Standard Summary Project Fiche for the Transition Facility

1. Basic Information

1.1. CRIS Number: 2007/19343.01.10

Twinning Light Contract RO/2007-IB/JH/04/TL

1.2. Title: Bringing anti-corruption capacities in Ministry of Interior and Administration Reform up to EU Member States standards
1.3. Sector: Justice and Home Affairs
1.4. Location: Romania, Bucharest
1.5. Duration: 6 months

2. Objectives

2.1. Overall Objective: Strengthening the fight against corruption

2.2. Project purpose: Enhancing specific AGD capabilities for preventing and countering corruption within Ministry of Interior and Administration Reform

2.3. Justification

The European Commission Comprehensive monitoring report, dated Brussels 26th September 2006, stated that:

"Progress has continued in the fight against corruption. ...However, there needs to be a clear political will to demonstrate the sustainability and irreversibility of the recent positive progress in fighting corruption.

... The report shows that further progress is still necessary in the area of judicial reform and the fight against organized crime and corruption. The Commission will establish a mechanism to cooperate and verify progress in these areas after accession."

"... The reforms led by the Ministry of Justice and DNA need to be complemented by sustained efforts from all other executive agencies, the legislature and the judiciary. Cooperation between the two specialized prosecution services needs to be further improved in cases of high-level corruption and organized crime.

...Overall, progress continues to be made in fighting corruption, particularly in launching criminal investigations and concluding indictments. Further indictments, trials, final convictions of the guilty and dissuasive sentences in high-level cases are needed to ensure the sustainability and irreversibility of the recent progress."

As a conclusion:

Existing anti-corruption legislation must be enforced rigorously and corruption in law enforcement agencies must be tackled professionally, in order to build on the existing progress and strengthen them sustainably.

3. Description

3.1. Background and justification:
The latest European Commission Comprehensive monitoring report, dated Brussels 26th September 2006, set as two of the main benchmarks to be addressed by Romania are:

- Building on progress already made, continue to conduct professional, non-partisan investigations into allegations of high-level corruption
- Take further measures to prevent and fight against corruption, in particular within the local government.

Having these benchmarks in mind, the proposed project wants to enhance anti-corruption capacities in MAI up to their full alignment to EU MS standards, through aligning the best practices used in EU MS in anti-corruption field to the Romanian specific, staff training on high importance topics related to their competence areas, conducting studies and awareness campaigns.

In order to be fully compliant with the requirements of becoming an EU Member State, Romania needs to continue efforts with a view to consolidating and building on the progress made in its fight against corruption, as stated also in the EU Comprehensive Monitoring Report dated May 2006.

Significant efforts have been done in this field also in MAI, where, following the EU recommendations "to set up one single and accountable structure for the Ministry of Administration and Interior, working exclusively with preventing and investigating corruption on the basis of simple and transparent procedures", the Anti-corruption General Directorate was set up in April 2005 and officially launched in October 2005. A law on measures for preventing and countering corruption within MAI was also passed by the Parliament in May 2005 (Law no. 161/2005). The secondary legislation related to the organisation and functioning of the Anti-corruption General Directorate, the organisational structure and the job descriptions were elaborated in co-operation with the PAA of the Phare Project RO2002/IB-JH-07, as well as the selection criteria for the staff.

This current proposal represents the follow-up of the Phare twinning projects PHARE RO-2005/017-553.05.01 – "Development of the General Directorate for Anti-Corruption of the Ministry of Administration and Interior" and PHARE/2006/018-147.01.05. 01 (RO06/IB/ JH 05) – "Continuing the fight against corruption in public administration", aiming at completing the alignment to EU MS standards of the anti-corruption capacities in MAI. It will not overlap with the above mentioned projects because it foresees specific different results and activities, as well as summing up the evaluation of the results of the previous projects.

The further recommendations of the PHARE 2004, 2005 and 2006 twinning experts will be also taken into consideration and included in this Twinning Light project in the contract negotiation phase, in order to deal with all the identified gaps in due time.

The Report on the Anticorruption Group, issued in May 2006 within the PHARE Project RO-03/IB/JH/08 – "Strengthening the institutional capacity of the National Anticorruption Directorate", to which the Anti-corruption General Directorate has been only a secondary beneficiary, with 1-2 representatives attending some training courses, also stated some stable methods necessary to be applied in the anti-corruption field in order to measure the evolution of corruption, aspect which will also be taken into account in drafting the Twinning Light Project Fiche.

