p> <p>Phare1999 Project “Strengthening the capacity of the Romanian institutions involved in the prevention and control of money-laundering”;</p> <p>Phare1999 Project "Integrated programme to strengthen the capacity of the State institutions of Romania in the fight against public corruption and related organised crime involving national officials in relation to both active corruption and passive corruption"</p> <p>The 2002 Phare Programme (follow-up on the project</p>	

		<p>above), RO 02/000-586.04.15/D - "Modernisation and reform of law enforcement agencies and strengthening of anti-corruption structures"</p> <p>RO – 0106-06.03 Twinning light code: RO01/IB/JH 04 TL aiming to strengthen the capacity of the National Anti-corruption Prosecutor's Office (NAPO) and creating the basis for further improvement of the courts system in Romania</p> <p>Phare Project 2003/005.551.041 "Further strengthening the institutional capacity to fight corruption"</p> <p>Phare Project 2004/016-772.01.05 "Improving the fight against corruption"</p> <p>Campaign "Clean Romania"</p> <p>Programme "Human Rights and the Fight against Corruption."</p> <p>Anticorruption Initiative Programme of the Stability Pact</p>	
Project purpose Strengthening the administrative mechanisms and legal framework	Objectively verifiable indicators Anti-corruption enforcement	Commission's regular reports on Romania's progress towards accession	- Close and comprehensive co-ordination of the principal actors involved.

<p>to protect the integrity of the public administration and judiciary system</p> <p>To be achieved by:</p> <p>Task 1 <i>Strengthening administrative mechanisms and legislation to protect the integrity of the public administration and judiciary system</i></p> <p>Task 2 <i>Strengthening the fight against corruption on the preventive side</i></p> <p>Task 3 <i>It endowment of the AGD headquarters regional and local offices</i></p>	<p>structures within the MAI and MJ modernised and in line with the acquis.</p> <p>Demonstrable decrease of corruption cases in public administration due to a more professional approach in its prevention and countering.</p>	<p>Regular reports of the relevant beneficiary structures operating under the MoAI.</p> <p>Standard project implementation reports.</p> <p>Reports and statistics of NGOs in the field</p> <p>Regular statistics on corruption rates</p>	<p>- Successful implementation of previous and ongoing related projects.</p> <p>- Relevant domestic legislation, compliant with EU legislation</p> <p>- Best practices, enacted.</p>
Results	Objectively verifiable indicators	Sources of Verification	Assumptions
<p>Task 1</p> <p>- More transparent administrative systems, procedures and administrative organisation in place</p> <p>- Simplified administrative working procedures elaborated</p> <p>- Better protection of public integrity in public administration sectors which are more vulnerable to corruption achieved</p> <p>- Training on anti-corruption issues of the personnel from public administration units and judicial units organised and delivered;</p> <p>- Monitoring and development of transparency and accountability for the</p>	<p>OVI Task 1</p> <p>Decreased number of administrative procedures within State institutions and municipalities selected</p> <p>Number of State institutions and municipalities having their procedures simplified</p> <p>Legal framework completed. Prevention mechanisms in place within the General Directorate for Anti-Corruption and individual MAI institutions</p> <p>Number of training sessions delivered</p> <p>Number of specialists trained</p>	<p>Commission's regular reports</p> <p>Regular reports of the relevant beneficiary structures operating under the MoAI.</p> <p>Standard project implementation reports</p> <p>Reports and statistics of NGOs in the field</p> <p>Regular Operational Capacity Reports.</p> <p>Monitoring and Assessment Reports</p> <p>Legal documents.</p> <p>Official MAI records</p> <p>Training material</p> <p>Accounting records of the beneficiary.</p>	<p>- Close and comprehensive co-ordination of the principal actors involved.</p> <p>- Timely and adequate resources available</p> <p>Successful implementation of previous and ongoing related projects.</p> <p>Appropriately skilled and motivated staff available and recruited.</p> <p>An effective working relationship is established within all beneficiaries</p> <p>Training is relevant and focused on key competencies</p>

