Standard Summary Project Fiche

1. **BASIC INFORMATION**

1.1 **Desiree Number:** RO-2002/000-586.04.15

1.2 **Title:** Modernisation and reform of law enforcement agencies and strengthening of anti-corruption structures

**Sector:** Justice and Home Affairs

1.3 **Twinning sub-components: (title and number)**

**A:** RO02/IB/JH-05 "Development of training functions and TA to the Ministry of Interior’s training institutions" budget: 1 Meuro, duration: 18 months

**B:** RO02/IB/JH-06 „Follow-up to the demilitarisation and decentralisation of police functions" budget: 0.75 Meuro, duration: 18 months

**C:** RO02/IB/JH-07 „Modernisation of the Romanian Gendarmerie structures and practices” budget: 1 Meuro, duration: 18 months

**D:** RO02/IB/JH-08 „Further development of MoI anti-corruption mechanisms” budget: 1 Meuro, duration: 18 months

1.4 **Location:** Romania

2. **OBJECTIVES**

2.1 **Wider Objective:**

Further development of the MoI and its subordinate structures in order to better comply with EU law enforcement standards, procedures and best practices

2.2 **Project Purpose:**

**Component A:** Overall conceptual and operational capability of MoI training functions enhanced in line with EU procedures and best practices;

**Component B:** Enhanced capabilities of the Romanian Police supporting the implementation of a demilitarised and decentralised policing system in line with EU models;

**Component C:** Increased law-enforcement capabilities of the Romanian Gendarmerie in line with EU procedures and practices;

**Component D:** Enhanced institutional capacity of the MoI to prevent and counter internal corruption according to EU standards in the field.
2.3 Accession Partnership and NPAA priority

This project proposal is related to the priority areas for Romania’s membership preparation, as underlined in the Accession Partnership (AP) and the National Programme for Adoption of the Acquis (NPAA):

A: Overall conceptual and operational capability of MoI training functions enhanced in line with EU procedures and best practices

- **Short-term priorities of the Accession Partnership in JHA field:**
  - upgrade the law enforcement bodies and the judiciary to continue fight against organised crime, drug trafficking and corruption; ensure better co-ordination between law enforcement bodies;
- **Medium-term priorities of the Accession Partnership in JHA field:**
  - reinforce the independence of judiciary, introduce objective criteria for recruitment and career development;

- **General, short and medium-term priorities of the NPAA in JHA field:**
  - designing a system of norms and indicators to define the criteria of the posts for both the operative and non-operative structures, necessary to properly fulfil the missions and the duties
  - drawing up normative acts at a high level and internal normative acts on the management of human resources
  - devising a training programme in the field of general management for high level managers within the Central Unit of the Ministry of Interior and (similar) general inspectors
  - redesigning the plans and curriculum of the education institutions within the Ministry of Interior to meet the occupational standards, for the military non-commissioned officers schools, with a duration of studies of 2 years
  - assessment and improvement of psychological assistance activities in units, psychological protection of the personnel subject to intense stress, defining ways to prevent and reduce professional stress and to recover the affected personnel
  - assistance from COSA (Council for Occupational Standards and Assessment) for training those who will co-ordinate the activity of drafting the occupational standards and establishing an internal body to elaborate and periodically assess occupational standards relevant for internal affairs
  - training programme in the field of general management and management of human resources for medium and high level managers.
  - training for the trainers
  - reorganising the training units of the Police, according to the goals set in the area of human resources management (NPAA – 3.24.3.1);

B: Enhanced capabilities of the Romanian Police supporting the implementation of a demilitarised and decentralised policing system in line with EU models;

- **Short-term priorities of the Accession Partnership in JHA field:**
  - speed up the demilitarisation of the bodies subordinated to the Ministry of Interior;
- upgrade the law enforcement bodies and the judiciary to continue fight against organised crime, drug trafficking and corruption; ensure better co-ordination between law enforcement bodies;

• Medium-term priorities of the Accession Partnership in JHA field:
- reinforce the independence of judiciary, introduce objective criteria for recruitment and career development;

• Short and medium-term priorities of the NPAA in JHA field:
- the improvement of the police force capacities (NPAA Chapter 3.7.3.);
- the fight against corruption and organised crime (NPAA Chapter 3.7.4.).

C: Increased law-enforcement capabilities of the Romanian Gendarmerie in line with EU procedures and practices

• Improving and increasing the effectiveness of the operational structures from the Ministry of Interior, through the reduction of positions at the centralised level and reassigning the places to execution units, in order to increase the operability and the flexibility and to improve the execution compartments, for the completion of the assignments;
• Perfecting the gendarmes' professional skills through training programmes in the field of general management and that of human resources management, for middle and high level managers;
• Initial and further training of the trainers.

D: Enhanced institutional capacity of the MoI to prevent and counter internal corruption according to EU standards in the field

AP
The AP indicates as medium term priorities and intermediate objectives "the improvement of […] fight against organised crime (in particular money laundering, drugs and trafficking in human beings) and corruption." In the annex to the AP regarding Recommendations for Action, it is also specified as political criteria: "further efforts are needed to root out corruption […]"

NPAA
The NPAA comprises in the chapter 1.1.2. "Fight against corruption" as medium-term priorities
- the application of the legislative framework and institutional measures in order to allow the strengthening of the fight against corruption and
- the improvement of the co-ordination among the institutions involved in the fight against corruption.

The necessity of establishing or improving the activity of the institutions involved in the fight against corruption, an adequate training for the staff of these institutions and the completion of the relevant legislative framework are underlined in order to achieve the institutional objective regarding the improvement of the co-ordination and co-operation among the institutions having competencies in the field.
2.4 Contribution to National Development Plan
N/A
2.5 Cross Border Impact
N/A

3. Description
3.1 Background and justification

This project proposal is structured into four components (A, B, C and D) having as a common denominator the need to strengthen the demilitarisation and law-enforcement capabilities of the MoI according to the requirements of the new Police Officer’s Act and in the light of a clear-cut delineation between police and gendarmerie responsibilities and status, in parallel with the pre-requisite of decreasing corruption rates among the MoI staff. This breakdown of components is grounded in the following:

The Ministry of the Interior in Romania (MoI) is implementing a comprehensive reform and modernisation programme, on the basis of the strategy developed and approved in 1999. This reform involves all the subordinate units and is also based on the commitments made in the framework of Romania’s Position Paper on Chapter 24 – Justice and Home Affairs.

As part of this process, a new Police Officer’s Act was drafted based on EU expert technical assistance provided in the framework of the 1998 Phare Twinning Project “Policing, Police Co-operation and the Fight Against Organised Crime and Corruption”. In the long term, this Act will entail, inter alia, a change in the mentality of those policing structures that will undergo the transition from the current military status to a demilitarised status. One of the first logical steps to be taken in order to bring about this change in mentalities is the reform of the MoI initial and continuous training/education system in the spirit of the new provisions under the Police Officer’s Act.

In 2000, based on the understanding that the gradual approach to a long-term change in mentalities should start at the very roots of the training system, the Human Resources Management Directorate of the MoI, which is the general co-ordinator of all training activities earmarked for the MoI personnel, carried out an overall training needs analysis. Building on the findings of this analysis, a new training/education strategy has been drafted, the proposals of which are being tested at the level of several MoI territorial structures. In view of extending the results of this experiment so as to include all the relevant MoI structures, EU expertise is needed in order to ensure that the new strategy is in line with the best EU demilitarised policing models in terms of both concept and cost-efficiency.

Given that a new training and human resources management concept will be in place for the Romanian Border Police as a result of the 1999 and 2000 Phare projects and that a separate concept will be developed and tailored to the particularities of the Romanian Gendarmerie under component C of this project proposal, EU expertise
under component A should focus on the system of initial and continuous training earmarked for the National Police. At present, initial and continuous training for these structures is provided by:

- The National Police Academy “Alexandru Ioan Cuza” (delivering initial training at university level);
- The Centre for Post-University Studies of the MoI (delivering post-graduate, specialised and further training);
- The School for Non-Commissioned Police Officers “Vasile Lascar” (delivering initial training at NCO level) and
- The Centre for Initial and Further Training for Non-Commissioned Police Officers “Nicolae Golescu”

For more details on these training institutions see Annex 5.

In order to help deliver on the revised strategy, Phare support under component A is also needed so as to include a financial appraisal of future investment needs and, at this stage, cover minimal equipment requirements and training facilities.

With a view to implementing the provisions of the main legal tools for police demilitarisation (the Police Officer’s Act and the Police Organisation and Operation Act) a National Demilitarisation Strategy, a relevant Action Plan and related secondary legislation should be developed based on EU expertise in order to secure full compliance with EU provisions in the field, as proposed under component B. Since the gist of demilitarisation is the transition to a civilian status of policing forces in the service of the community based on a modern set of working methods, Phare assistance under component B is also needed for the development of police-civil society co-operation programmes and for related training in community policing issues.

Closely related to the issue of demilitarisation is the issue of professionalisation. The Romanian Gendarmerie started the process of professionalisation in 1991 defraying related costs out of the national budget. Thus far, as many as 18,000 conscripts have been replaced by approximately 10,000 professionals whose main responsibility is that of maintaining and restoring public order. In order to fulfil this task in due observance of professional ethics and human rights and in line with the guidelines in the Governance Programme 2001-2004 and the provisions of the NPAA, the existing Romanian gendarmerie structures and practices should be brought in line with EU best practices in the field. Phare assistance under component C of this project proposal is also needed in order to develop a training system tailored to the particularities of gendarmerie activities, to be supported by a minimum of training facilities.