The necessity of this project, crowning the previous ones by attaining the needed performance standards for the period following EU accession, is justified because the Anti-corruption General Directorate is a new structure, and even strong actions were initiated and concrete results were achieved in countering corruption, EU involved bodies highlighted, as mentioned above, that continuing efforts are still necessary, including the support of experienced specialists for strengthening its activity, especially for training the newly
recruited personnel in order to learn the best practices in the field. Sustainability of the previous projects will be secured only if further support is granted to monitor, improve and develop the activity of the General Directorate for Anti-Corruption and to train an important number of persons working in this unit.

This twinning light project aims at enhancing anti-corruption capacities in MAI up to their full alignment to EU MS standards, in the context of meeting the two benchmarks pertaining to this activity field and the overall objective of ensuring the sustainability and irreversibility of the recent positive progress in fighting corruption.

3.2. Linked Activities

The 1998 Phare Police Programme RO 98-06-01 (RO 98/IB/-INT-01a), which provided assistance in the development of the Act on the organisation and operation of the Romanian Police, the Police Officer’s Act and the Act on witness protection, dealing also with anti-corruption, professional ethics and deontology through the many training sessions part of this project. The findings of this project have been used in the programming of three Phare 2002 projects on demilitarisation, corruption among the police forces and human resources management.

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

The Phare Twinning Programme RO2004/016-772.03.04/A.4 (RO04-IB-JH-07) – „Anti-corruption Measures for Border Police and Customs” focuses on strictly preventing and countering corruption of these structures. AGD is involved as specialized structure in preventing and combating corruption among the staff of Romanian Border Police. This project, having Spain as MS partner, is planned to start in January 2007.

PHARE RO-2005/017-553.05.01 – “Development of the General Directorate for Anti-Corruption of the Ministry of Administration and Interior” addresses the specific anti-corruption requirements in the field of home affairs (including extensive training and administrative capacity building) as provided in the National Anti-Corruption Strategy, the National Anti-Corruption Action Plan, the MAI Anti-Corruption Strategy, the MAI strategy against organised crime and complements the achievement of previous anti-corruption project RO 2002/IB-JH-07.

Furthermore, this project proposal provides both further training and advice on the mechanisms to improve accountability and transparency, needing to be developed, monitored and reviewed and it proposes to enhance MAI transparency by improving procedures of reporting and investigating public complaints. This project, having Germany as MS partner, is planned to start in mid 2007.

PHARE RO-2006/017-553.01.05 – „Continuing the fight against corruption in public administration” aims at further strengthening of the fight against corruption and the administrative mechanisms and legislation to protect the integrity of the public administration and judiciary system by adding transparency to the administrative decision making as well as reinforcing certain accountability mechanisms in administrative decision making, reducing
unnecessary bureaucratic hurdles and simplifying administrative working procedures, as well
as identifying those civil service and public employment sectors that are more vulnerable to
corruption, proposing measures to counteract such vulnerability. Another objective of this
project is setting up an integrated system at national level for interconnection and access to
the data bases of the institutions that hold the needed information for performing preventing
and countering corruption activities. This project, having UK and France as MS partners, is
planned to start at the end of 2007.

This current proposal represents the follow-up of the above mentioned projects, and the
specific activities will be drawn up, at the time of contract negotiation, by observing the basic
principle of not overlapping with these previous projects, but building upon their results,
findings and recommendations. The trained persons will be different, taking into account the
fact that the Anti-corruption General Directorate is a new structure and actually all its
specialized staff needs training at EU standards regarding various anti-corruption aspects, or
in some cases the second phase of the training, carried out within this project, will be directed
to the same persons, but as an advanced level, better tailored to the specific operational needs.

Other linked activities, which are connected to countering corruption but not directly related
to MAI, are listed in Annex 7 to the present Project Fiche.

3.3. Results

1. Best practices used in EU MS transposed and applied in the following aspects of AGD
activity:

1.1 - techniques and procedures for finding out a law infringement in flagrant (in the
act) elaborated,
1.2 - protection system for the public interest integrity warning persons (whistle
blowers) in place;
1.3 - intelligence collection, analysis and transforming intelligence into evidence
means;
1.4 - using undercover agents in countering corruption and analyzing all the related
aspects.