<p>AGD undertaken</p> <ul style="list-style-type: none"> - Integrated system to deal with reporting and recording of MAI wrongdoers developed. <p>Task 2</p> <ul style="list-style-type: none"> - Perceptions on corruption phenomenon by organizing a quantitative and qualitative public survey on target groups, country wide representative identified. - The main message of the campaign and the strategy proposed - Public awareness information campaign material on corruption elaborated and disseminated - 2 conferences organized - The impact of the awareness campaign assessed and proposals for improving the awareness on long term elaborated <p>Task 3</p> <p>IT equipment and the related software AGD Headquarters and in the regional and county offices purchased, installed and operational.</p>	<p>Strategic Committee functional Database on complaints of allegations and results in place and operational</p> <p>Number of specialists trained on the IT application</p> <p>Number of training sessions delivered</p> <p>OVI Task 2</p> <p>Survey report drafted, including recommendations from EU best practices in the field</p> <p>% of population aware of corruption threats and prevention possibilities in Romania</p> <p>Publicity material (no.) elaborated and distributed</p> <p>2 conferences organized</p> <p>% of target group got improved knowledge on corruption threats and prevention possibilities in Romania</p> <p>OVI Task 3</p> <ul style="list-style-type: none"> - Equipment installed and operational. - Database on complaints of allegations and results in place and operational 	<p>Media reports</p> <p>Attendance sheets.</p>	<p>The database can be locally managed and sustained after initial set-up and training</p>
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Activities	Means		Assumptions
<p>Task 1 Module 1 <i>Administrative procedures improvement</i> 1.1 Assessment of the current general legal administrative framework for the central public , in particular the legislation on administrative procedures and on the organisation and functioning of the administration. 1.2 Assessment of the administrative legal framework applicable to local public authorities and counties with incidence on corruption issues 1.3 Propose the necessary and coherent legal solutions to the identified shortcomings 1.4 Drafting a general Law on Administrative Procedures 1.5 Designing one or several training schemes for the sound application of the new legislation and deliver one of the identified training scheme 1.6. Enhancing the AGD capabilities to identify key themes for prevention activity; 1.7. Developing preventive mechanism (legislative and operational) 1.8. Further training for the AGD in the production of the ‘Strategic Intelligence Assessment’ to identify</p>	<p>Task 1 Classical twinning – one covenant covering all modules (1.2 MEURO PHARE funds)</p>		<p>Training effectively supports improved understanding and skills development Full commitment of the parties involved Timely and adequate resources available A pro-active attitude of all institutions involved and the willingness to release staff employees for participation in training activities.</p>