Community policing performed with a view to securing the rule of law builds on the assumption of police integrity. According to the findings of a public survey conducted by the World Bank in 2000, public perceptions in connection with the magnitude of corruption in Romania are grim. Being fully aware of the fact that corruption is among the main stumbling blocks in the way to the proper fulfilment of both political and
economic EU accession criteria, the Government of Romania has placed the fight against corruption at the top of its agenda. Acting upon the AP recommendation that further action should be taken in order to root out corruption, the Government of Romania has drawn up a National Programme for Preventing Corruption and a National Anti-Corruption Action Plan which are being implemented.

Given that the Ministry of the Interior is a legally empowered body responsible for detecting and documenting corruption acts and that those bodies responsible for anti-corruption action must first and foremost secure that their own structures are incorruptible, a draft “sectoral” strategy has been drawn up (Annex 7) based on EU expert recommendations formulated in the framework of the 1998 twinning Programme, which is aimed at preventing and combating corruption acts among the MoI personnel. Component D under this project proposal is meant as a follow-up to the 1998 twinning programme with particular focus on combating corruption among target groups within those MoI structures that are more exposed to the risk of corruption such as the economic-financial police, public order units, the judiciary police, the road-traffic police, organised crime police, criminal investigation police and the border police staff (mainly the ones working in border-crossing check-points). Phare assistance is therefore needed in order to draft secondary legislation, assess the current make-up of anti-corruption structures and, if necessary, make proposals for optimisation in line with EU models, as well as in order to assess and improve the current framework in which relevant partnerships with the civil society are being developed and revise the existing strategy accordingly.

At present, the anti-corruption structures within the Ministry of the Interior are:

- The Directorate for Intelligence and Internal Protection, having as main tasks in the anti-corruption field: preventing corruption, identifying corruption factors, analysis of phenomena and status, specific measures of intelligence and documentation;
- The MoI Control Group, having as main tasks in the anti-corruption field the official documentation of corruption acts resulting from claims and information received from the Directorate for Intelligence and Internal Protection and similar structures;
- The Internal Audit Directorate;
- The Arm Commands’ own Control bodies (Police, Border Police, Gendarmerie, Firemen), reporting both to the Arm Commanders and to the MoI Control Group;

Joint teams consisting of representatives of the abovementioned institutions are set up for detecting and documenting corruption acts. At times, a military prosecutor takes part in these teams, too. The Directorate for Intelligence and Internal Protection and the MoI Control Group co-ordinate the most important cases.

In terms of co-operation with the community, a partnership between State institutions and the civil society has been envisaged, proposing its involvement in preventing and countering corruption acts. As concerns the Ministry of Interior, a Social Dialogue Group, part of the National Social Dialogue Group, is in place, consisting of MoI representatives and representatives of the civil society. The Group discusses issues of mutual concern, focused on action against corruption acts, abuses of office, etc. in connection with the activity of both MoI and civil society. In addition, a Committee for Human Rights and Humanitarian Law is in place at MoI level, chaired by a Secretary of State, and having its secretariat within the Directorate
for Legal Affairs. It takes part in all activities, liaising with LADO (the League for the Protection of Human Rights), APADOR (the Association for the Protection of Human Rights in Romania), the Ombudsman's Office, etc. Press conferences are also organised, both at MoI level and at Arms Commands level, where issues of mutual concern, corruption issues included, are discussed.

This project proposal is therefore aimed at adapting demilitarisation-related actions (in terms of legislation, organisational structures, infrastructure and co-operation with the community) to the best EU models in the field in order to comply with AP short-term priority number one („speed up the demilitarisation of the bodies subordinated to the Ministry of Interior”) and AP priority relating to the fight against corruption as set out under “Political Criteria” in the Annex to the Council’s Decision of 28th January 2002 (“intensify the fight against corruption in a comprehensive way, in particular by clarifying the competencies of all bodies involved in anti-corruption activities, ensuring improved co-ordination between these bodies and strengthening their implementation capacities, ratifying relevant international conventions against corruption and introducing the notion of liability of legal persons into Romanian criminal law. Ensure effective immediate action with impact on public opinion and transparent administrative decisions”).

3.2 Linked activities:

The present project proposal is directly related to the 1998 Phare Police Programme, which focuses on institution building of the Ministry of Interior and on the National Police featuring legislation, structural and organisational development, management etc., which is being implemented through a general twinning arrangement between the Romanian Ministry of Interior and the British Ministry of Interior, with France and Spain as partners. The twinning project started in March 2000. According to expert recommendations, there is an overall need for reform of the MoI training system in view of demilitarisation and in the context of a clear-cut delineation between police and gendarmerie responsibilities. Also, further action to increase transparency and accountability and speed up the fight against corruption has been identified as an ongoing priority.

A list of complementary Phare and other EU Projects is provided in Annex 6.

3.3. Results:

**Component A : - Overall conceptual and operational capability of MoI training functions enhanced in line with EU procedures and best practices (including twinning RO02/IB/JH/05, Development of training functions and TA to the Ministry of Interior’s training institutions)**

R1. The system of selection and recruitment of candidates for initial training institutions approximated to EU models;
R2. The system of initial training for police workers approximated to EU models;
R3. The system of continuous training for police employees approximated to EU models;
R4. The system of management training for top and middle-level MoI managers approximated to EU models;
R5. The overall training and human resources management strategy revised function of the proposals for improving the abovementioned systems, which are part of this strategy;
R6. Training facilities for the institutions to be covered under this component improved and in line with EU standards.

Component B: - Enhanced capabilities of the Romanian Police supporting the implementation of a demilitarised and decentralised policing system in line with EU models (including twinning RO02/IB/JH-06, Follow-up to the demilitarisation and decentralisation of police functions)

R1. Secondary legislation relating to police demilitarisation and decentralisation in line with EU standards – drafted;
R2. A National Strategy and an Action Plan for the demilitarisation process in line with EU standards – drafted;
R3. Police-civil society co-operation programmes in line with EU standards – designed.

Component C: Increased law-enforcement capabilities of the Romanian Gendarmerie in line with EU procedures and practices (including twinning RO02/IB/JH-07, Modernisation of the Romanian Gendarmerie structures and practices)

R1. Organisational structure and development plan revised and proposals for changes and development elaborated
R2. Primary and secondary legislation drafted
R3. International co-operation instruments drafted
R4. Training systems revised and in line with EU standards
R5. An Information - Documentation Centre to support training activities established within the Gendarmerie Application School

Component D: Enhanced institutional capacity of the MoI to prevent and counter internal corruption according to EU standards in the field (including twinning RO02/IB/JH-08 „Further development of MoI anti-corruption mechanisms“)

R1. Secondary legislation on anti-corruption issues drafted in line with EU standards in the field;
R2. Organisational structure plan drafted in line with EU relevant provisions;
R3. Programmes for co-operation with the civil society in preventing and combating corruption among the MoI personnel developed in line with EU models
R4. Draft MoI Anti-Corruption Strategy revised and improved in line with EU models;
3.4 Activities

3.4. A - Overall conceptual and operational capability of MoI training functions enhanced in line with EU procedures and best practices – Results 1 to 5 under this component will be delivered through a classical twinning (“Development of training functions and TA to the MoI Training institutions”). Result 6 will be delivered through a supply contract (“Improving training facilities for MoI training institutions”) structured into 4 lots (at most).

The activities to be carried out under the twinning arrangement will be the following:

Result 1 - the system of selection and recruitment of candidates for initial training institutions approximated to EU models:
- to assess the current system in the light of the new Police Officer’s Act and make proposals for improvement;
- to draft a recruitment and selection plan which shall include relevant procedures, proposals for a consolidated system of entrance examinations etc.;
- to deliver training sessions to evaluators.

Result 2 - the system of initial training for police workers approximated to EU models:
- to assess the current system of initial training in the light of the new Police Officer’s Act and make proposals for improvement to the effect of reducing the schooling period by transforming some of the current faculties and departments into short-duration higher education colleges;
- to design initial training curricula;
- to deliver training sessions to trainers in such areas as may be identified during the assessment process.

Result 3 - the system of continuous training for police employees approximated to EU models:
- to assess the current system of continuous training in the light of the new Police Officer’s Act and make proposals for improvement;
- to design continuous training curricula;
- to deliver training sessions to trainers in such areas as may be identified during the assessment process.

Result 4 - the system of management training for top and middle-level MoI managers approximated to EU models:
- to assess the current management training system and identify relevant training needs;
- to design management training curricula;
- to deliver training sessions to trainers in areas such as interpersonal communication, time management, team building, stress management, personal development etc.
Result 5 - the overall training and human resources management strategy revised function of the proposals for improving the abovementioned systems, which are part of this strategy:

- to assess the overall training and human resources management strategy in the light of all the changes proposed to the abovementioned systems;
- to draft a consolidated version of the overall strategy if the impact of the changes to the abovementioned systems so require, which shall include a financial appraisal of future investment needs.

Tasks of the Pre-accession Advisor (PAA):

- to provide technical advice on reshaping the overall MOL training and human resources management strategy in the light of all the changes proposed to the abovementioned systems;
- to co-ordinate the short and medium term technical assistance from the EU Member States, required to effectively carry out the activities of the project;
- to co-ordinate the transfer of the know-how acquired during the training courses and related equipment to the specialised training institutions.

