1. Basic Information

1.1 CRIS Number: 2004/16762.03.03.  
Twinning ‘light’: MT04-IB-JH-04

1.2 Title: Modular Training Program for the Enhancement of the Asylum System in Malta

1.3 Sector: Justice and Home Affairs

1.4 Location: Malta

2. Objectives

2.1 Overall Objective:

A more efficient and effective asylum system in Malta.

2.2 Project purpose:

To improve existing structures’ capacity for the evaluation of applicants for refugee status and to strengthen all organisations related with this process.

2.3 Justification

The Comprehensive Monitoring Report (5th November 2003) highlights:

“In the field of asylum, Malta has completed alignment with the Acquis and the geographical reservation has been lifted. Three remaining reservations (on refugee seamen, naturalization and public relieve services to refugees) need to be lifted upon accession. As regards implementation of the legislation further efforts are needed with regard to the accelerated procedure, legal assistance and the integration of recognized asylum seekers. As a result of the length of the asylum procedure, asylum seekers are kept in detention centres for several months. Although a call for applications has been issued to strengthen the staff of the Refugee Commission in order to cope with increasing number of applications, substantial efforts are needed to speed up the processing of applications and reduce the current backlog. Malta should accelerate its preparation (technical organizational) for active participation in EURODAC and Dublinet, and take necessary measures for establishing the corresponding National Action Points, in order to ensure full implementation by accession.”

3. Description

3.1 Background and justification:

Following the General Justice and Home Affairs Expert Fact Finding Mission to Malta in June 2000 it was noted that as far as the asylum process was concerned the proposed asylum legislation was likely to meet the acquis however, amongst other things, the Maltese administrative capacity needed to be strengthened considerably. This necessitated the setting up of structures in charge of dealing with asylum requests, namely the Refugees Commissioner's Office and the Refugees Appeals Board, as well
as a comprehensive training strategy for all personnel (including members of NGO’s) involved in this particular area.

In order to address some of these issues, an EU pre-accession twinning project, *Strengthening Malta’s Capacity in Border Control and in the Area of Asylum, MT2001/IB/JH-01*, was successfully implemented. In line with Component 2 of this project, Asylum Training Programme, training in the skills required for the fair and effective operation of an asylum process in compliance with the EU Acquis was given to the members of the Refugees Commissioner’s Office and the Refugees Appeals Board. A study visit to the United Kingdom was also organized with the framework of this twinning project. Advice and assistance was also provided on the compilation of CIREA statistics.

On the job training is at present being provided by the Commissioner of Refugees to his staff. This is an on going process to all incumbent staff and in particular to new recruits. As this training is of a basic nature, it is envisaged that this project would provide more extensive training of case-workers, interpreters and new legal aid lawyers and develop the pertinent to carry out the eligibility process, also keeping in mind EU directives in the area of asylum. On the other hand, the JRS provide free training on Refugee Law and Refugee Rights to students of the Mediterranean Masters in Human Rights and Democratisation (fourteen [14] hours of lectures), co-ordinated the Refugee Law Clinic with the Faculty of Law at the University of Malta, organised seminars on Refugee Protection and the Maltese Asylum Procedure – speakers Jurgen Humburg, CB, KC, and give lectures to the Armed Forces, on going training to Legal Aid Lawyers, and to its volunteers.

The proposed project, based on a number of modules delivered by Short-term experts in the areas identified, is intended to supplement these activities thus enabling the training of various other Government officials, including staff at the recently set up Third Country Nationals Directorate and additional staff at the Refugees Commissioner’s Office. In this regard, the July 2003 Peer Review Report on Justice and Home Affairs clearly states that "the staff composition is still limited and that there is a need to increase the number of staff members notably to face emergencies, massive arrivals and unexpected landings of asylum seekers". However, it is felt that the scope of this training programme should be widened to include also members of those NGO’s engaged in this sector. Indeed, it is planned that eventually NGO’s will be actively involved in the management of the open centres that are being set up to accommodate recognized refugees and people granted temporary humanitarian protection status.