<p>high risk issues for the MoAI; 1.9. Support for implementation of MoAI Anticorruption strategy Module 2 Procedures simplification 2.1 Identifying and select three State institutions and three municipalities and review their existing internal working procedures 2.2 Creating the necessary legal instruments and management mechanisms for ensuring better administrative regulations which permanently promote and sustain the target of administrative simplification 2.3 Developing alternative working procedures for the selected institutions, including IT-based solutions if need be 2.4 Preparing and disseminating guidelines establishing the new working procedures and hold discussion groups with civil servants and users of administrative services in order to improve the guidelines. 2.5 Designing and delivering training on better administrative regulations for the selected institutions 2.6. Reviewing current situation & propose improved procedures and techniques in order to fully adopt EU best practices for the GDA</p>			
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<p>2.7. Implementing enhanced systems and procedures for the General Directorate for Anti-Corruption.</p> <p>2.8. Developing an appropriate system of information management, including models for collecting and filing relevant information/documents, models for an efficient information exchange among agencies involved</p> <p><i>Module 3 - Better protection of public integrity in public administration sectors which are more vulnerable to corruption</i></p> <p>3.1 Identification of the public administration sectors in which corruption has traditionally been a major problem, to analyse the attempted remedies and the results achieved.</p> <p>3.2 Proposing new legislative and managerial instruments and mechanisms, including training, counselling, codes of conduct, databases, equipment, etc., to address the problem of corruption more effectively in those identified sectors as well as to propose ways and means to strengthening the already existing ones.</p> <p>3.3 Proposing measures to strengthen the existing public positions involved in control and inspection activities</p>			
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<p>within the public administration as well as to enhance the protection of these positions from the risk of corruption.</p> <p>3.4 Reviewing and updating the existing anticorruption and public administration reform strategies and propose modifications to make them more feasible, consistent and easier to implement and evaluate.</p> <p>3.5 Drafting a consequent action plan for the implementation of these strategies</p> <p><i>Module 4 Further training in anti-corruption issues of the personnel from public administration and judicial units dealing with countering and preventing corruption;</i></p> <p>4.1. Updating training needs of the personnel from public administration units dealing with countering and preventing corruption</p> <p>4.2. Continued training for middle and low-ranking specialists of the GDA and of the personnel from other public administration and judicial units dealing with countering and preventing corruption on anti-corruption techniques ;</p> <p>4.3. Training for the AGD personnel in operating within an integrated database system</p>			
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<p>4.4. Organising train-the-trainers specialised training sessions;</p> <p>4.5. Further developing the training unit of the AGD in order to cascade the received training</p> <p><i>Module 5: Monitoring and development of transparency and accountability for the AGD</i></p> <p>5.1. Improving transparency & accountability of the complaint system;</p> <p>5.2. Enhancing dialogue with civil society on fighting corruption and complaints investigation</p> <p>5.3. Providing advice and training in the investigation of sensitive corruption and complaints cases using appropriate transparency mechanisms.</p> <p><i>Module 6: Developed integrated system to deal with reporting and recording of MAI wrongdoers.</i></p> <p>6.1. Reviewing current situation of structures and recording procedures;</p> <p>6.2. Enhancing the efficiency of investigating public complaints;</p> <p>6.3. Streamlining procedures of public reporting;</p> <p>6.4. Improving accessibility of complaints procedure to all sections of the community.</p>			
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dossiers after ex-ante approval - organisation of clarification meetings - organisation of evaluation sessions as per the provisions of the tender dossiers - contract award after ex-ante approval of evaluation reports - delivery and installation of equipment			
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Annex 2 - Detailed time implementation chart

Continuing the fight against corruption in public administration

COMPONENT	2006				2007												2008												2009											
	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S			
Component A			D	D	D	D	C	C	C	C	C	C	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	X	R								
Component B	D	D	D	D	D	D	D	C	C	C	C	C	C	I	I	I	I	I	I	I	I	I	I	I	I	I	X	R												
Component C	D	D	D	D	D	D	C	C	C	C	C	C	C	I	I	I	I	I	I	I	I	I	I	I	I	I	X	R												
	<i>D = Design</i>																																							
	C = Contracting																				R = Review																			
	I = Implementation																				X = Closure																			

Annex 3 - Cumulative contracting and disbursement schedule

Continuing the fight against corruption in public administration

All figures in million EURO

	30/09/20 07	31/12/20 07	31/03/20 08	31/06/20 08	31/09/20 08	30/11/20 08	31/03/20 09	30/06/20 09	31/09/20 09	30/11/20 09
CONTRACTED	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40
DISBURSED		0.40	0.60	0.80	1.00	1.50	2.00	2.20	2.20	2.40

- NB: 1. All contracting should normally be completed within 6-12 months and **must** be completed within 24 months of signature of the FM.
2. All disbursements **must** be completed within 36 months of signature of the FM.

Annex 4 - Needs assessment for the supply component

Setting up its own IT system at central and territorial level is essentially to assure the efficient functioning of AGD. The development of this system is planned in more phases in order to interconnect the AGD Headquarters and its territorial services to Ministry of Administration and Interior WAN Network.

Within 2002 Phare Programme RO 02/000-586.04.15 - "Modernization and reform of law enforcement agencies and strengthening of anti-corruption structures", funds from the Romanian co-financing contribution amounting to 85,000 EURO were re-allocated in order to ensure the minimal equipment needed for starting the development of an IT system (web server, with 2 processors and licenses, Information analysis software, laser black /white printer, colour jet printer, 4 work stations) at the level of the core newly set up General Anti-Corruption Directorate within MAI. The supply procedures are ongoing, the contracts being envisaged to be signed before 1-st of April 2006, and entirely disbursed by the end of the disbursement period, namely 31 May 2006.

The PHARE 2005 project, proposed to be financed from the unallocated envelope managed by the Ministry of Public Finances, foresees an amount of 300,550 EURO PHARE funds and 100,200 EURO joint co-financing from the MAI budget for setting up an Information Analysis Unit and further develop the core IT system. The Technical Specifications for this project have been elaborated by the beneficiary and sent to the Implementing Authority - Ministry of Public Finances – in January 2006.