2. Anti-corruption General Directorate staff trained in priority anti-corruption fields

2.1 - Training curricula developed and trainers formed in the field of strategic risk
analysis and planning for the AGD decision makers and middle management, able to
further disseminate the knowledge in order to strengthen anti-corruption related
strategic planning capacities and risk evaluation
2.2 - Middle managers from the MAI sectors most prone to corruption trained, and
dissemination trainers from AGD Prevention Unit formed and able to further
disseminate the knowledge for limiting the corruption deeds in the co-ordinated
structures;
2.3 - Staff with attributions in the field of public relations, communication and press
officers trained on the free access to public interest information
2.4 - Staff with attributions in the field of public relations, communication and press
officers trained on the management of the relations of the anticorruption structures
with mass media and implementing the knowledge in their daily activities

3. Public consultation, seminars, workshops and studies component

.31 - Complete documentation on a public consultation and integrity promotion
campaign promoting the behaviour obligations and the obligation to report any M.A.I.
staff not observing these obligations, approved by MAI leadership and ready to be implemented;

3.2 - Complete documentation on a public consultation and integrity promotion on the protection system for whistle blowers having as target the whole MAI staff, approved by MAI leadership and ready to be implemented;

3.3 - a study for determining the causal relationship of corruption in MAI structures, as well as for identifying the main corruption prone fields (both through measuring the social perception and through establishing indicators for each field) drafted and approved by MAI leadership

3.4. Activities (including Means)

1. Identifying and disseminating the best practices used in EU MS for improving the following aspects of AGD activity:

1.1 - organizing of one workshop and one seminar on techniques and procedures for finding out a law infringement in flagrant (in the act), for about 25 persons, involving STEs in amount of 4 man/day, which determines a budget of about 2612 EURO/activity (fees 250 EURO/day, per diem 228 EURO/day, trip 700 EURO each)

1.2 - organizing of two workshops and one seminar on identifying a good protection system for the public interest integrity warning persons (whistle blowers), for about 25 persons, involving STEs in amount of 5 man/day, which determines a budget of about 6180 EURO/activity (fees 250 EURO/day, per diem 228 EURO/day, trip 700 EURO each);

1.3 - organizing of 2 training courses on intelligence collection, analysis and transforming intelligence into evidence means, for about 25 persons, involving STEs in amount of 4 man/day, which determines a budget of about 3312 EURO/activity (fees 250 EURO/day, per diem 228 EURO/day, trip 700 EURO each);

1.4 - organizing of one training course and one workshop on using undercover agents in countering corruption and analyzing all the related aspects, for about 25 persons, involving STEs in amount of 4 man/day, which determines a budget of about 2612 EURO/activity (fees 250 EURO/day, per diem 228 EURO/day, trip 700 EURO each);

2. Training component in priority anti-corruption fields

2.1 - Developing training curricula and carrying out a number of 2 train-the-trainers courses in the field of strategic risk analysis and planning for the AGD decision makers and middle management, in order to strengthen anti-corruption related strategic planning capacities and risk evaluation. The courses will have about 25 participants, involving STEs in amount of 4 man/day, which determines a budget of about 3312 EURO/activity (fees 250 EURO/day, per diem 228 EURO/day, trip 700 EURO each).

2.2 - organizing of 3 training courses for the middle managers from the MAI sectors most prone to corruption, as well as some future dissemination trainers from AGD Prevention Unit, to take the most efficient steps for limiting the corruption deeds in the co-ordinated structures. The courses will have about 25 participants, involving STEs in amount of 9 man/day, which determines a budget of about 6402 EURO/activity (fees 250 EURO/day, per diem 228 EURO/day, trip 700 EURO each);

2.3 - organizing of 2 training courses for the staff with attributions in the field of public relations, communication and press officers on the free access to public interest
information. The courses will have about 25 participants, involving STEs in amount of
4 man/days, which determines a budget of about 3312 EURO/ activity (fees 250
EURO/day, per diem 228 EURO/day, trip 700 EURO each);

2.4 - organizing of 2 training courses for the staff with attributions in the field of
public relations, communication and press officers on the management of the relations
of the anticorruption structures with mass media, including case studies. The courses
will have about 25 participants, involving STEs in amount of 4 man/days, which
determines a budget of about 3312 EURO/ activity (fees 250 EURO/day, per diem 228
EURO/day, trip 700 EURO each);

3. Public consultation, seminars, workshops and studies component

3.1. - organizing of 4 workshops for drafting the plan, message and details of a public
consultation and integrity promotion campaign targeted towards all the population,
especially at territorial level, including seminars, workshops and other activities in co-
operation with local authorities, mass-media and NGOs, promoting the behaviour
obligations and the obligation to report any M.A.I. staff not observing these
obligations, involving a MTE in amount of 15 man/days, which determines a budget of
about 9970 EURO/ activity (fees 250 EURO/day, per diem 228 EURO/day, trip
700 EURO each)