Medium-term expertise will be required for the performance of project tasks as follows:

- MT I seconded for a period of 4 to 6 months as may be decided during covenant negotiations, in order to cover the first two activities under results 1 and 2
- MT II seconded for a period of 4 to 6 months as may be decided during covenant negotiations, in order to cover the first two activities under results 3 and 4

Short-term expertise will be required in order to cover particularly training sessions under results 1 to 4 and other activities as may be decided during covenant negotiations.

Profile of the PAA:

- solid legal and managerial background in drafting training and human resources management strategies;
- sound experience in the field of home affairs and specific of its training institutions;
- sound knowledge of relevant regulations and policies of the European Union;
- sound communication skills and previous experience of working in a multi-disciplinary and multi-national team;
- previous experience as project co-ordinator/project manager;
- sound knowledge of English. Knowledge of French is an advantage.

Duration of the assignment of the PAA: The PAA is supposed to be seconded to the Directorate for Human Resources Management for a period of 18 months.

The activities to be carried out under the supply contract will be the following:

Result 6 under component A – “Training facilities for the institutions to be covered under this component improved and in line with EU standards”
EU experts who have visited the MoI training institutions in the framework of both Phare and other co-operation programmes have on many occasions signalled that more training equipment would be needed in order to support the proper delivery of training programmes. Based on these experts’ recommendations, the relevant MoI structures have made an assessment of immediate needs in terms of training facilities as well as a rough estimate of related costs. This small sub-component will, following the award of the supply contract based on the approved TSp, provide IT and other items of training equipment earmarked for the four institutions mentioned under “Background and Justification”. Budget details are provided in annex 4A. The Romanian Party to this project will cover furnishing costs (chairs, desks etc.) out of co-financing funds.

3.4.B - Enhanced capabilities of the Romanian Police supporting the implementation of a demilitarised and decentralised policing system in line with EU models – Results 1 to 3 will be delivered through a classical twinning arrangement (“Follow-up to the demilitarisation and decentralisation of police functions”) as follows:

Result 1 - Secondary legislation relating to police demilitarisation and decentralisation in line with EU standards – drafted:

- to draft secondary legislation (norms, regulations, methodologies, ministerial orders etc.) relating to the Police Officer’s Act. This process will take into account the acquis communautaire in the field and will build upon expert reports produced in the framework of the 1998 twinning Police Programme.
- to draft secondary legislation (norms, regulations, methodologies, ministerial orders etc.) relating to the Police Organisation and Operation Act. This process will take into account the acquis communautaire in the field and will build upon expert reports produced in the framework of the 1998 twinning Police Programme.
- to draft secondary legislation on complaint procedures taking account of civil society being involved in the control of policing work;
- to draft secondary legislation on the operation and organisation of the Territorial Public Order Authority as established under the Police Organisation and Operation Act.

Result 2 - A National Strategy and an Action Plan for the demilitarisation process in line with EU standards – drafted:

- to assess the existing proposals for demilitarisation (turning police workers into public servants in the service of the community) in terms of concept and cost-effectiveness;
- to draft a National Strategy and an Action Plan for the demilitarisation process in order to ensure the proper implementation of the new legislation and the proper operation of the demilitarised police structures.

Result 3 - Police-civil society co-operation programmes in line with EU standards – designed:
- to assess the current co-operation programmes/plans and identify improved mechanisms of co-operation with the civil society;
- to draft co-operation programmes in the spirit of community policing;
- to deliver training sessions on community policing issues.

**Tasks of the Pre-accession Advisor (PAA):**

- to provide technical advice on drafting a National Strategy and an Action Plan for the implementation of demilitarisation in line with EU standards;
- to co-ordinate the short and medium term technical assistance from the EU Member States, required to effectively carry out the activities of the project;
- to co-ordinate the transfer of the know-how acquired during the training courses

**Medium-term expertise** will be required for the performance of project tasks as follows:

- MT I seconded for a period of 2 to 4 months as may be decided during covenant negotiations, in order to cover the activities under result 1
- MT II seconded for a period of 2 to 4 months as may be decided during covenant negotiations, in order to cover the first two activities under result 3

**Short-term expertise** will be required in order to cover particularly training sessions under result 3 and other activities as may be decided during covenant negotiations.

**Profile of the PAA:**

- solid legal and managerial background in drafting demilitarisation and decentralisation strategies;
- sound experience in the field of home affairs (policing issues);
- sound knowledge of relevant regulations and policies of the European Union;
- sound communication skills and previous experience of working in a multi-disciplinary and multi-national team;
- previous experience as project co-ordinator/project manager;
- sound knowledge of English. Knowledge of French is an advantage.

**Duration of the assignment of the PAA:** The PAA is supposed to be seconded to the Police Inspectorate General for a period of 12 months.

### 3.4.C - Increased law-enforcement capabilities of the Romanian Gendarmerie in line with EU procedures and practices

**Results 1 to 4 under this component will be delivered through a classical twinning („Modernisation of the Romanian Gendarmerie structures and practices”). Result 5 will be delivered through a supply contract (“Creation of an Information-Documentation Centre for the Romanian Gendarmerie”) structured into 2 lots (at most).**

**The activities to be carried out under the twinning arrangement will be the following:**

Result 1 – Organisational structure and development plan revised and proposals for changes and development elaborated:
- to assess the existing organisational chart and institutional development plan and make recommendations for improvement in line with EU models and in terms of concept and cost-efficiency; conceptual assessment will include a clear-cut delineation of competences in relation to the National Police;
- to draft an improved organisational chart and institutional development plan.

Result 2 - Primary and secondary legislation drafted:

- to assess and make recommendations for amendments to primary and secondary legislation in the field of gendarmerie issues taking account of the delineation of competences in relation to the National Police;
- to draft consolidated versions of normative acts approximated to EU standards, including provisions on human rights issues.

Result 3 - International co-operation instruments:

- to review the existing international co-operation instruments and draft new ones in line with EU standards in the field;
- to take part in international meetings/conferences on gendarmerie-related issues.

Result 4 – Training systems revised and in line with EU standards:

- to assess the current training system function of the particularities of Gendarmerie structures and make recommendations for improvement;
- to draft a training scheme, curricula and a career development guide function of the particularities of Gendarmerie structures;
- to deliver training sessions focused on field action procedures relating to maintaining and restoring public order; other training topics may be identified during the activity of drafting new curricula.

Tasks of the Pre-accession Advisor (PAA):

- to provide technical advice on gendarmerie-related legislation and institutional development in line with EU standards;
- to co-ordinate the short and medium term technical assistance from the EU Member States, required to effectively carry out the activities of the project;
- to co-ordinate the transfer of the know-how acquired during the training courses and related equipment to the specialised training institution.

**Medium-term expertise** will be required for the performance of project tasks as follows:

- MT I seconded for a period of 4 to 6 months as may be decided during covenant negotiations, in order to cover the first two activities under result 4
- MT II seconded for a period of 2 to 3 months as may be decided during covenant negotiations, in order to cover the activities under result 3

**Short-term expertise** will be required in order to cover particularly training sessions under result 4 and other activities as may be decided during covenant negotiations.

Profile of the PAA:

- solid background in drafting gendarmerie-related legislation and institutional development plans;
- sound experience in the field of home affairs (gendarmerie issues);
- sound knowledge of relevant regulations and policies of the European Union;
- sound communication skills and previous experience of working in a multi-
disciplinary and multi-national team;
- previous experience as project co-ordinator/project manager;
- sound knowledge of English. Knowledge of French is an advantage.

Duration of the assignment of the PAA: The PAA is supposed to be seconded to the
Romanian Gendarmerie for a period of 18 months.

The activities to be carried out under the supply contract will be the following:

Result 5 under component C – “An Information - Documentation Centre to support
training activities established within the Gendarmerie Application School”

Following the award of the supply contract based on the approved TSp, this sub-
component will provide IT equipment and teaching materials for the setting up of an
Information - Documentation Centre to support training activities to be located within
the Gendarmerie Application School.

The Information - Documentation Centre will be used both by trainees and other
Gendarmerie staff in the process of continuously updating their professional
knowledge, facilitating also further exchanges of experience in this field with other
countries in the region. IT equipment will include 1 server, 10 workstations and basic
software, 1 laser colour printer A3, 2 ink jet printers A3, 1 multi-purpose ink jet printer,
switch Ethernet 100 Mb/ 24 posts, Windows 2000 Server, uninterruptible source 650
VA (10 pcs) and 1400 VA, external modem (2 pcs). Teaching materials will include
one multifunctional projector, 2 colour photocopiers, books and documentation on
law enforcement issues. Cost estimates are provided in Annex 4C. The Romanian
Party to this project will cover furnishing costs (chairs, desks etc.) out of co-financing
funds.

3.4.D - Enhanced institutional capacity of the MoI to prevent and counter
internal corruption according to EU standards in the field – Results 1 to 4 under
this component will be delivered through a classical twinning („Further development
of MoI anti-corruption mechanisms”).

The activities to be carried out under the twinning mechanism will be the
following:

R1. Secondary legislation on anti-corruption issues drafted in line with EU standards
in the field:
- to revise and update the “Deontology Code for the MoI staff” in line with EU
standards, the legal provisions on public servant and in the light of
demilitarisation;
- to draft secondary legislation on anti-corruption issues (norms, methods,
investigation and documentation procedures etc.) building on the results on the
1999 anti-corruption twinning;
- to deliver training sessions in European relevant legislation operational aspects relating to the investigation of corruption acts, undercover activities, professional integrity, psycho-somatic features which can trigger corruption etc.