These proposals of PHARE 2006 project, amounting to 300 000 EURO aims to accomplish the IT integrated system with the following equipment:

No.	Equipment	Units	Evaluation need
1.	Notebook (portable workstation)	35	For each head of central and territorial units to be used for accessing data basis through mobile devices (no.2)
2.	Palm Top GPRS	58	For each head of central and territorial units to be used for connecting with main AGD server, can be used also as electronic agenda, mobile phone and data transmitter.
3.	Copy machine	15	For each territorial service to disseminate data
4.	Acquisition Board	20	For each central and territorial units to be used for converting video files gathered during operative activities
5.	Security system	41	Protection of buildings and rooms where IT equipments are installed (video devices, alarms, monitoring access)
6.	Duplex printer	2	Printing large documents (both sides)
7.	Video projector	2	For presenting relational maps resulted from data analysis
8.	Photo camera	5	Gathering digital images for attaching information to data basis
9.	Photo printer	25	For printing photos
10.	UPS 3KW	4	Ensuring emergency electric power for AGD servers
11.	Electric emergency device 100 KVA	2	Ensuring emergency electric power for security and IT system of AGD Headquarters

The main functions of the IT system will be:

- Setting up a centralized data base for information analysis applications

- Setting up a data base in cooperation with territorial services for local information
- Centralized storage of data base
- Assuring direct connections between all territorial services and data base servers, folders and applications stocked at AGD Headquarters, through WAN Network of Ministry of Administration and Interior,
- Implementing high security ranks protocols for protection against intercepting data fluxes ;
- Assuring secure connectivity with portable workstations
- Assuring hardware and software means for protection of AGD sites.
- Enhancing the AGD information exchange with its territorial services and other Ministry of Administration and Interior structures through AGD WAN Network

The IT equipment will be used by the AGD personnel in day-to-day activities, increasing therefore their effectiveness.

Annex 5 - Reference list of relevant laws and regulations

- Law no. 188/1999 on the civil servants' Statute republished in the Official Journal of Romania, Part I nr. 251 from 22/03/2004;
- Government Decision no. 1655 from December 14, 2005, on organizing and holding the certifying exam for Prefects and Deputy-prefects, published in Official Gazette, 1st part, no. 1142 from 16.12.2005
- The Government Ordinance no. 2 from January 12, 2006 on establishing the civil servants' salary rights and other rights for 2006, published in Official Gazette, 1st part, no. 57 from 20.01.2006
- Government Decision no. 95 from January 26, 2006, regarding the Civil Service Manpower Plan for 2006, published in the Official Gazette, 1st part, no. 82 from 30.01.2006
- Order of President of NACS no 206/28.02.2005 for the approval of the Methodology regarding the job evaluation process and criteria, published in the O.J. no. 342/22.04.2005
- Government Decision No. 1209/2003 on the management and development of a civil servant career, published in the Official Journal of Romania, Part I, No. 757 from 29/10/2003;
- Government Decision No 1210/2003 on the organization and functioning of discipline and parity committees within the public authorities and institutions, published in the Official Journal of Romania, Part I, No. 757 from 29/10/2003;
- Government Decision No. 432/2004 regarding the professional record of the civil servants published in the Official Journal of Romania, Part I nr. 341 from 19/04/2004;
- Law no. 215/2001 concerning the local public administration published in the Official Journal of Romania, Part I no 204 from 23/04/2001;
- Government Decision No. 624/2003 for the approval of the Regulations of the organization and operation of the National Agency of Civil Servants (NACS), published in the Official Journal of Romania, Part I, No. 410/11.VI.2003, with subsequent modifications and completions;
- Government Decision No. 730/2003 on the re-employment of the civil servants in the office corresponding to the categories of the high civil servants, published in the Official Journal of Romania, Part I, No. 478/4.VII.2003;
- The order of the NACS President No. 218/2003 for the approval of the instructions pertaining to the re-employment of the civil servants, published in the Official Journal of Romania, Part I, No. 386 of June 4, 2003;
- the Government Decision no. 313/2005, published in the Official Journal on 25.04.2005, on setting up the General Directorate for Anticorruption within MAI.
- Government Decision no. 991/25.08.2005 on approving the Police Code of Ethics and Deontology;
- Government Emergency Ordinance no. 195/2002 on public roads traffic ,
- Government Emergency Ordinance no. 83/2001 on setting up, organisation and functioning of the local public services on driving licenses and vehicles registration
- Criminal Code and Criminal Code Procedure