3.2. - organizing of 4 workshops for drafting the plan, message and details of a public
consultation and integrity promotion campaign on the protection system for whistle
blowers, having as target the whole MAI staff, involving a MTE in amount of 15
man/days, which determines a budget of about 9970 EURO/ activity (fees 250
EURO/day, per diem 228 EURO/day, trip 700 EURO each);

3.3 - organizing of 4 workshops and missions for drafting a study for determining the
causal relationship of corruption in MAI structures, as well as for identifying the main
corruption prone fields (both through measuring the social perception and through
establishing indicators for each field), involving a MTE in amount of 15 man/days1,
which determines a budget of about 9970 EURO/ activity (fees 250 EURO/day, per
diem 228 EURO/day, trip 700 EURO each)

Profile of the PL

- Solid background in inter-agency co-operation in the EU Member States in law
  enforcement area
- Solid background in Public Relations in a law enforcement agency
- Experience in organising public consultation campaigns with various target audience;
- Sound knowledge of relevant EU anticorruption legislation and best practices, as well as
  institutional requirements;
- Fluent in English, speaking and writing;
- Good communication skills; previous experience of working in a multi-disciplinary and
  multi-national team would be a plus;
- Understanding of the Romanian environment would be a plus;

1 NOTE: The reference to man/days is orientative, comprising only the duration of the assignments in Romania. Additional
man/days may be added in the MS offer for the preparation of materials in the home country. The offers received may tailor
the activities as they reasonably state in the methodology and organization approach. E.g. the MTE specialized in PR may
also deliver the courses mentioned in B3 and B4, if suitable, during his stay in Romania, or other activities can be grouped in
an economically justified way, such as the PL being involved in the Steering Committees doing another activity as STE as
well. The mention of the costs per activity is also orientative, because a mission may involve more than one STE, or 1-2 days
of per diem more than days of fees, while hereby it was assumed, for the estimated budget, that the number of man/days
corresponds with number of per diem days as well, and that only 1 STE is allocated per activity.
This project requires an experienced team of 5-10 STEs (the actual number of STEs in the MS offer depending on the width of their competencies), being serving officials from Member State(s) anticorruption agencies. They must have recent internal experience of designing and implementing effective anti-corruption measures in various fields (catching in the act activities, protection of whistleblowers, undercover agents, intelligence management aspects, risk analysis, PR and relations with mass media, etc.), and must also have expertise in designing training material, and delivering theoretical and practical training.

Means

1 TWL contract

3.5. Lessons learned:

The Report dated May 2006 on the Anticorruption Group set up within the PHARE Project RO-03/IJ/IH/08 – Strengthening the institutional capacity of the National Anticorruption Directorate, to which the Anti-corruption General Directorate is a secondary beneficiary, recommends the following measures to be carried out for strengthening the anti-corruption field:

"- Establishing procedures to measure the evolution of corruption in two different ways: by using relative indicators for each risk field and each activity sector (assessment) and by measuring the social perception through yearly surveys.

These methods should be applied in all identified fields, they must be stable in order to allow for comparisons between periods, to be assumed as compulsory duty for the responsible units and to be based on an authority level high enough to guarantee the integrity of the information which must be included in a yearly report published in order to reach the political authorities and the citizens."

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

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

Other lessons learnt are described in detail in Annex 5 to the present Project Fiche.

4. Institutional Framework

The project beneficiary is the Anti-corruption General Directorate, set up in April 2005 and rendered operational in October 2005.

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

The MAI, through the Anti-corruption General Directorate, will support the implementation of the proposed project by assuring the necessary organisational environment, making
available the necessary personnel and by covering the cost of the national experts, the required infrastructure and equipment, and the related running and administrative costs.

5. Detailed Budget

<table>
<thead>
<tr>
<th>M Euro</th>
<th>Transition Facility Support</th>
<th>Co-financing</th>
<th>Total cost (TF plus cofinancing)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Investment Support</td>
<td>Institution Building</td>
<td>Total Transition Facility (I+IB)</td>
</tr>
<tr>
<td>Project 01 Twinning light</td>
<td>0.00</td>
<td>0.25</td>
<td>0.25</td>
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<tr>
<td>Project 01 parallel cofinancing</td>
<td>0.00</td>
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<td>0.00</td>
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<tr>
<td><strong>Total</strong></td>
<td>0.00</td>
<td>0.25</td>
<td>0.25</td>
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</table>

(*) parallel co-financing

A parallel co-financing of 20,000 EURO will be ensured by the Romanian Party in order to cover project office running costs and related logistical support for training activities and workshops.