**JRS (Malta)**

The Jesuit Refugee Service is an international Catholic organisation, at work in over forty (40) countries, with a mission to accompany, serve and defend the rights of refugees and forcibly displaced people. The mission given to JRS embraces all who are driven from their homes by conflict, humanitarian disaster or violation of human rights, following Catholic social teaching which applies the expression “de facto refugee” to many related categories of people.

JRS-Malta was set up in 1993. At the beginning of its operation, JRS-Malta attended to the primary needs of refugees and asylum seekers, seeking sponsor families, accommodation and educational opportunities and offering listening and casework. Funds raised locally were sent directly or through the JRS International Office to benefit emergency work in Bosnia-Herzegovina, Kosovo, Rwanda, Sudan, Sri Lanka and East Timor among others. While continuing to support ongoing commitments, the focus of JRS-Malta work in the last couple of years was to draw up policy
recommendations for the recognition and adequate protection of refugees and asylum seekers in Malta.

**Emigrants and Refugees Commission**

The Emigrants and Refugees Commission for many years have helped refugees in Malta in many ways. Protection, basic needs, accommodation, employment, recreation, schooling and employment are sympathetically dealt with. This is made more effective by the official recognition of the Emigrants' and Refugees Commission as an Operational Partner of the UNHCR Branch Office in Rome. Help for refugees is also solicited by the Commission through its very useful contacts both domestic and foreign. Records are kept and reports are issued from time to time. The Commission has some ten (10) homes at its disposal, where approximately one hundred and fifty (150) of the most vulnerable refugees are accommodated free of charge. Some of these homes are privately owned, while the others are church homes.

**Malta Red Cross Society**

Malta Red Cross Society intervenes and assists asylum seekers on their arrival, by providing medical assistance when and where needed. The Society provides two (2) officials who are available on their landing to support them in various aspects even on the psychological level. This service is continued by the society whenever needed. A total of fifteen (15) volunteers are involved in these operations.

**Suriet Il-Bniedem**

Provides accommodation for homeless individuals and has been proved to be useful in emergency situations involving asylum seekers. It runs various homes and is discussing and is in an advanced stage to run three (3) homes housing one hundred and thirty (130) foreign nationals.

**Pope John XXIII Peace Lab**

This society runs a home for nine (9) residents, while it has space for a further seven, which is set aside for emergencies. It organises two (2) workshops in accommodation centres with a daily attendance of over seventy (70) persons. The courses are run by four (4) persons, while three (3) helpers are responsible for the home. Six (6) professional teachers run daily an evening English language school for asylum seekers with an attendance of sixty four (64) persons.

3.2 **Linked activities:**

- The EU General Justice and Home Affairs Expert Fact Finding Mission to Malta (5 to 9 June 2000). The result of this mission was a report on the gaps and the needs in relation to the EU Acquis in the field of Justice and Home Affairs in Malta.
- Training sessions for immigration officers and members of the Armed Forces of Malta were provided by the Centre des Etudes Europeennes de Strasbourg between the 2nd and 6th October 2000 on Asylum and Border Controls. The training was funded by the French Government with the participation of the UNHCR.
The establishment of a Project Team, made up of all key players involved, in November 2000 by the Ministry for Home Affairs to monitor all aspects related to the implementation of the Schengen Acquis.

Reports submitted in January 2001 by EU experts, namely Mr R Tromp, a Dutch SIS expert, and Ms A Williams, from the UK Immigration and Nationality Division Home Office, on gaps and needs respectively in the field of Asylum and Borders control following visits to Malta.

The Strengthening of Malta's capacity in Border Control, and in the area of asylum - Twinning pre-accession project (MT2001/IB/JH-01). Border controls both at the official port of entry and elsewhere, were enhanced by training delivered to officials dealing with asylum issues. The officials were 4 members of the Commission for Refugees, 3 members on the Appeals Board, 12 interpreters and 12 lawyers who participated in a seminar covering refugees and asylum seekers. This training was complement by the introduction of much needed equipment.