- Government Emergency Ordinance no. 63/2003 on the organization and functioning of the Ministry of Administration and Interior, endorsed with subsequent modifications and supplements by Law no 604/2003;
- Law no. 161/2005 regarding some measures for preventing and countering corruption within Ministry of Administration and Interior
- GD no. 725/2003 on organizational structure and Ministry of Administration and Interior staff;
- Government Emergency Ordinance no. 84/2001 on setting up, organisation and functioning of the registry local public services
- MAI Order no.400/2005 on Disciplinary Regulation regarding the MoAI employees
- Government Emergency Ordinance no. 120/06.09.2005 on rendering the GDA operational.
- MAI Order no.S/1142/18.01.2006 for the approval of the Methodology of organizing and developing the fidelity and professional integrity tests for the MAI personnel.
- Government Emergency Ordinance no. 124/2005 on completing Law no. 78/2000 on preventing, identification and sanctioning corruption deeds
- MAI Order no.S/698/2005 approving the GDA Regulation for Organisation and Functioning
- MAI Order no. 1154/23.01.2006 on approving the Regulation for organisation, functioning and tasks of the Strategic Committee for support and assessment of the GDA activity.
- MAI Order no. 1150/19.01. 2006, on approving the strategy of MoAI for preventing and fighting against internal corruption.
- Emergency Ordinance no. 3/2005, adopted by Law no. 90 from April 13, 2005 by which the immunity of former ministers was removed.
- GEO no. 25/2005 for the elimination of the immunity for notaries
- Law no. 158/2005 for the approval of Emergency Ordinance no. 14/2005, published in OJ no. 449 from May 26, 2005 establishing new templates for declarations of assets and interests
- GEO no. 40/2005 which brings additional transparency to the use of public funds for advertisement, amending GEO no. 60/2001 on public procurement
- Law no. 230/2005 for amending Law 656/2002 on money laundering prevention and countering published in the OJ no. 618 from July 15, 2005
- Law no. 244/2005 for the approval of GEO no. 26/2005 abolishing the practice of rescheduling of or exemption from tax payments published in the OJ no. 637 from July 20, 2000.
- Law no. 241/2005 on tax evasion
- The updated Deontological Code for the magistrates adopted by SCM on April 27, 2005 by Decision no. 144/2005
- The Deontological Code of the Auxiliary Staff has been adopted by the SCM Plenum's Decision no. 145/2005

Annex 6 - Reference list of relevant strategic plans and studies

- The Updated Strategy of the Romanian Government Concerning the Acceleration of the Public Administration Reform approved by the Government Decision no 699/2004, published in the Official Journal of Romania, Part I no 542 from 17/06/2004
- The strategy of MoAI for preventing and fighting against internal corruption.
- Study: The analyses about the quality of the public services in the direct relation Administration-Citizen 2004,
- The strategy about the creation of the one-stop-shop 2005,
- The SIGMA reports :Public Service and the Administrative Framework Assessment June 2005, Elements of the Public Integrity System Assessment June 2005
- Scoping study on internal corruption subjects completed, drawn up within the twinning project no. *RO 02/000-586.04.15/D (RO 02/IB/JH/07)* – “*Further development of MoAI anti-corruption mechanisms*”
- Scoping study on Anti-corruption legislative requirements completed, drawn up within the twinning project no. *RO 02/000-586.04.15/D (RO 02/IB/JH/07)* – “*Further development of MoAI anti-corruption mechanisms*”
- Scoping study on Deontology code completed drawn up within the twinning project no. *RO 02/000-586.04.15/D (RO 02/IB/JH/07)* – “*Further development of MoAI anti-corruption mechanisms*”
- Various regular reports regarding the monitoring of implementing the legislation on the civil service and civil servants
- The **National Anticorruption Strategy 2005-2007** and the Action Plan adopted by the Romanian Government through the GD no. 231/2005, published in OJ no. 272/April1, 2005.
- Freedom House Washington audit report from the 10th of March 2005.
- The GRECO 2005 evaluation report from October 2005.