VAT is not an eligible expenditure under both the Transition Facility and national cofinancing funds indicated in the above budget table. Where contracts are subject to VAT due to provisions of national legislation, these funds have to be provided from national resource outside and in addition to the amounts indicated in the budget table.

6. Implementation Arrangements

6.1. Implementing Agency

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

Implementing Authority

Ministry of Interior and Administration Reform
Directorate General of International Relations and European Integration
Attn. Corneliu Alexandru, General Director, Senior Programme Officer
The Programme Implementation Unit (PIU) up within the Anti-corruption General Directorate will be responsible for the day-to-day management of the project. The role of the PIU is to manage and solve, according to the EDIS and Twinning Manual provisions, 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.

Irinel PAUN, Romanian Project Leader
Anti-corruption General Directorate, General Director
București, șos. Olteniței nr. 290, sector 4
Tel: (40-21). 332.05.06
Fax: (40-21). 332.19.89
E-mail: anticorupcie_relint@mai.gov.ro

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

The Steering Committee will comprise the Project Leaders, the Senior Programme Officer, the component leaders, the Head of PIU, the twinning project manager from CFCU and an observer from the EC Delegation.

The Steering Committee will be established immediately after the adoption of the EC Decision in order to monitor the progress of the contract negotiation and project implementation.

It will be reunited in regular meetings each 3 months, under the chairmanship of the Senior Programme Officer and/or Project Leader, in order to review project progress.

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

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

The Steering Committee’s technical secretariat will be provided by the Anti-corruption General Directorate PIU.

6.2. Twinning

The project will be implemented through a Twinning light contract – 270.000 Euro.

6.3. Non-standard aspects

The Twinning Manual will be strictly followed for this Twinning Light project.

6.4. Contracts

Twinning Light – 0.25 MEURO FT funds plus 0.02 MEURO Romanian parallel co-financing
A Twinning Light project with a PL seconded for an amount of about 45 – 50 days to the AGD and some STEs performing training activities in their specific field is the best choice for this project. Given the special nature of the anticorruption issues, a relationship with a similar organisation form a more experienced EU MS, having been confronted in the past with the same issues, is necessary, while a TWL project where consultants would perform the training activities is less suitable and less efficient. The needed amount of work justifies a TWL project, in order to bridge the existing gaps, but not a full twinning, as AGD has already benefited of related twinning projects under PHARE 2004 - 2006.

7. Implementation Schedule


7.2. Start of project activity - September 2008

7.3 Project completion - February 2009

8. Sustainability

The Anti-corruption General Directorate will take responsibility to include the parallel co-financing of the project, comprising project office running costs and related logistical support for training activities and workshops in their budget starting from the second half of 2008. Resources in terms of staff and budget to secure the sustainability of the project after its completion will be ensured.

The sustainability of the acquired training will be ensured through its further dissemination to the other relevant staff members. The new trainers resulted from the train-the-trainers activities in the field of strategic risk analysis and planning for the AGD decision makers and middle management will further cascade the received training to other MAI units and used in the daily management activities.

9. Conditionality and sequencing

EU support for the anti-corruption field should be provided subject to progress with the legislative and institutional reforms in this field. The further recommendations of the PHARE 2004, 2005 and 2006 twinning experts will be also taken into consideration and built upon in the implementation of this Twinning Light project.

Annexes to project Fiche

1. Logframe in standard format
2. Detailed implementation chart
3. Contracting and disbursement schedule, by quarter, for full duration of project (including disbursement period)
4. Reference list of relevant laws and regulations
5. Lessons learnt from previous years
6. Reference list of relevant strategic plans and studies
## Annex 1 - Log frame