Meanwhile both the Office of the Commissioner for Refugees and The Appeals Board were launched formally on 1st January 2002, whilst the Third Country Nationals Directorate was set up on 9th May, 2003

3.3 Results:

- Front line officers from the Police Force, Customs and the Armed Forces of Malta, Civilian Immigration Officers who are engaged in all levels of the management and application of Schengen controls) gain the necessary awareness and expertise.
- The administrative capacity of back office and support staff (social workers, psychologists) in the existing asylum structures involved in the evaluation and procession of applications enhanced, enabling quicker determination of cases by the Commissioner for Refugees. Other key players involved at the policy making and co-ordination level, i.e. the officials from the Directorate Third Country Nationals within Ministry for Justice and Home Affairs knowledgeable and competent.

3.4 Activities:

This project shall entail a comprehensive modular training program to various officials and NGO members involved in the area of asylum in Malta.

This comprehensive training programme shall be implemented through a Twinning 'light', comprising the following sub-activities. Each sub-activity shall consist of three sessions (approx. one-week duration each).

**Sub-activity 1 – One short-term expert to deliver training for the recently appointed Director Third Country Nationals.** The three members of staff and officers from the Immigration Section and the Armed Forces of Malta. (Cost: €13,500 to cover 10 trainees)

The main role of these officials will be to act as liaison officers for asylum seekers and the various government departments and NGOs concerned. These officials shall be recruited shortly. They will fulfil this assignment both during the moment of arrival in Malta (performing such duties as explaining to these persons their rights and obligations) as well as during the duration of the asylum process and/or their stay at the accommodation centre. It is envisaged that part of the responsibilities of this Directorate shall be the following: (a) on arrival, or soon thereafter, migrants will be profiled and any questions of a generic nature relating rights and duties explained. (b)
While applicant is waiting examination of the case, these individuals will act as trouble-shooters whenever such need arises, i.e. they will have the role of fielding questions and difficulties raised by the applicant. (c) A third focus will be the contact with persons who are failed asylum seekers awaiting repatriation. In this regard, officers may also serve as a contact point with social workers and/or psychologists if asylum seekers require such services. They should also be able to answer any enquiry made by asylum seekers, such as, the process of applying for recognition of refugee status, the importance of having necessary documents, what is expected of a person entering an appeal and to whom appeals should be addressed. It is envisaged that three members from the Immigration Section of the Police Force and three members of the Armed Forces of Malta, who are engaged on duties related to asylum seekers, also attend this training so as to ensure conformity of action.

In short this component will cover full training ranging from the definition of a refugee up to the point of determining or rejecting the application for refugee status. This training will cover also instructions on interviewing, applications, case analysis and determination.

**Sub-activity 2 – One Short-term expert to train additional members of the Refugees Commissioner's Office (Cost: €13,500 to cover 5 Commission members, 8 NGO’s representatives and the 4 members of the Third Country Nationals Directorate together with the Ministry’s technical attaché)**

This shall focus on the skills required during the whole asylum process, thus adopting an on the job coaching approach. It would be attended also by the Ministry's technical attaché who covers the asylum Acquis developments in Brussels. At the end of the programme, all participants (with the exception of the attaché) should be able to integrate in the refugee status determination process. NGO’s representatives will be invited to attend with a view of acquainting themselves with the whole asylum process. This activity will also be attended by the 4 members of the Directorate thus ensuring conformity between the Commission and the Directorate. This sub-activity would also cover the “Take back” aspects of Dublin II.