Annex 7 - Lessons learnt

Identified Gaps or Recommended courses of intervention	Action for covering the Gap or implement the recommended intervention	Phare Programming (Project Reference)		
		2004	2005	2006
Capacity building for border management is a matter of several years. Even if the operational situation would be calming down before and after accession, the development should not be stopped. Sooner or later, Romania will be implementing Schengen provisions in full. At that stage, the external borders of Romania will be the sole line of control between third countries and the EU. Then, the pressure will be more severe than the one being witnessed nowadays. Operational measures to tackle corruption have been introduced in the Border Police. At the border crossing points staff are required to make a declaration on the amount of local currency on their person before their shift starts, and they are not allowed to have either any foreign currency or a mobile telephone during working hours. Furthermore, random checks (integrity tests) are carried out by the	Assessing the principal areas within the RBP and NCA where there is a risk of corruption, classifying the risks, and identifying appropriate solutions to address them; Designing and delivering a 12-month Action Plan, incorporating a range of legislative and procedural measures (eg new/revised internal Codes of Ethics and disciplinary procedures) to prevent and detect corruption in the identified areas; Training specially selected Anticorruption General Directorate (AGD) specialists, RBP and NCA managers in the effective practical application of the measures included in the anti-corruption Action Plan.	PHARE 2004		

Directorate-level intervention units. (Report of an Advisory Visit under chapter 24 in the fields of Justice & Home Affairs in Romania, in period 29 March – 2 April 2004)				
A substantial enhancement of the efforts against corruption is urgently necessary. ...The EU underlines that corruption within the law enforcement agencies is still a source of serious concern and is particularly harmful as they are responsible for investigating corruption. The EU stresses the crucial importance of the fight against corruption within the law enforcement agencies and underlines that enhanced efforts are needed in particular as regards practical enforcement. The EU urges Romania to give this issue the highest priority and to seriously increase efforts in the fight against corruption and improper behaviour at all levels in the Ministry of Administration and Interior; to further reform the General Directorate for Intelligence and Internal Protection in order to establish one single and accountable structure for the Ministry of	<p>PHARE 2004 – see above.</p> <p><u>PHARE 2005</u> Enhancing operational capabilities of the General Directorate for Anti-Corruption: Training for the personnel of the General Directorate for Anti-Corruption: Developing preventive strategies for the MAI: Improve MAI public complaints and enhance dialogue with civil society on fighting corruption and complaints investigation;</p> <p>PHARE 2006 – see below</p>	Phare 2004	Phare 2005	Phare 2006

Administration and Interior, working exclusively with preventing and investigating corruption on the basis of simple and transparent procedures. ...Romania should increase its efforts to develop administrative capacity, particularly in areas such as fighting corruption ... where inter-agency co-operation is essential. ...Inter-agency co-operation needs to be further improved, especially between the Border Police, the Financial Guard, the National Customs Authority and the economic branch of the police specialized in tax crimes. (2004 Regular Report on Romania's progress towards accession).				
Further efforts are needed, especially in the sphere of justice and home affairs as regards combating corruption and organised crime. ...Corruption remains a source of serious concern. ...Calls on the Romanian Government to step up its efforts to fight corruption, focusing especially on high-level corruption; calls on Romania to make further efforts to confer greater responsibility on the Corruption Enforcement Office and to guarantee its	<p>PHARE 2004 – see above. PHARE 2005 – see above.</p> <p><u>PHARE 2006</u> Strengthening administrative mechanisms and legislation to protect the integrity of the public administration and judiciary system.</p> <ul style="list-style-type: none"> - More transparent administrative systems, procedures and administrative organisation in all public administration and judiciary units dealing with countering and preventing corruption, focusing on strengthening MoAI Anti-Corruption General Directorate - Simplified administrative working procedures for the public administration and judiciary units. - Better protection of public integrity in public 	Phare 2004	Phare 2005	Phare 2006