<table>
<thead>
<tr>
<th>Programme name and number</th>
<th>2007/19543.01.10</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Bringing anti-corruption capacities in MAI up to EU MS standards</strong></td>
<td><strong>Contracting period expires 15.12.2009</strong></td>
</tr>
<tr>
<td>Overall objective</td>
<td><strong>Total budget:</strong> 0.27 MEUR</td>
</tr>
</tbody>
</table>
| • Strengthening the fight against corruption | Political Copenhagen criterion: stable institutions guaranteeing democracy, the rule of law Chapter 24 Justice and Home Affairs | **Directly related to MAI**
The 1998 Phare Police Programme RO 98-06-01 (RO 98/IB/-INT-01a)
The 2002 Phare Programme (follow-up on the project above), RO 02/000-586.04.15/D - "Modernisation and reform of law enforcement agencies and strengthening of anti-corruption structures"
RO2004/016-772.03.04/A.4 (RO04-IB-JH-07) - “Anti-corruption Measures for Border Police and Customs”
PHARE RO-2005/017-553.05.01 - Development of the General Directorate for Anti-Corruption of the Ministry of Administration and Interior
PHARE RO-2006/017-553.01.05 - “Continuing the fight against corruption in public administration”
**Indirectly related (pertaining to other law enforcement institutions)** |

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2 Please specify here the recommendation made in Comprehensive Monitoring Report or other relevant documents (SIGMA, financial control, procurement, Peer Reviews, Evaluation reports, Final reports of TW projects)
<table>
<thead>
<tr>
<th>Project purpose</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enhancing specific AGD capabilities for preventing and countering corruption within Ministry of Interior and Administration Reform</td>
<td>Anti-corruption enforcement structures within the MAI modernised and in line with the EU acquis, gaps bridged. Demonstrable decrease of corruption cases in MAI due to a more professional approach in its prevention and countering.</td>
<td>Commission’s regular reports on Romania’s progress towards accession. Regular reports of the relevant beneficiary structures operating under the MAI. Standard project implementation reports. Reports and statistics of NGOs in the field. Regular statistics on corruption rates TAIEX and EU screening reports.</td>
<td>Close and comprehensive co-ordination of the principal actors involved. Successful implementation of previous and ongoing related projects.</td>
</tr>
<tr>
<td>Results</td>
<td>Objectively verifiable indicators</td>
<td>Sources of Verification</td>
<td>Assumptions</td>
</tr>
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</tr>
</tbody>
</table>
| Results fulfilling the overall purpose  
- MAI anti-corruption capacities at EU MS standards.  
- Results TL project | OVI purpose  
- related gaps bridged  
- OVI TL project |  
- Commission’s regular reports  
- TAIEX and EU screening reports  
- Regular reports of the relevant beneficiary structures operating under the MoAI.  
- Standard project implementation reports  
- Reports and statistics of NGOs in the field  
- Regular Operational Capacity Reports  
- Monitoring and Assessment Reports  
- Legal documents.  
- Official MAI records.  
- Training material  
- Accounting records of the beneficiary.  
- Media reports  
- Attendance sheets. |  
| 1. Best practices used in EU MS transposed and applied in the following aspects of AGD activity: | | |  
| 1.1 - techniques and procedures for finding out a law infringement in flagrant (in the act) elaborated | Techniques and procedures drafted, approved and in force  
Number of training sessions delivered  
Number of specialists trained in this field | |  
| 1.2 - protection system for the public interest integrity warning persons (whistle blowers) in place | Techniques and procedures drafted, approved and in force  
Number of training sessions delivered  
Number of specialists trained in this field | |  
| 1.3 - intelligence collection, analysis and transforming intelligence into evidence means | Techniques and procedures drafted, approved and in force  
Number of training sessions delivered  
Number of specialists trained in this field | |  

- Relevant domestic legislation, compliant with EU legislation  
- Best practices, enacted

- Close and comprehensive co-ordination of the principal actors involved.  
- Timely and adequate resources available  
- Successful implementation of previous and ongoing related projects.  
- Appropriately skilled and motivated staff are available and recruited.  
- An effective working
1.4 - using undercover agents in countering corruption and analyzing all the related aspects

2. **Anti-corruption General Directorate staff trained in priority anti-corruption fields**
   
   **2.1 - Training curricula developed and trainers formed in the field of strategic risk analysis and planning for the AGD decision makers and middle management, able to further disseminate the knowledge in order to strengthen anti-corruption related strategic planning capacities and risk evaluation**

   - Techniques and procedures drafted, approved and in force
   - Number of training sessions delivered
   - Number of specialists trained in this field

   - New curricula in force
   - Number of training sessions delivered (both initial, held by MS experts, and disseminating ones held by the newly formed trainers)
   - Number of specialists trained in each field (both for trainers and for staff receiving the dissemination training)

   - Commission's regular reports
   - TAIEX and EU screening reports
   - Regular reports of the relevant beneficiary structures operating under the MoAI.
   - Standard project implementation reports
   - Reports and statistics of NGOs in the field
   - Regular Operational Capacity Reports.
   - Monitoring and Assessment Reports
   - Legal documents.
   - Official MAI records.
   - Training material
   - Accounting records of the beneficiary.
   - Media reports
   - Attendance sheets.