R2. Organisational structure plan drafted in line with EU relevant provisions:
- to assess the current make-up of anti-corruption structures within the MoI and make proposals for optimisation taking account of the recommendations of the 1998 policing and police co-operation twinning and the 1999 anti-corruption twinning;
- to draft an organisational structure plan in line with EU relevant models;

R3. Programmes for co-operation with the civil society in preventing and combating corruption among the MoI personnel developed in line with EU models:
- to assess the current framework in which the MoI co-operates with civil society with a view to preventing and combating corruption;
- to develop MoI-civil society partnership programmes focused on anti-corruption issues, in line with EU models.

R4. Draft MoI Anti-Corruption Strategy revised and improved in line with EU models:
- to revise the MoI Anti-Corruption Strategy, draft a consolidated version function of the proposals and recommendations formulated under results 1-3 and submit it for approval.

Tasks of the Pre-accession Advisor (PAA):
- to provide technical advice on the development of a consolidated MoI anti-corruption Strategy in line with EU standards;
- to co-ordinate the short and medium term technical assistance from the EU Member States, required to effectively carry out the activities of the project;
- to co-ordinate the transfer of the know-how acquired during the training courses and related equipment.

Medium-term expertise will be required for the performance of project tasks as follows:
- MT I seconded for a period of 4 to 6 months as may be decided during covenant negotiations, in order to cover activities under results 1 & 2.
- MT II seconded for a period of 2 to 3 months as may be decided during covenant negotiations, in order to cover the activities under result 3

Short-term expertise will be required in order to cover particularly training sessions under result 1 and other activities as may be decided during covenant negotiations.

Profile of the PAA:
- solid background in drafting comprehensive anti-corruption strategies;
- sound experience in the field of home affairs (anti-corruption and transparency issues);
- sound knowledge of relevant regulations and policies of the European Union;
- sound communication skills and previous experience of working in a multi-disciplinary and multi-national team;
- previous experience as project co-ordinator/project manager;
- sound knowledge of English. Knowledge of French is an advantage.

Duration of the assignment of the PAA: The PAA is supposed to be seconded to the MoI for a period of 18 months.
4. Institutional Framework

The main beneficiary of the programme is the Romanian Ministry of Interior (MoI), through the Directorate for Human Resources Management, the Police Inspectorate General, the Romanian Gendarmerie and its anti-corruption structures. The MoI will support the implementation of the proposed project by assuring the necessary organisational environment, making available the necessary personnel and covering the cost of the national experts, the necessary building infrastructure, and the related running and administrative costs.

Task Forces will be created within the MoI, in order to work as counterpart to the twinning experts, in the stage of drafting the Twinning Covenant as follows:

Task Force A will consist of representatives of all the final project beneficiaries (Human Resources Management Directorate, the National Police, the four training institutions). The Task Force will co-operate on a daily basis with the team of MS experts and provide them with their expertise and all additional information in their fields of competence.

Task Force B will consist of representatives of project beneficiaries (the National Police and representatives of MoI directorates involved in demilitarisation issues). The Task Force will co-operate on a daily basis with the team of MS experts and provide them with their expertise and all additional information in their fields of competence.

Task Force C will consist of representatives of project beneficiaries (the Romanian Gendarmerie and representatives of Gendarmerie training institutions). The Task Force will co-operate on a daily basis with the team of MS experts and provide them with their expertise and all additional information in their fields of competence.

Task Force D will consist of representatives of project beneficiaries (representatives of central and territorial MoI anti-corruption structures). The Task Force will co-operate on a daily basis with the team of MS experts and provide them with their expertise and all additional information in their field of competence.

Task Force members shall have the following skills:

- fluent in English; fluency in French would be an asset;
- good knowledge of issues related to components A/B/C/D as appropriate;
- abilities for negotiation with various institutions;
- experience of working in project teams (preferably multi-national project teams);
- access to all staff, premises, reports, and records from the MoI institutions, necessary for the effective delivery of the inputs of this projects.
### 5 Detailed Budget (in MEuro)

<table>
<thead>
<tr>
<th>COMPONENT</th>
<th>Phare support</th>
<th>Total</th>
<th>National Co-financing</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Investment Support</strong></td>
<td><strong>Institution Building</strong></td>
<td><strong>Phare (=I+IB)</strong></td>
<td><strong>(=I+IB)</strong></td>
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</tr>
<tr>
<td><strong>COMPONENT A - Overall conceptual and operational capability of MoI training functions enhanced in line with EU procedures and best practices</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1A. „Development of training functions and TA to the MoI Training institutions” (classical twinning)</td>
<td>-</td>
<td>1,00</td>
<td>0,15</td>
<td>1,15</td>
</tr>
<tr>
<td>2A. „Improving training facilities for MoI training institutions” (supply contract)</td>
<td>0,48</td>
<td>-</td>
<td>0,16</td>
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</tr>
<tr>
<td><strong>TOTAL A</strong></td>
<td>0,48</td>
<td>1,00</td>
<td>1,48</td>
<td>0,31</td>
</tr>
<tr>
<td><strong>COMPONENT B - Enhanced capabilities of the Romanian Police supporting the implementation of a demilitarised and decentralised policing system in line with EU models</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1B. „Follow-up to the demilitarisation and decentralisation of police functions” (classical twinning)</td>
<td>-</td>
<td>0,75</td>
<td>0,05</td>
<td>0,80</td>
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<tr>
<td><strong>TOTAL B</strong></td>
<td>-</td>
<td>0,75</td>
<td>0,05</td>
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<tr>
<td><strong>COMPONENT C - Increased law-enforcement capabilities of the Romanian Gendarmerie in line with EU procedures and practices</strong></td>
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<tr>
<td>1C. „Modernisation of the Romanian Gendarmerie structures and practices” (classical twinning)</td>
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<td>2C. “Creation of an Information-Documentation Centre for the Romanian Gendarmerie” (supply contract)</td>
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<td><strong>TOTAL C</strong></td>
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<td><strong>COMPONENT D - Enhanced institutional and operational capacity of the MoI to prevent and counter internal corruption according to EU standards in the field.</strong></td>
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<td>1D. „Further development of MoI anti-</td>
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<td>COMPONENT A</td>
<td>„Development of training functions and TA to the MoI Training institutions” (classical twinning)</td>
<td>PHARE SUPPORT</td>
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<td>Institutional</td>
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<td></td>
<td></td>
<td>Building</td>
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<tr>
<td></td>
<td></td>
<td>1,000,000</td>
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<td></td>
</tr>
<tr>
<td>-Long-term assistance and overall twinning project management (PAA)</td>
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<td>400,000</td>
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</tr>
<tr>
<td>-Medium-term assistance</td>
<td></td>
<td>300,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Short-term assistance</td>
<td></td>
<td>150,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- seminars, workshops and study visits</td>
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<td>150,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>COMPONENT B</td>
<td>„Follow-up to the demilitarisation and decentralisation of police functions” (classical twinning)</td>
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<tr>
<td>-Long-term assistance and overall twinning project management (PAA)</td>
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<td></td>
</tr>
<tr>
<td>-Medium-term assistance</td>
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<td>200,000</td>
<td></td>
<td></td>
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<tr>
<td>- Short-term assistance</td>
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<td>125,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- seminars, workshops and study visits</td>
<td></td>
<td>125,000</td>
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<td>„Modernisation of the Romanian Gendarmerie structures and practices” (classical twinning)</td>
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<tr>
<td>-Long-term assistance and overall twinning project management (PAA)</td>
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<td>400,000</td>
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<td></td>
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<tr>
<td>-Medium-term assistance</td>
<td></td>
<td>300,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Short-term assistance</td>
<td></td>
<td>150,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- seminars, workshops and study visits</td>
<td></td>
<td>150,000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
6. Implementation Arrangements

6.1. Implementing Agency
The Central Finance and Contracting Unit within the Ministry of Public Finances is the Implementing Agency, having responsibilities for procedural aspects of tendering, contracting and payments.

6.2. Implementing Authority
The Implementing Authority is the Ministry of the Interior.

Three Project Steering Committees (PSCs) will be established as follows:

**Project Steering Committee A** comprising senior representatives of the MoI, the Human Resources Management Directorate, the General Inspectorate of Police (GIP), and beneficiary training institutions. The PSC will monitor, supervise and coordinate the overall progress and implementation of Component A and will provide guidance for the different sub-components of the project, will approve the results and will define priorities.

**Project Steering Committee B** comprising senior representatives of the MoI, and the General Inspectorate of Police (GIP). The PSC will monitor, supervise and coordinate the overall progress and implementation of Component B, will approve the results and will define priorities.

**Project Steering Committee C** comprising senior representatives of the MoI, the Romanian Gendarmerie and Gendarmerie training institutions. The PSC will monitor, supervise and coordinate the overall progress and implementation of Component C and will provide guidance for the different sub-components of the project, will approve the results and will define priorities.

**Project Steering Committee D** comprising senior representatives of the MoI, central and territorial anti-corruption structures. The PSC will monitor, supervise and coordinate the overall progress and implementation of Component C and will provide guidance for the different sub-components of the project, will approve the results and will define priorities.