**Sub-activity 3 – One short-term expert to train police and civilian immigration officers (Cost: €13,500 12 civilian immigration officers and 36 police officers)**

The idea is to provide basic training to all the group of 12 civilian immigration officers as to how to handle the Preliminary Questionnaire for people seeking to apply for refugee recognition in Malta. These officers were already given training under the Malta-UK Twinning Agreement (MT 2001/1B/JH-01) on Strengthening Malta’s Capacity in Border Control and in the Area of Asylum. It is now being proposed that these officers will be given training focusing on the Preliminary Questionnaire, thereby providing REFCOM with valuable organized information for the proper pre-application and pre-interview preparation thus making the status determination process better organized and more efficient. It is planned that eventually, from the interested officers willing to perform such duties during any contingency (mass arrival by boat), a group of five will be selected and given more intensive training on this subject. This group should be capable to train their colleagues if the need arises. As the police force is invariably involved in the handling of refugee arrival, 36 members of the Police Force will attend training in the preliminary process.

**Sub-activity 4 – One short-term expert to train social workers and psychologists (both those in government employment as well as NGO’s members) (Cost: €13,500 8 Social Workers and Psychologists from APPOGG)**
This training programme’s aim is to help in dealing with specific social problems encountered by asylum seekers. Most particularly those involving vulnerable groups (including unaccompanied minors - certain cases such as establishing "real" age of minors are proving problematic and therefore some such skills are also required to weed out the genuine cases from the rest). This programme should provide a basic understanding of the "refugee experience" - including such negative aspects as displacement, trauma, loss, rejection etc. It should also provide participants with basic skills necessary to work with "problem" people, particularly those who have been traumatized by past or present experiences. Since it is planned that open centres already in existence will eventually be managed by NGO’s, training in basic management of such centres would also be beneficial. These two aspects of this component can, if required, be divided into two separate components, one addressing solely social workers/psychologists who will work with persons given some form of status as well as rejected applicants. That category of persons who will be managing the open centres might be given separate training; however, the option is to have this cluster trained as a group. In this regard, one should note that the Ministry for Social Policy is currently taking on a more active role and will act as a catalyst for the provision of such services.

This component is intended mainly for APPOGG personnel. This Government Agency provides, develops and promotes social welfare services, in a coherent and integrated manner, reflecting the real and emerging needs of the service users, in order to enable them to enhance their potential. However the three NGO’s involved in refugee welfare, namely Jesuit Refugee Service (Malta), The Pope John XXIII Peace Lab, the Emigrants Commission and the Red Cross will participate in this component.

Sub-activity 5 – One short-term expert to train officials that are expected to be nominated shortly to manage the various accommodations centres (Cost: €13,500 2 Managers and 2 Assistant Managers)

A formal programme focusing on the practical issues involved in the management of such centres, such as safety, security, catering provisions, etc should be set up. It is envisaged that a core group of 3-4 persons will be nominated to take over, in collaboration with the Director Third Country Nationals, the overall management of the centres, ensuring minimum and comparable standards are applied at all holding centres. These officials would be given also the opportunity to attend a study visit to accommodation centres in another Member State so as to get practical information on the day-to-day management of such centres.

Sub-activity 6 – One short-term expert to train legal officers who are providing free legal aid to asylum seekers (at the Appeals Stage) as well as for the legal officers working in the various NGOs engaged in this sector. (Cost: €13,500 will cover the training for two part-time legal officers and three other representing NGOs)

This programme would give participants an overview of international law and conventions that can be used to provide protection to migrants who need it. In this regard, reference is made on the UNHCR Handbook on Procedures and Criteria for Determining Refugee Status that provides the basic guidance on the interpretation of the refugee definition as well as UNHCR’s views on various interpretative issues. It will focus on the role of lawyers assisting asylum seekers, with particular reference to status determination procedures, be it at First Instance stage (in Malta's experience, lawyers with NGOs offer their service at this stage) or at the appeals stage (legal aid is to provided when required). It will look at this relationship from an ethical and theoretical perspective, and will then proceed to outline the concrete tasks a lawyer will
be expected to fulfill. Thus it could be open also to law students who are interested to work in this particular field. Possibly a core team of lawyers can be trained with a view to provide constant annual lectures/seminars within the Faculty of Laws (University of Malta). Legal personnel will thus be provided with a solid grounding in refugee law and the practical skills required for advocacy, on behalf of individuals and groups of refugees, asylum seekers. Incidentally, it is planned that a new study unit regarding the law of Refugee Status will be offered to law students at the Faculty of Law at the University of Malta.