2.2 - Middle managers from the MAI sectors most prone to corruption trained, and dissemination trainers from AGD Prevention Unit formed and able to further disseminate the knowledge for limiting the corruption deeds in the co-ordinated structures;

2.3 - Staff with attributions in the field of public relations, communication and press officers trained on the free access to public interest information

   - Number of training sessions delivered (both initial, held by MS experts, and disseminating ones held by the newly formed trainers)
   - Number of specialists trained in each field (both for trainers and for staff receiving the dissemination training)
<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Identifying and disseminating the best practices used in EU MS for improving the following aspects of AGD activity:</td>
<td>Twinning Light Project</td>
<td>• Training effectively</td>
</tr>
</tbody>
</table>

| 2,4 - Staff with attributions in the field of public relations, communication and press officers trained on the management of the relations of the anticorruption structures with mass media and implementing the knowledge in their daily activities | Number of training sessions delivered (both initial, held by MS experts, and disseminating ones held by the newly formed trainers) Number of specialists trained in each field (both for trainers and for staff receiving the dissemination training) | • Commission’s regular reports • TAIEX and EU screening reports • Regular reports of the relevant beneficiary structures operating under the MoAI. • Standard project implementation reports • Reports and statistics of NGOs in the field • Regular Operational Capacity Reports • Monitoring and Assessment Reports • Legal documents. • Official MAI records. • Training material • Accounting records of the beneficiary. • Media reports • Attendance sheets. |

<table>
<thead>
<tr>
<th>3. Public consultation, seminars, workshops and studies component</th>
<th>Quality of the campaigns documentation Readiness to implement the campaigns based on this documentation</th>
<th>Quality of the campaigns documentation Readiness to implement the campaigns based on this documentation</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1 - Complete documentation on a public consultation and integrity promotion campaign promoting the behaviour obligations and the obligation to report any M.A.I. staff not observing these obligations, approved by MAI leadership and ready to be implemented;</td>
<td>Study approved, published and used by all interested researchers</td>
<td>Study approved, published and used by all interested researchers</td>
</tr>
<tr>
<td>3.2 - Complete documentation on a public consultation and integrity promotion on the protection system for whistle blowers having as target the whole MAI staff, approved by MAI leadership and ready to be implemented;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.3 - a study for determining the causal relationship of corruption in MAI structures, as well as for identifying the main corruption prone fields (both through measuring the social perception and through establishing indicators for each field) drafted and approved by MAI leadership</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
1.1 - organizing of one workshop and one seminar on techniques and procedures for finding out a law infringement in flagrant (in the act), for about 25 persons.

1.2 - organizing of two workshops and one seminar on identifying a good protection system for the public interest integrity warning persons (whistle blowers), for about 25 persons;

1.3 - organizing of 2 training courses on intelligence collection, analysis and transforming intelligence into evidence means, for about 25 persons;

1.4 - organizing of one training course and one workshop on using undercover agents in countering corruption and analyzing all the related aspects, for about 25 persons.

2. Training component in priority anti-corruption fields

2.1 - Developing training curricula and carrying out a number of 2 train-the-trainers courses in the field of strategic risk analysis and planning for the AGD decision makers and middle management, in order to strengthen anti-corruption related strategic planning capacities and risk evaluation. The courses will have about 25 participants.

2.2 - organizing of 3 training courses for the middle managers from the MAI sectors most prone to corruption, as well as some future dissemination trainers from AGD Prevention Unit, to take the most efficient steps for limiting the corruption deeds in the co-ordinated structures. The courses will have about 25 participants;

2.3 - organizing of 2 training courses for the staff with attributions in the field of public relations, communication and press officers on the free supports improved understanding and skills development

- Full commitment of the parties involved
- Timely and adequate resources available
- A pro-active attitude of all institutions involved and the willingness to release staff employees for participation in training activities
access to public interest information. The courses will have about 25 participants.

2.4 - organizing of 2 training courses for the staff with attributions in the field of public relations, communication and press officers on the management of the relations of the anticorruption structures with mass media, including case studies. The courses will have about 25 participants.