Programme Implementation Units (PIUs) will be created within the Human Resources Management Directorate and the Romanian Gendarmerie, in order to carry out the
The day-to-day management of Components A and C respectively. Component B will be implemented by the PIU which is already in place at the level of the Police Inspectorate General. The PCU of the MoI will act as PIU for Component D. The role of the PIUs will be to manage and solve, according to the Decentralised 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 will report to the PHARE Programmes Co-ordination Unit within the Ministry of Interior, Directorate for European Integration and International Relations, which will liaise with the PSCs.

The MoI, through the Human Resources Management Directorate (under component A), the Police Inspectorate General (under component B), the Romanian Gendarmerie (under component C) and the PCU (under Component D) will provide all the necessary internal resources (staff and premises) for the implementation of the project.

**Contact Points:**

**Components A, B, C & D: Ministry of the Interior**
Mr. Corneliu Alexandru, Ph.D., Director
Directorate for European Integration and International Relations
Str. Mihai-Voda 3-5, Sector 5, 70622 Bucharest, Romania
Phone: 0040-3124102; Fax : 0040- 3121333;
e-mail:dieri@mi.ro

**Component A:**
Brigadier General Pandelea PELMUS, Director, Ministry of Interior, Directorate for Human Resources Management
Str. Mihai-Voda 3-5, Sector 5, 70622 Bucharest, Romania
Phone: 00401-315 20 73, Fax: 00401 - 312 68 12

Army Corps General, Prof. Ph.D. Anghel Andreescu, Director of CPUS
Soseaaua Oltenitei nr. 158-160, sector 4, Bucuresti, România
Phone: 00 401 332 48 67, Fax: 00 401 332 38 55

**Component B:**
General of Division Florin Sandu, PhD, Chief Inspector, Police Inspectorate General Bucharest, Sos. Stefan cel Mare nr.13, sector 2
Phone: 00401-212 20 20; Fax: 00401-210 65 52

**Component C:**
General of Division Tudor Cearapin PhD, Head of the Romanian Gendarmerie
Str. Jandarmeriei 9-11, sector 1, Bucharest, Romania
Phone: 00401-233 18 85; Fax: 00401 230 43 21; e-mail: jr@mi.ro

**Component D:**
General of Army Corps Virgil Ardelean Ph.D., Head of the Directorate for Intelligence and Internal protection
Str. Mihai-Voda 3-5, Sector 5, 70622 Bucharest, Romania
Commitment

The Romanian partners will provide:

- All necessary and existing documentation in Romania
- Adequate human resources to prepare the twinning covenants and to implement the twinning projects together with the twinning partners
- All the facilities which are necessary for the smooth implementation of the twinnings (office, computer, printer, telephone, access to Internet)
- Funds to cover any travel costs of the Romanian authorities in the context of training or seminars

7. Implementation Schedule


7.2. Start of project activity – September 2003

7.3. Project completion – not later than the expiry of the disbursement period pursuant to the Financing Memorandum 2002.

8. Equal opportunity

The Ministry of Interior is an equal opportunity employer. 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

N/A

10. Rates of return

N/A

11. Investment criteria

11.1. Catalytic effect:
The investment will generate improvements in the management of demilitarisation-related issues. It should help to comply with the accession priority related to the speeding up of the demilitarisation of the bodies subordinated to the Ministry of Interior and the upgrading of the law enforcement bodies and the judiciary to continue the fight against organised crime, drug trafficking and corruption. This priority cannot be complied without:
- continuing the investments in strengthening the Government's capacity to better comply with the European standards attached to the EU accession conditions;
- further development of the Romanian law-enforcement structures;
- development of Romanian Ministry of Interior's skills and competencies, increased flexibility and transparency.

Although the Ministry of Interior allocates from its own funds resources for modernisation and reform, these resources are very limited. The Phare contribution will accelerate the process.

11.2 Co-financing
Phare must use its grants to attract as much co-financing as possible from all sources.

11.3 Additionality
This project is complementary to the programmes listed under item 3 and Annex 6. PHARE grants shall not displace other financiers, especially from the private sector or IFIs.

11.4 Project readiness and size
The components of this project will only be financed by Phare if they are ready for contracting and when all necessary technical studies have been completed. Investment projects are complying with minimum project size requirements.

11.5 Sustainability
The Romanian Ministry of Interior will take responsibility to include the running costs and related maintenance costs in the Ministry's budget starting from 2003. The investments 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.

12. Conditionality and sequencing

12.1. Institutional Building: Twinning sub-components under this project proposal will be launched on condition that the Police Officer's Act and the Police Organisation and Operation Act pass Parliament in 2002, according to Romania's Position Paper on Chapter 24 JHA.

12.2. Investment: 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 Interior’s strategy, which are in line of the provisions of AP and NPAA.

Annexes
1. Logical framework matrix in standard format
2. Detailed implementation chart
3. Contracting and disbursement schedule by quarter for full duration of programme (including disbursement period)
4. Budget Details (4A; 4C; 4D)
5. Description of Training Institutions under Component A
6. List of other relevant programmes
7. Draft Anti-Corruption Strategy
### LOGFRAME PLANNING MATRIX

**PROJECT:**
Modernisation and reform of law enforcement agencies and strengthening of anti-corruption structures  
(Further development of the Romanian Interior Ministry's role in strengthening the rule of law)

<table>
<thead>
<tr>
<th>Overall objective</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
</tr>
</thead>
</table>
| Further development of the MoI and its subordinate structures in order to better comply with EU law enforcement standards, procedures and best practices | Mol law enforcement structures modernised and in line with the accession requirements in the key areas addressed by this project. | Commission’ Regular Reports.  
Regular Operational Capacity Reports. |

<table>
<thead>
<tr>
<th>Project purpose</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
</tr>
</thead>
</table>
| **Component A:** Overall conceptual and operational capability of MoI training functions enhanced in line with EU procedures and best practices;  
**Component B:** Enhanced capabilities of the Romanian Police supporting the | **A:** Mol training functions and facilities in line with EU models  
**B:** Mol demilitarisation accelerated and relevant structures in line with EU models | Commission’s regular reports  
Regular reports of the relevant beneficiary MoI structures.  
Regular statistics on operational policing/gendarmerie activities  
Regular statistics on |

| **Assumptions** | |
|-----------------| The relevant domestic legislation, compliant with EU legislation and best practices, enacted.  
Close and comprehensive co-ordination of the principal actors involved.  
Successful implementation of other previous and |
implementation of a demilitarised and decentralised policing system in line with EU models;

**Component C:** Increased law-enforcement capabilities of the Romanian Gendarmerie in line with EU procedures and practices;

**Component D:** Enhanced institutional capacity of the MoI to prevent and counter internal corruption according to EU standards in the field.

<table>
<thead>
<tr>
<th>Results</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A - “Development of training functions and TA to the MoI Training institutions”</td>
<td>R1 – The system of selection and recruitment of candidates for initial training institutions designed and submitted for approval; 20 evaluators trained;</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

ongoing related projects.
approximated to EU models;
R2. The system of initial training for police workers approximated to EU models;
R3. The system of continuous training for police employees approximated to EU models;
R4. The system of management training for top and middle-level MoI managers approximated to EU models;
R5. The overall training and human resources management strategy revised function of the proposals for improving the abovementioned systems, which are part of this strategy;

2A. “Improving training facilities for MoI training institutions”

R6. Training facilities for the institutions to be covered under this component improved and in line with EU standards.

Component B: Enhanced

R2- The system of initial training for police workers designed and submitted for approval; 40 trainers trained;
R3 - The system of continuous training for police employees designed and submitted for approval; 40 trainers trained;
R4 - The system of management training for top and middle-level MoI managers designed and submitted for approval; 10 trainers trained;
R5 - The overall training and human resources management strategy revised and submitted for approval

2A.

R6 – Equipment under Annex 4A delivered and in operation
capabilities of the Romanian Police supporting the implementation of a demilitarised and decentralised policing system in line with EU models

1B - „Follow-up to the demilitarisation and decentralisation of police functions”

R1. Secondary legislation relating to police demilitarisation and decentralisation in line with EU standards – drafted;  
R2. A National Strategy and an Action Plan for the demilitarisation process in line with EU standards – drafted;  
R3. Police-civil society co-operation programmes in line with EU standards – designed.

Component C: Increased law-enforcement capabilities of the Romanian Gendarmerie in line with EU procedures and practices

1B.

R1 - Secondary legislation relating to police demilitarisation and decentralisation (i.e. relating to the Police Officer’s Act, the Police Operation and Organisation Act, complaints procedure and the organisation and operation of the National Public Order Authority) in line with EU standards – drafted and submitted for approval;  
R2 - A National Strategy and an Action Plan for the demilitarisation process in line with EU standards – drafted and submitted for approval;  
R3 - Police-civil society co-operation programmes in line with EU standards – designed

| Regular reports of the National Police.  
| Official MoI records.  
| Technical assistance reports.  
| Attendance sheets.  

| Regular reports of the Romanian Gendarmerie.  