<p>independence and effectiveness; “Calls on Romania to bring the utmost attention to bear on implementation of legislation in the field of justice and home affairs and to strengthen the law enforcement agencies and institutions, which are still hampered by staff shortage and a lack of training capacities. (‘The European Parliament Resolution on Romania’s progress towards accession’ dated 16th December 2004)</p>	<p>administration sectors which are more vulnerable to corruption</p> <ul style="list-style-type: none"> - Continuous training in anti-corruption issues of the personnel from public administration units and judicial units dealing with countering and preventing corruption; - Monitoring and development of transparency and accountability for the AGD - Developed integrated system to deal with reporting and recording of MAI wrongdoers. <p>B. Strengthening the fight against corruption on the preventive side</p> <ul style="list-style-type: none"> - To identify perceptions on corruption phenomenon by organizing a quantitative and qualitative public survey on target groups country wide representative. - To propose to the beneficiary the main message of the campaign and the strategy focused on both PR and advertising activities. - To elaborate and disseminate the public awareness information campaign material on corruption - To organize 2 conferences with the participation of the top management from all the institutions involved in order to present them the main message of the awareness campaign. - To assess the impact of the awareness campaign and make proposals for improving the awareness on long term. <p>C. At national level, setting up of an integrated system for interconnection and access to the data bases of the institutions that hold the needed information for performing preventing and countering corruption activities</p>			
<p>Increased emphasis is being given to the implementation of legislative acts once they have been adopted. This is important, although the norms for implementing legislation are not</p>	<p>See the programme activities above for PHARE 2004, 2005 and 2006 projects</p>	<p>Phare 2004</p>	<p>Phare 2005</p>	<p>Phare 2006</p>

<p>always published. In practice this tends to provide civil servants and public servants with the power to interpret regulations as they see fit, in particular concerning legal requirements and administrative procedures for licenses and permits as well as in the area of taxation, creating greater opportunity for bribery and corruption.”. Romania “should also increase public awareness of the negative consequences of corruption and potential conflicts of interest”. (...). Serious concerns remain about the effective implementation of the existing laws in the fight against corruption, and immediate action is needed to increase Romania’s capacity to fight it effectively and to efficiently prosecute significant high-level corruption cases. Institutions within the criminal justice system remain affected by corruption. Integrity tests and disciplinary sanctions are still preferred over criminal trials in such cases, and these do not always serve as the most effective deterrents nor increase public confidence in these institutions.</p> <p>.. significant efforts are needed to</p>				
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<p>..... ensure effective enforcement of the fight against corruption, including high level corruption...” and “... In this context, a Law was adopted in May 2005 on the creation of a new anti-corruption structure within the Ministry of Administration and Interior called the Directorate General for Anti-Corruption (GDA). GDA will report exclusively and directly to the Minister of Interior and Administration and ambitious plans foresee over 400 GDA staff working in central and regional structures to replace the existing internal affairs units in the Ministry, notably within the police, border police and gendarmerie. A large part of GDA’s work will consist in testing the integrity of law enforcement personnel. GDA is still in the process of recruiting its staff and cannot be expected to deliver concrete results in the fight against corruption before the beginning of 2006 at the earliest. This is a cause for concern as the integrity of law enforcement agencies is a key factor both in enabling Romania to reach a sufficiently high standard in the fighting</p>				
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<p>corruption and in building public confidence in state institutions... Overall, inter-agency cooperation across the justice and home affairs acquis needs to be improved considerably and co-ordination structures must be strengthened.</p> <p>(European Commission 2005 Comprehensive monitoring report, dated Brussels 25th October 2005)</p>				
<p>The Strategy for Administrative Reformed as revised in 2004 pinpoints action against corruption as one of the aims of a more efficient administration, but fails to mention any actual instruments geared to combating corruption. This updated strategy does, however, comprise provisions designed to improve information on the numbers and categories of public officials, as well as to reinforce the integrity of the systems for managing civil servants, vis-à-vis their recruitment, appraisal and promotion. There was insufficient coordination between the National Anti-Corruption Strategy (NACS) and action plan and the updated Strategy for Accelerating Public Administration Reform, and also</p>	<p><u>PHARE 2006</u></p> <p>Strengthening administrative mechanisms and legislation to protect the integrity of the public administration and judiciary system.</p> <ul style="list-style-type: none"> - More transparent administrative systems, procedures and administrative organisation in all public administration and judiciary units dealing with countering and preventing corruption, focusing on strengthening MoAI Anti-Corruption General Directorate - Simplified administrative working procedures for the public administration and judiciary units. - Better protection of public integrity in public administration sectors which are more vulnerable to corruption - Continuous training in anti-corruption issues of the personnel from public administration units and judicial units dealing with countering and preventing corruption; - Monitoring and development of transparency and accountability for the AGD - Developed integrated system to deal with reporting and recording of MAI wrongdoers. <p>B. Strengthening the fight against corruption on the</p>			Phare 2006