**Sub-activity 7 – One short-term expert to training Police officers and Armed Forces officers responsible for the daily care of immigrants (Cost: €13,500 15 personnel from each Force, 30 in all)**

This training should be given directly to the staff involved, as much of it is skills-based training rather than simply transfer of information. As outlined in the 7th General Report of the European Committee for the Prevention of Torture (CPT) [CPT/Inf (97)10] such training should focus on the following topics:

1. Interpersonal communication skills;
2. Familiarization with different cultures and basic skills necessary to work with people from different cultures;
3. Recognizing possible symptoms of stress reactions displayed by detained persons and instructions regarding action taken;
4. Respecting professional boundaries - establishing and maintaining appropriate relationships between detainees and staff;
5. Basic information regarding the particular legal status of detainees under their care, the procedures for the determination of refugee status and the rights and obligations of detainees; and
6. Treatment of particularly vulnerable groups.

**3.5 Lessons Learned**

The Ministry of Justice had the opportunity of participating in pre-accession Twinning project ‘Strengthening Malta’s Capacity in Border Control and in the Area of Asylum’ (MT2001/IB/JH-01). As this project mainly concerned disciplined forces (The Malta Police Force and The Armed Forces of Malta), one lesson to be drawn is that the choice of staff identified to participate in training sessions should be carefully planned, as it may adversely affect the daily running of the accommodation centres. Furthermore, the selection of the schedules identified for training have to be designed so as to avoid peak season activities (asylum seekers normally cross over during the summer months) and this should be complemented by flexibility in timetables. Finally, in anticipation of training personnel, staff complementing exercises must be carried out and implemented.

**4. Institutional Framework**

Overall responsibility for the project shall lie with the Ministry for Justice and Home Affairs. The main actors fall within this Ministry and therefore the Ministry will be in an ideal position to co-ordinate, monitor and supervise the project. Naturally, through the Director, Third Country Nationals, it will seek the co-operation of various other involved departments, namely The Commissioner of Police, Social Workers (Ministry for Social Policy), the Armed Forces, the Commissioner for Refugees, the Appeals Board, the Legal Aid Lawyers, the Health Department, and the Education Department. The Director, Third Country Nationals will also seek the co-operation of NGO’s involved namely the Emigrants’ Commission, the Jesuit Refugee Services, and Pope John XXIII Peace Lab.
The following is a brief description of the level of involvement by the main institutions:

- The Office of the Commissioner for Refugees examines all applications for refugee status and recommends or otherwise the acceptance of the application.

- The Refugee Appeals Board hears and determines against recommendations of the Refugee Commissioner.

- As established by law, Advocates for Legal Aid are available free of charge to provide full legal assistance to asylum seekers appealing against recommendations submitted by the Refugee Commission.

- The Department of Health invariably provides an emergency response team consisting of medical practitioners, nurses and other paramedics, (who possess intensive experience in disaster management) offer immediate medical screening and urgent care on their arrival in Malta. On the other hand health centres and hospitals offer care as required, free of charge which includes also free medications.

- The Department of Social Security provides support for their integration and attends to their social needs.

- The association of the Police Force with asylum seekers is a natural one. Being illegal immigrants, on their arrival the Police, until otherwise directed, take full charge of them. They assist them in all their needs, which include the preliminary questionnaire, medical examination, and accommodation, provision of food, adequate clothing and transport up to their settlement or repatriation. Once settled in accommodation centres, the Police are responsible for their supervision and to see to all their needs. They are responsible for the smooth running of these centres and that the inmates are provided with enough food, proper and decent clothing and other essentials, such as, basic education. The Police do their level best to make sure that all centres are provided with the same level of facilities.