<table>
<thead>
<tr>
<th>1C - „Modernisation of the Romanian Gendarmerie structures and practices”</th>
</tr>
</thead>
<tbody>
<tr>
<td>R1. Organisational structure and development plan revised and proposals for changes and development elaborated</td>
</tr>
<tr>
<td>R2. Primary and secondary legislation drafted</td>
</tr>
<tr>
<td>R3. International co-operation instruments drafted</td>
</tr>
<tr>
<td>R4. Training systems revised and in line with EU standards</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2C - “Creation of an Information-Documentation Centre for the Romanian Gendarmerie”</th>
</tr>
</thead>
<tbody>
<tr>
<td>R5. An Information-Documentation Centre to support training activities established within the Gendarmerie Application School</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Component D: Enhanced institutional capacity of the MoI to</th>
</tr>
</thead>
<tbody>
<tr>
<td>R5. Equipment under Annex 4C</td>
</tr>
</tbody>
</table>

1C. R1 - Organisational structure and development plan revised and proposals for changes and development elaborated and submitted for approval |
R2. Primary and secondary legislation drafted and submitted for approval |
R3. International co-operation instruments drafted and submitted for approval; 8 senior gendarmerie staff attending international conferences; |
R4. Training systems revised in line with EU standards and submitted for approval; 200 gendarmerie staff trained. |

prevent and counter internal corruption according to EU standards in the field

1D - „Further development of MoI anti-corruption mechanisms”
R1. Secondary legislation on anti-corruption issues drafted in line with EU standards in the field;
R2. Organisational structure plan drafted in line with EU relevant provisions;
R3. Programmes for co-operation with the civil society in preventing and combating corruption among the MoI personnel developed in line with EU models;
R4. Draft MoI Anti-Corruption Strategy revised and improved in line with EU models;
delivered and in operation; Information and Documentation Centre established.

1D.
R1. Secondary legislation on anti-corruption issues drafted in line with EU standards in the field and submitted for approval; 100 anti-corruption officers trained;
R2. Organisational structure plan drafted in line with EU relevant provisions and submitted for approval;
R3. Programmes for co-operation with the civil society in preventing and combating corruption among the MoI personnel developed in line with EU models and submitted for approval;
R4. Draft MoI Anti-Corruption

Regular reports of the Directorate for Intelligence and Internal Protection and the MoI Control Group.
Official MoI statistics.
Technical assistance reports.
Accounting records of the beneficiary.
Attendance sheets.
Strategy revised in line with EU models and submitted for approval;

<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Budget</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A. “Development of training functions and TA to the MoI Training institutions” (classical twinning)</td>
<td>1A. Classical Twinning</td>
<td>1A - 1,15 MEURO (of which 1,00 MEURO Phare)</td>
<td>Full commitment of the parties involved.</td>
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<tr>
<td>2A. “Improving training facilities for MoI training institutions” (supply contract)</td>
<td>2A. Supply Contracts (4 lots at most)</td>
<td>2A – 0,64 MEURO (of which 0,48 MEURO Phare)</td>
<td>Timely and adequate resources available.</td>
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<tr>
<td>1B. “Follow-up to the demilitarisation and decentralisation of police functions” (classical twinning)</td>
<td>1B. Classical Twinning</td>
<td>1B – 0,80 MEURO (of which 0,75 MEURO Phare)</td>
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<tr>
<td>1C. “Modernisation of the Romanian Gendarmerie structures and practices”</td>
<td>1C. Classical Twinning</td>
<td>1C – 1,15 MEURO (of which 1,00 MEURO Phare)</td>
<td></td>
</tr>
<tr>
<td>2C. “Creation of an Information-Documentation Centre for the Romanian Gendarmerie”</td>
<td>2C. Supply Contracts (2 lots at most)</td>
<td>2C – 0,116 MEURO (of which 0,087 MEURO Phare)</td>
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<tr>
<td>1D. “Further development of MoI anti-corruption mechanisms”</td>
<td>1D. Classical Twinning</td>
<td>1D – 1,15 MEURO (of which 1,00 MEURO Phare)</td>
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<tr>
<td>Preconditions</td>
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<td>---------------</td>
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</tr>
<tr>
<td><strong>Police Officer’s Act and Police Organisation and Operation Act adopted by start date of project activities. Budgets approved and available.</strong></td>
<td></td>
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</table>
## ANNEX 2

### DETAILED TIME IMPLEMENTATION CHART FOR THE PROJECT

**Title:** Modernisation and reform of law enforcement agencies and strengthening of anti-corruption structures  
(Further strengthening of the demilitarisation and law enforcement capabilities of the Romanian Ministry of the Interior)

<table>
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<th>2002</th>
<th>2003</th>
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<th>2005</th>
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<tr>
<td></td>
<td>O</td>
<td>N</td>
<td>D</td>
<td>J</td>
</tr>
<tr>
<td>1A. &quot;Development of training functions and TA to the MoI Training institutions&quot; (classical twinning)</td>
<td>D</td>
<td>D</td>
<td>D</td>
<td>D</td>
</tr>
<tr>
<td>2A. &quot;Improving training facilities for MoI training institutions&quot; (supply contract)</td>
<td>D</td>
<td>D</td>
<td>D</td>
<td>D</td>
</tr>
<tr>
<td>1B. &quot;Follow-up to the demilitarisation and decentralisation of police functions&quot; (classical twinning)</td>
<td>D</td>
<td>D</td>
<td>D</td>
<td>D</td>
</tr>
<tr>
<td>1C. &quot;Modernisation of the Romanian Gendarmerie structures and practices&quot; (classical twinning)</td>
<td>D</td>
<td>D</td>
<td>D</td>
<td>D</td>
</tr>
<tr>
<td>2C. &quot;Creation of an Information-Documentation Centre for the Romanian Gendarmerie&quot; (supply contract)</td>
<td>D</td>
<td>D</td>
<td>D</td>
<td>D</td>
</tr>
<tr>
<td>1D. &quot;Further development of MoI anti-corruption mechanisms&quot; (classical twinning)</td>
<td>D</td>
<td>D</td>
<td>D</td>
<td>D</td>
</tr>
</tbody>
</table>
ANNEX 3

CUMULATIVE CONTRACTING AND DISBURSEMENT SCHEDULE

"Modernisation and reform of law enforcement agencies and strengthening of anti-corruption structures"

(Further strengthening of the demilitarisation and law enforcement capabilities of the Romanian Ministry of the Interior)

All figures in million EURO

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>CONTRACTED</td>
<td>3.00</td>
<td>3.00</td>
<td>3.75</td>
<td>4.317</td>
<td>4.317</td>
<td></td>
<td>4.317</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DISBURSED</td>
<td></td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0.50</td>
<td>1.00</td>
<td>3.00</td>
<td>3.68</td>
<td>3.92</td>
<td>4.03</td>
<td>4.317</td>
</tr>
</tbody>
</table>

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 4A

### BUDGET DETAILS

2A – „Improving training facilities for MoI training institutions” (supply contracts – 4 lots)

<table>
<thead>
<tr>
<th>Nr.</th>
<th>Types of equipment</th>
<th>Value</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Centre for Post-University Studies</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Server (1 pcs)</td>
<td>15,000</td>
<td>1 x 15,000</td>
</tr>
<tr>
<td></td>
<td>Workstations (55 pcs)</td>
<td>110,000</td>
<td>55 x 2,000</td>
</tr>
<tr>
<td></td>
<td>LASER JET printers (15 pcs)</td>
<td>7,500</td>
<td>15 x 500</td>
</tr>
<tr>
<td></td>
<td>Plotter (2 pcs)</td>
<td>12,000</td>
<td>2 x 6,000</td>
</tr>
<tr>
<td></td>
<td>Scanner (5 pcs)</td>
<td>2,500</td>
<td>5 x 500</td>
</tr>
<tr>
<td></td>
<td>Overhead video projector (4 pcs)</td>
<td>24,000</td>
<td>4 x 6,000</td>
</tr>
<tr>
<td></td>
<td>Video monitors for rooms (25pcs)</td>
<td>12,500</td>
<td>25 x 500</td>
</tr>
<tr>
<td></td>
<td>Others (CDs, publications, documentation, teaching materials)</td>
<td>15,000</td>
<td></td>
</tr>
<tr>
<td></td>
<td>The National Police Academy (Forensics Lab)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Video projector (1 pcs)</td>
<td>6,000</td>
<td>1 x 6,000</td>
</tr>
<tr>
<td></td>
<td>Overhead projector (1 pcs)</td>
<td>500</td>
<td>1 x 500</td>
</tr>
<tr>
<td></td>
<td>Drug detection kits (2 pcs)</td>
<td>1,000</td>
<td>2 x 500</td>
</tr>
<tr>
<td></td>
<td>Photo cameras (20 pcs)</td>
<td>60,000</td>
<td>20 x 3,000</td>
</tr>
<tr>
<td></td>
<td>Video camera (2 pcs)</td>
<td>2,800</td>
<td>2 x 1,400</td>
</tr>
<tr>
<td></td>
<td>UV and Infrared radiation sources of various wavelengths (4 pcs)</td>
<td>12,000</td>
<td>4 x 3,000</td>
</tr>
<tr>
<td></td>
<td>PCs and network (20 pcs)</td>
<td>20,000</td>
<td>20 x 1,000</td>
</tr>
<tr>
<td></td>
<td>Fingerprint magnifying glasses (20 pcs)</td>
<td>3,000</td>
<td>20 x 150</td>
</tr>
<tr>
<td></td>
<td>The School for Non-Commissioned Police Officers “Vasile Lascar”</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Multimedia projector (1pcs)</td>
<td>4,000</td>
<td>1 x 4,000</td>
</tr>
<tr>
<td></td>
<td>Overhead projector (1 pcs)</td>
<td>500</td>
<td>1 x 500</td>
</tr>
<tr>
<td></td>
<td>Digital video camera (1 pcs)</td>
<td>1,600</td>
<td>1 x 1,600</td>
</tr>
<tr>
<td></td>
<td>PCs and network (20 pcs)</td>
<td>20,000</td>
<td>20 x 1,000</td>
</tr>
<tr>
<td></td>
<td>Laser colour printer (1 pcs)</td>
<td>3,600</td>
<td>1 x 3,600</td>
</tr>
<tr>
<td></td>
<td>Drugs detection kits (4 pcs)</td>
<td>2,000</td>
<td>4 x 500</td>
</tr>
<tr>
<td></td>
<td>Photo cameras (20 pcs)</td>
<td>60,000</td>
<td>20 x 3,000</td>
</tr>
<tr>
<td></td>
<td>The Centre for Initial and Further Training for Non-Commissioned Police Officers “Nicolae Golescu”</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Multimedia projector (1pcs)</td>
<td>4,000</td>
<td>1 x 4,000</td>
</tr>
</tbody>
</table>
BUDGET DETAILS