<p>inadequate cooperation among different bodies responsible for formulating and implementing these instruments. The Romanian authorities should ensure improved coordination between the different anti-corruption strategies and action plans and the Strategy for Administrative Reform, and improve co-operation in monitoring these instruments.</p> <p>(GRECO's evaluation report on Romania, published in October 2005),</p>	<p>preventive side</p> <ul style="list-style-type: none"> - To identify perceptions on corruption phenomenon by organizing a quantitative and qualitative public survey on target groups country wide representative. - To propose to the beneficiary the main message of the campaign and the strategy focused on both PR and advertising activities. - To elaborate and disseminate the public awareness information campaign material on corruption - To organize 2 conferences with the participation of the top management from all the institutions involved in order to present them the main message of the awareness campaign. - To assess the impact of the awareness campaign and make proposals for improving the awareness on long term. 			
<p>The general legal administrative framework should be amended and aligned to prevailing European principles of the rule of law as established in the case law of the European Court of Justice. The elaboration of a General Law on Administrative Procedures should be the top priority. This law should ensure that administrative decisions contain all elements of the rule of law, such as: obligation to provide reasons for decisions; right of those considered as parties in a procedure to be heard; obligation to provide information on the right to appeal; setting of time limits and conditions for appeal; setting of time limits for issuing</p>	<p><u>PHARE 2006</u></p> <p>Strengthening administrative mechanisms and legislation to protect the integrity of the public administration and judiciary system.</p> <ul style="list-style-type: none"> - More transparent administrative systems, procedures and administrative organisation in all public administration and judiciary units dealing with countering and preventing corruption, focusing on strengthening MoAI Anti-Corruption General Directorate - Simplified administrative working procedures for the public administration and judiciary units. - Better protection of public integrity in public administration sectors which are more vulnerable to corruption - Continuous training in anti-corruption issues of the personnel from public administration units and judicial units dealing with countering and preventing corruption; - Monitoring and development of transparency and accountability for the AGD - Developed integrated system to deal with reporting and 			Phare 2006

administrative decisions; clear regulation of institutional liability; right of full judicial review of administrative decisions; etc. Transparency and openness in public decision-making should be set as a genuine goal.” (Romania public service and the administrative framework assessment, SIGMA, June, 2005)	recording of MAI wrongdoers.			
“Sustainability will be secured only if further support is granted to monitor, improve and develop the activity of the General Directorate for Anti-Corruption and to train an important number of persons working in this unit. Further Phare support should be requested under Phare 2005 for the newly created General Directorate for Anti-Corruption within MAI. Emphasis should be put on specialized training activities.” (ECOTEC Monitoring and Evaluation Consortium - Follow-up Table to the Interim Evaluation Report R/RO/JHA/0411 – Justice and Home Affairs)	See the programme activities above for PHARE 2004, 2005 and 2006 projects	Phare 2004	Phare 2005	Phare 2006
We strongly recommend the implementation and development of the General Directorate for Anti-Corruption within MAI, as	See the programme activities above for PHARE 2004, 2005 and 2006 projects	Phare 2004	Phare 2005	Phare 2006

<p>well as establishing clear criteria for the selection and appointment of the director. Extensive training should be provided for the staff to be recruited, according to criteria established within the project, including on the use of professional integrity tests for the MAI staff.</p> <p>(Quarterly reports produced within the project RO 02/000-586.04.15/D - "Modernisation and reform of law enforcement agencies and strengthening of anti-corruption structures)</p>				
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