- The Department of Education provides basic education according to Maltese Law.

- The Armed Forces of Malta are involved indirectly with asylum seekers as they offer assistance whenever the Malta Police require it. They are responsible for the running of two centres. The Safi closed centre has 65 residents while the open accommodation quarters at Safi house 35 persons. The Army is responsible for the provision of all the daily needs of all residents, that is, food, clothing, medical attention, social and legal requirements and other necessities as may be required. Children are supported to attend schools.

- The Directorate, Third Country Nationals, is responsible for the direction, control and co-ordination of the administrative and policy issues related to Illegal Migration, including the social integration of refugees and other immigrants.

- The NGO’s involved have already been referred to and described earlier, however no formal agreement has been entered for their operations to date.

5. **Detailed Budget (EUROS)**

<table>
<thead>
<tr>
<th>Transition Facility Support</th>
<th>National Co-financing</th>
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</thead>
<tbody>
<tr>
<td>Investment Support</td>
<td>Institution Building</td>
</tr>
</tbody>
</table>

8
The amounts for co-financing indicated in the table correspond to cash co-financing. In addition, in-kind contributions from the Maltese administration for a good implementation of the Twinning 'light' may be developed in the terms of reference.

The cost of air tickets of Maltese officials participating in study visits will be paid for out of the Travel vote of the beneficiary.

The co-financing expenses will be monitored by the beneficiary and the NAO. For the earmarked co-finance, a clear and verifiable set of costs will be provided. The beneficiary will define which budget lines are the source for co-finance.

The beneficiary together with the NAO commits to sound financial management and control.

6. **Implementation Arrangements**

6.1 Implementing Agency

**Implementing Authority:**

Ministry for Justice and Home Affairs  
Auberge d’ Aragon  
Pjazza Indipendenza  
Valletta  
Malta

Contact Person:

Mr. Alfred Thewma,  
Advisor,  
Ministry for Justice and Home Affairs,  
The Palace,  
Valletta, Malta  
Tel: 00356 21245320  
Fax: 00356 21241287  
Email: alfred.p.theuma@gov.mt

Project Leader:

Mr. Mario Borg Olivier  
Commission for Refugees,  
Police Academy,  
St. Elmo,  
Valletta.

Tel: 00356 21255257  
Fax: 00356 21255141  
Email mario.borg-olivier@gov.mt
Contracting Authority:

Department of Contracts,
Notre Dame Ravelin,
Floriana,
CMR 02 Valletta,
Malta

Contact person:

Mr. Dennis Attard,
Tel: 21 247682
Email: dennis.attard@gov.mt

6.2 Twinning

Counterpart for Twinning ‘light’:

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The Palace,
Valletta, Malta
Tel: 00356 21245320
Fax: 00356 21241287
Email: alfred.p.theuma@gov.mt

6.3 Non-standard aspects

Not applicable

6.4 Contracts

1 Twinning ‘light’ contract - € 94,500

7. Implementation Schedule

7.1 Start of tendering / call for proposals:
September 2004

7.2 Start of project activity:
March 2005

7.3 Project completion:
December 2005

8. Sustainability

Government will provide in its budget for 2005 for funds to meet the costs of the human resources required for the implementation of this project.

9. Conditionality and sequencing

Identification and appointment of the appropriate managerial and executive staff prior to the start of the project. In particular:
-sub-activity 1 is conditional upon recruitment of the Director (Third Country Nationals) and three staff members;
-sub-activity 5 is conditional upon nomination of the managers of the accommodation centres.