2C – “Creation of an information-documentation Centre for the Romanian Gendarmerie”
(supply contracts 2 lots)

<table>
<thead>
<tr>
<th>ITEM and quantity</th>
<th>Price per unit</th>
<th>Total value</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 server</td>
<td>10,000 Euro</td>
<td>10,000 Euro</td>
</tr>
<tr>
<td>10 workstations</td>
<td>1,500 Euro</td>
<td>15,000 Euro</td>
</tr>
<tr>
<td>10 licenses Office XP Professional</td>
<td>700 Euro</td>
<td>7,000 Euro</td>
</tr>
<tr>
<td>1 multifunctional projector</td>
<td>2,000 Euro</td>
<td>2,000 Euro</td>
</tr>
<tr>
<td>1 laser colour printer A3</td>
<td>7,000 Euro</td>
<td>7,000 Euro</td>
</tr>
<tr>
<td>2 ink jet printers A3</td>
<td>475 Euro</td>
<td>950 Euro</td>
</tr>
<tr>
<td>1 multi – purpose ink jet printer</td>
<td>450 Euro</td>
<td>450 Euro</td>
</tr>
<tr>
<td>Switch Ethernet 100 Mb/ 24 posts</td>
<td>1,850 Euro</td>
<td>1,850 Euro</td>
</tr>
<tr>
<td>Windows 2000 Server</td>
<td>2,300 Euro</td>
<td>2,300 Euro</td>
</tr>
<tr>
<td>Uninterruptible source 650 VA (10 pcs)</td>
<td>145 Euro</td>
<td>145 Euro</td>
</tr>
<tr>
<td>Uninterruptible source 1400 VA</td>
<td>350 Euro</td>
<td>350 Euro</td>
</tr>
<tr>
<td>External modem (2 pcs)</td>
<td>575 Euro</td>
<td>1,150 Euro</td>
</tr>
<tr>
<td>2 colour photocopiers</td>
<td>17,500 Euro</td>
<td>35,000 Euro</td>
</tr>
<tr>
<td>Books and documentation</td>
<td>3,000 Euro</td>
<td></td>
</tr>
</tbody>
</table>
Centre for Post-University Studies:

Total number of teaching staff: 70

Basic Structure:
- Chair of Strategic Management
- Chair of Law
- Chair of Foreign Languages, International Missions and IT
- Chair of Drilling and Physical Training
- Other administrative structures

Number of graduates per year: more than 2200

Number of courses delivered: 45 in 2001 and 60 in 2002

The Centre could actually provide courses for more than 4000 students provided that more teachers (100% of staffing needs) and extra equipment are made available.

Curriculum includes - further training and post-university courses in: police management; border police management; gendarmes management; public relations; foreign languages (English, French, German, Russian, Hungarian); civilian police issues; peace-keeping operations for the Romanian Gendarmerie; road-traffic policing; magistrate’s protection; environment issues; criminal investigations; violations of the customs regime; tax-evasion; corruption issues; various categories of serious and petty crimes; intelligence and information issues; communication issues; logistics; hi-tech crimes; sporting activities.

International co-operation: 12 activities in 2001 (experience-sharing, seminars, symposia, lectures, round tables etc.) with France, Germany, the Netherlands, Great Britain, Spain, Belgium, Austria, Scotland, the USA, the Republic of Moldova.

Facilities:
- Training buildings: 11 classrooms which can accommodate 240 students
- Accommodation facilities: 1 dormitory which can accommodate 180 students (if modernised, it could accommodate 250 students)
- Laboratories and other special rooms: two laboratories for foreign languages; one forensic laboratory; one IT laboratory; one room for special training in road-traffic policing;
- 2 libraries;
- one cafeteria;
- one medical facility;
- one garage;
- one control room for surveillance activities.

In 2001, the amount of approximately 216,000 euros was defrayed out of the national budget in order to procure some items of equipment earmarked for the abovementioned training facilities.
The National Police Academy “Alexandru Ioan Cuza”

Total number of teaching staff: 168 (covering 64% of the total staff scheme which provides for 261 teaching staff)

Basic Structure:
  1. Department of Law:
     - Chair of Civil Law
     - Chair of Criminal Law
     - Chair of Forensic Sciences
     - Chair of International Relations
     - Chair of Judiciary Policing
     - Chair of Public Order and Safety
     - Chair of Public Law
     - Chair of Public Order Police
     - Chair of Physical Education
     - Chair of Foreign Languages
     - Chair of Military Training for Gendarmes
  2. Department of Firemen Brigades
     - Chair of Engineering
     - Chair of Military Training for Firemen
  3. Department of Archives
     - Chair of Archives and History

Number of graduates per year: 655

Number of courses delivered: 7

Curriculum includes – initial and further training courses in criminal sciences, policing sciences, international relations, forensic sciences, public administration, civil and commercial law etc.

International co-operation: 20 activities in 2001 – participation in various courses in Scotland, Germany, Slovakia, Bulgaria, Austria, the USA, France, Sweden etc.

Facilities:
- 115 classrooms (lecture rooms, seminar rooms etc.)
- 5 physical training facilities;
- 36 laboratories;
- 4 dormitories (1800 beds)
- 2 workshop rooms;
- 1 sports field
- 1 swimming pool
- 163 PCs
- 1 Internet connection
- 1 library (168,667 books)

The School for Non-Commissioned Police Officers “Vasile Lascar”

Total number of teaching staff: 110

Basic Structure:
- Chair of Law
- Chair of Judiciary Police
- Chair of Public Order Police
- Chair of Forensic Sciences
- Chair of Drilling and Physical Training
- Chair of Foreign Languages

**Number of graduates per year:** 800

**Number of courses delivered:** 4

**Curriculum includes** – initial training for police NCOs relating to judiciary policing, forensic sciences, road-traffic policing, criminal investigations, public order etc.

**International co-operation:** delegations from Spain, the Netherlands, Germany, France, Denmark, England, Greece, Hungary, the Republic of Moldova and participation in courses in England, France, the Czech Republic, Hungary, the Netherlands, Spain, the USA.

**Facilities:**
- 2 IT laboratories
- 59 classrooms
- 4 dormitories
- 1 conference room which can accommodate 460 participants
- 3 lecture rooms which can accommodate 150 students each
- 2 libraries (with more than 50,000 books)
- 5 drilling fields
- 2 shooting ranges
- 1 cafeteria
- 1 medical facility
- 2 physical training facilities
- 1 garage

The Centre for Initial and Further Training for Non-Commissioned Police Officers “Nicolae Golescu”

**Total number of teaching staff:** 37

**Basic Structure:**
- Chair of Law and Forensic Sciences
- Chair of Policing
- Chair of Foreign Languages and Social Sciences

**Number of graduates per year:** 1292

**Number of courses delivered:** 19

**Curriculum includes** – initial, further and specialised training in arms, explosives, toxic substances, drugs trafficking, road-traffic issues, public order, foreign languages, basic management etc.
International co-operation: Nil

Facilities:
- 18 classrooms which can accommodate 540 students
- 2 dormitories (500 beds)
- 4 laboratories
- 2 libraries
- 1 cafeteria
- 1 medical facility
- 2 garages
- 1 shooting range
- 1 physical training facility
ANNEX 6

Complementary Phare National and other EU Programmes

**EU Phare National Programmes**

The **1998 Phare Border Management Programme**, which focuses on institution building for the Romanian Border Police featuring primary legislation, structural and organisational development, modernisation of training which was provided through a general twinning between the Romanian and German Border Police. The project is based on the assessment of Phare 1998 in order to continue the implementation of the Schengen Acquis. The twinning project started in January 2000. The programme also assisted the Refugee Office and the Directorate for Aliens and Migration Issues in improving the legislative framework (amendment of the Refugee Law), implementing on of the National Action Plan, developed under PHP, improving of the asylum procedures and methodology for inter-agency co-operation in handling asylum matters and procedures, through a twinning with the Danish Immigration Service, which started in February 2000.

The **1999 Phare Border Management Programme**, which focuses on training and education, supply of mobility and tactical support equipment and small-scale strategic advice. The programme is implemented through twinning, technical assistance and supply procurement. The Programmes includes an Integrated Border Management Strategy component in order to create a clear framework for border related issues and increase the effectiveness of actions. The Feasibility Study for Communications will serve for future investments in communications field. The first projects started in the second half of 2000.

The **2000 Phare Border Management Programme**, which focuses on training development, supply of mobility, communications, tactical support, surveillance equipment and visa application. The programme is implemented through twinning for the asylum component, as well as through technical assistance and supply procurement for the Border Police. An initial component of the on-line visa application system is funded for improvement of Romanian authorities' equipment and inter-agency co-operation. The first projects started in the second half of 2000.