ANNEXES:

1. TF log frame
2. Detailed Time Implementation Chart
3. Contracting and Disbursement Schedule
## Annex 1 - TF log frame

<table>
<thead>
<tr>
<th>LOGFRAME PLANNING MATRIX FOR Project</th>
<th>Programme name and number</th>
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<tbody>
<tr>
<td></td>
<td>Total budget: €94,500</td>
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<table>
<thead>
<tr>
<th>Overall objective</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
</tr>
</thead>
<tbody>
<tr>
<td>A more efficient and effective asylum system in Malta</td>
<td>All applications are processed within the shortest time possible</td>
<td>• Annual Report</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Project purpose</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>To improve existing structures capacity for the evaluation of applicants for refugee status and to strengthen all organizations related with this process.</td>
<td>• 7 Training modules established and set.  • 66 respective officials on different levels are attending these courses.</td>
<td>• Training Assessments</td>
<td>• Identification and engagement of Technical Experts</td>
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<table>
<thead>
<tr>
<th>Results</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
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<tbody>
<tr>
<td>Front line officers from the Police Force, Customs and the Armed Forces of Malta, civilian Immigration Officers who are engaged in all levels of the management and application of Schengen controls gain the necessary awareness and expertise. The administrative capacity of back office and support staff (social workers, psychologists) in the existing asylum structures involved in the</td>
<td>• 36 managerial or analogous staff fully trained in relevant areas by October 2006  • Improve and enhance existing asylum structures by October 2006  • All key players involved trained by December 2006</td>
<td>• Technical Assistants Reports  • Monitoring by EU Delegations</td>
<td>• Support from other relevant NGO’s</td>
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evaluation and procession of applications enhanced, enabling quicker determination of cases by the Commissioner for Refugees. Other key players involved at the policy making and co-ordination level, i.e. the officials from the Directorate Third Country Nationals within Ministry for Justice and Home Affairs knowledgeable and competent.

<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Assumptions</th>
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<tbody>
<tr>
<td>This project shall entail a comprehensive modular training program to various officials and NGO members involved in the area of asylum in Malta.</td>
<td>Twining 'light' contract</td>
<td>• Adequate staff engaged</td>
</tr>
<tr>
<td>This comprehensive training programme shall be implemented through a Twinning Light, comprising the following sub-activities:</td>
<td></td>
<td>• Technical Staff Identified and engaged</td>
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<tr>
<td>• Sub-activity 1 - Training programme for the recently appointed Director Third Country Nationals and his three members of staff.</td>
<td></td>
<td>• Adequate provision from state budget.</td>
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<td>• Sub-activity 2 - Training programme for additional members of the Refugees Commissioner's Office.</td>
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<td>• Sub-activity 3 - Training programme to civilian immigration officers.</td>
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<td>• Sub-activity 4 - Training programme for social workers and psychologists</td>
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<td>• Sub-activity 5 - Training programme for officials that are expected to be nominated shortly to manage the various</td>
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accommodation centres.

- Sub-activity 6 – Training programme for the legal officers who are providing free legal aid to asylum seekers (at the Appeals Stage) as well as for the legal officers working in the various NGO’s engaged in this sector.
- Sub-activity 7 – Training programme for police and Armed Forces officers responsible for the daily care of immigrants.

Preconditions

-
Annex 2

SUMMARY DETAILED TIME IMPLEMENTATION CHART FOR THE PROJECT

Title: Modular Training Program for the Enhancement of the Asylum System in Malta

<table>
<thead>
<tr>
<th>COMPONENT</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
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<tr>
<td></td>
<td>M A</td>
<td>A J</td>
<td>J A</td>
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<td>All Components</td>
<td>S O</td>
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<td>J F</td>
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<td>Institution Building Twinning</td>
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D = Design
C = Contracting
I = Implementation
X = Closure
Annex 3

CUMULATIVE CONTRACTING AND DISBURSEMENT SCHEDULE

Title: Modular Training Program for the Enhancement of the Asylum System in Malta

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<td>Contracted</td>
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<td>Disbursed</td>
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