The **2001 PHARE National Programme**, which focuses on further harmonisation of the relevant Romanian legislation with the EU legislation and best practice concerning the border management and controls, including the Schengen Acquis, and the improvement of the operational capacity of the Romanian Border Police, as well as on enhancing Romania’s alignment to and implementation of the EU acquis at the level of legislation, regulations, procedures, central administration, and inter-agency co-operation in the field of migration.

**EU Phare - at Multi-country level**

A Phare Multi-country Transit Facilitation and Customs Modernisation Programme to facilitate the flow at the border (common programme with the Romanian Ministry of Transport and the Customs authorities) also focused on the control of illegal migration on the East – West route in the period 1993 - 1997.
Other EU programmes

The 1996 Cross Border Co-operation Programme (Romania and Hungary), concentrated on the control of illegal migration on the East – West route, through modernisation of border crossing-points at the Western border.

The 2000 Cross Border Co-operation Programme (Romania and Bulgaria) (modernisation of border crossing-points at the Southern border) will facilitate the Danube river border crossing in order to increase the control and law enforcement, and to facilitate transit.

The Joint PHARE/UNDCP Drugs Fight Programme (Phase 1), which focuses on countering the drugs demand and supply. The beneficiary countries are: Romania, Bulgaria and FYROM. The programme implementation period is 1999-2001.

Odysseus programme, focused on judicial co-operation in civil and criminal matters and fight against corruption, as well as on asylum.

BAFl-led project, under the Phare Horizontal Programme resulted in gaps analysis and a National Action Plan in the field of asylum, towards harmonisation of Romanian legislation and practice with the Acquis.

Other donors

German bilateral co–operation programmes have provided for training and equipment to strengthen the operational capacity of the Romanian Border Police and Romanian Police.

British Council’s bilateral co–operation programme has provided for specialised training for UN Civil Police

Dutch bilateral co-operation programme aimed at designing a management course for top and middle MoI managers

Bilateral co-operation with police structures of the EU Member States, which resulted in some training provided to members of the Romanian Police, in various operational fields, as well as exchange of experience with the Police liaison officers of the EU Member States;

French – bilateral co-operation programmes with the French National Gendarmerie have provided technical assistance and mobility support (20 trucks) for the Gendarmerie Application School, as well as specialised training in French institutions.

Italian bilateral co-operation programmes with the Carabiniers Corps – have provided donations of equipment amounting to 1,878,366,000 LIt to the Military School for Non–commissioned gendarmes “Grigore Alexandru Ghica”.

Programmes with direct relevance for the anti-corruption issues

Phare horizontal programme on justice and home affairs
• Project Octopus II for the fight against corruption and organised crime
• Project AEPC (police training curriculum)
Phare Programming 1999 for the National Office for Prevention and Control of Money Laundering

• Strengthening the capacity of the Romanian Institutions for the Prevention and Control of Money Laundering

Customs Administration, Ministry of Finance
Phare RO9304
• automated SAD processing
• enforcement
• transit
• communications
• Management Information System (MIS)

Phare RO980402
• Customs system stabilisation
• Further improvement of the operational customs business
• Fight against fraud
• Trade and revenue customs business information
• Customs training system set-up
• Trade facilitation

Phare Multi-country
• cross border program
• transit non - V4
• intelligence

Ministry of Justice
Phare RO9705
• Technical assistance to the National Institute of the Magistracy
• Computerised system for documentation and improving information flows

Phare RO9806.02
• Institutional building - twinning

PHARE 1999 - Catch-up facility
• RO99/IB/JH/03 (RO 9910) - 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”. Institutional building - twinning with Spain, having as project beneficiaries: Public Ministry, Ministry of Justice, Ministry of Interior, Ministry of Finance- Customs Administration.

UNDP
• Training regarding the fight against corruption
• Institution building and strengthening of corruption control capacity in Romania
• Public awareness campaign
ANNEX 7

THE STRATEGY FOR PREVENTING AND COMBATING CORRUPTION WITH THE MoI PERSONNEL

(The draft was completed with the proposals of the concerned structures)

**Purpose:** Enhancing the capacity for preventing and combating the phenomenon of corruption with the MoI personnel.

**Objectives:**

1. To know the real dimension of the corruption phenomenon with the MoI personnel as well as a survey on its evolution and trends.
2. To set up an integrated system for fighting against corruption at the MoI level.
3. To supplement the legal framework with provisions enabling the intensification of the activities for preventing and combating corruption.
4. To establish, upon mutual consent with the social partners, the most adequate co-operation methods with the view to prevent and combat corruption with the MoI personnel.

**Actions and measures**

1. To elaborate a current situation report regarding the level and the concrete manifestation forms of corruption within MoI staff.
2. To elaborate a study concerning the causes, effect factors, predictable risks and evolution tendencies of the corruption phenomenon inside MoI staff.
3. To order a public survey within MoI personnel for revealing their perception on corruption level in their own structures, the causes, manifestation of corruption forms, as well as the most efficient measures to prevent and combat this phenomenon.
4. To order a public survey with the aim of measuring statistically the degree of population confidence in MoI structures and their perception on corruption level.
5. To identify the positions, jobs, and personnel categories that are exposed to corruption risks.

- Reshaping the structure, functions and relational framework of the General Internal Protection Directorate
- Elaboration of a documentary on organization and function of the western states structure of home affairs.
- Changing the General Internal Protection Directorate into a home affairs structure assembling to those existing in states characterized by a strong and advanced democracy.
- Focusing the whole activity on preventing and combating corruption, duty abuse, monitoring the correctness appliance of legal procedures, of professional...
standards and the personnel morality. Realization of a relational framework able to permit the coordination which is realized by the General Internal Protection Directorate at institutional level regarding the activity of prevention and combating corruption.

6. Elaboration of a information searching plan in the field of prevention and combating corruption which will include:
   - Priorities of action;
   - Categories of information that presents importance in this field;
   - Objectives, locations, environments and categories of personnel with important risks;
   - Tasks and concrete responsibilities of the structures that shall be involved in solving specific tasks;
   - Co-operation forms among these structures on operative transmission, information storing and exploitation in this field.
   - Modalities of assuring data protection.

7. Elaboration and using a methodology meant to assure full conspiracy and protection of the sources that provide information on corruption cases and duty abuse with the MoI personnel.

8. Elaboration of a methodology in order to verify the MoI personnel declarations on fortune.

9. Stepping up and diversifying the testing actions on endurance of the MoI personnel to corruption, especially of those carrying out activities in places considered that are particularly risky to corruption.

10. Increasing the funds for rewarding the specific MoI sources of information.

11. Elaboration and adoption of the Deontological Policeman Rules

12. Granting the medal and order of **Incorruptible** that will be awarded to the employees of MoI that report the attempt of certain people to corrupt them to the penal investigating bodies.

13. Granting distinctions like "**The Policeman of the Year**", "**The Policeman of the County**" etc. which will be awarded on the basis of professional performance and of the community appreciation materialised on thanks letter and mass media signals.

14. Elaboration of a draft for amending the penal law in order to increase the sanctions for persons in charge mainly with fight against corruption who committed corruption deeds.(policemen, attorneys etc.)

15. Elaboration of a compilation of laws in the field of preventing and combating corruption. Reanalysing job description in order to assure the correctness of a strict and rigorous job description.

16. Preparing a set of legislative initiatives in order to harmonize internal legislative framework to UE acquis in the field of preventing and combating corruption.

17. Elaboration of a set of procedures and professional standards for the specific activities carried on by the MoI personnel.

18. Assuring the legislative internal framework needed to implement the measures included in this program.

19. Concluding co-operation protocols with Romanian Information Service, Protection and Guard Service, Ministry of Justice, Prosecutor’s Office, Ministry of Public Administration, Ministry of National Defence in order to coordinate actions and regulate the data exchange in the field of preventing and combating corruption with the MoI personnel.

20. Identification of new participation forms for the non governmental structures and for the citizens in identification of the corruption cases and duty abuse in which are involved officers within MoI.
21. Advertising through mass-media means and making efficient the direct phone line by which the citizens may report the cases of corruption and abuses of office of the MoI personnel as well as the public relation activities carried on at the level of general inspectorates and territorial structures.

22. Identification of possible extra-budgetary opportunities for financing the programs elaborated by MoI in the field of preventing and combating corruption.

**Predictable impact**

Implementation of the measures included in this strategy shall produce collateral effects as follows:

- The pragmatism of the current MoI leadership shall be proved by the simple official acknowledgement of the fact that corruption exists among its employees;
- The consistent implementation of the established measures shall stand for a clear sign that the MoI leadership is determined to stop corruption among its own employees.
- It shall improve the public image of the institution and it will be an important step forward in achieving a real partnership with civil society.
- Changing the organisational culture from reactive into a pro-active one shall stand for a pressure factor, which shall have an inhibitor effect on the potential subjects of corruption.
- By setting up a specialised structure and by adopting several effective instruments for countering corruption, EU standards in this field shall be met.

**Note**

After the approval of the strategy, the Intelligence and Internal Protection Directorate shall design a programme for implementing the provisions laid down in the strategy and it shall include:

- A breakdown of actions and measures to be taken as well as the deadlines for performing them;
- Specific tasks and responsibilities of the MoI structures that are committed to implement the strategy;
- Methods for co-operation and co-ordination of actions;
- The resource needs and the expected costs.

**Observation**

The implementation of this strategy must be correlated with firm and urgent measures for improving the working and life conditions of the MoI personnel.