3. Public consultation, seminars, workshops and studies component

3.1 - organizing of 4 workshops for drafting the plan, message and details of a public consultation and integrity promotion campaign targeted towards all the population, especially at territorial level, including seminars, workshops and other activities in co-operation with local authorities, mass-media and NGOs, promoting the behaviour obligations and the obligation to report any M.A.I. staff not observing these obligations;

3.2 - organizing of 4 workshops for drafting the plan, message and details of a public consultation and integrity promotion campaign on the protection system for whistle blowers, having as target the whole MAI staff.

3.3 - organizing of 4 workshops and missions for drafting a study for determining the causal relationship of corruption in MAI structures, as well as for identifying the main corruption prone fields (both through measuring the social perception and through establishing indicators for each field).
Annex 2 - Detailed time implementation chart

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>activities</td>
<td>D D D D D D D D D D D C C C C C C I I I I I I</td>
<td></td>
<td></td>
<td>I I</td>
</tr>
<tr>
<td>Twinning light</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

D = Design  
C = Contracting  
I = Implementation
Annex 3 - Contracting and disbursement schedule

Annex 3a - Cumulative contracting schedule

<table>
<thead>
<tr>
<th></th>
<th>31/03/08</th>
<th>30/06/08</th>
<th>30/09/08</th>
<th>31/12/08</th>
<th>31/03/09</th>
<th>30/06/09</th>
<th>30/09/09</th>
<th>31/12/09</th>
<th>31/03/10</th>
<th>30/06/10</th>
<th>30/09/10</th>
<th>31/12/10</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONTRACTED Twinning Light</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0.25</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

NB: *All contracting should normally be completed within 6-12 months and must be completed within 24 months of signature of the FA.*

Annex 3b - Cumulative disbursement schedule

<table>
<thead>
<tr>
<th></th>
<th>31/03/08</th>
<th>30/06/08</th>
<th>30/09/08</th>
<th>31/12/08</th>
<th>31/03/09</th>
<th>30/06/09</th>
<th>30/09/09</th>
<th>31/12/09</th>
<th>31/03/10</th>
<th>30/06/10</th>
<th>30/09/10</th>
<th>31/12/10</th>
</tr>
</thead>
<tbody>
<tr>
<td>DISBURSEMENT Twinning Light</td>
<td>-</td>
<td>-</td>
<td>0.05</td>
<td>0.1</td>
<td>0.25</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

NB: *All disbursements must be completed within 36 months of signature of the FA.*
ANNEX 4

REFERENCE LIST OF RELEVANT LAWS AND REGULATIONS

- Law no. 188/1999 on the civil servants' Statute republished in the Official Journal of Romania, Part I nr. 251 from 22/03/2004;

- Law no. 215/2001 concerning the local public administration;

- Law no. 340/2004 on the prefect and the institution of the prefect;

- Law no. 161/2005 regarding some measures for preventing and countering corruption within Ministry of Administration and Interior;


- Law no. 230/2005 for amending Law 656/2002 on money laundering prevention and countering;


- Government Emergency Ordinance no. 195/2002 on public roads traffic;

- Government Emergency Ordinance no. 83/2001 on setting up, organisation and functioning of the local public services on driving licenses and vehicles registration;

- Government Emergency Ordinance no. 63/2003 on the organization and functioning of the Ministry of Administration and Interior, endorsed with subsequent modifications and supplements by Law no 604/2003;

- Government Emergency Ordinance no. 84/2001 on setting up, organisation and functioning of the registry local public services;

- Government Emergency Ordinance no. 124/2005 on completing Law no. 78/2000 on preventing, identification and sanctioning corruption deeds;

- Government Emergency Ordinance no. 120/06.09.2005 on rendering the AGD operational. - Government Emergency Ordinance no. 3/2005, adopted by Law no. 90 from April 13, 2005 by which the immunity of former ministers was removed.

- Government Emergency Ordinance no. 40/2005 which brings additional transparency to the use of public funds for advertisement, amending GEO no. 60/2001 on public procurement;

- Government Emergency Ordinance no. 60/2006 on amending and completing the Criminal Code Procedure as well as other laws;

- The Government Ordinance no. 2/2006 on establishing the civil servants’ salary rights and other rights for 2006;

- Government Ordinance no. 57/2006 on amending and completing the Government Ordinance no. 38/2003 on wage and other rights of the policemen.
- Government Decision no. 1655 from December 14, 2005, on organizing and holding the certifying exam for Prefects and Deputy-prefects
- Government Decision no. 95 from January 26, 2006, regarding the Civil Service Manpower Plan for 2006
- Government Decision No. 1209/2003 on the management and development of a civil servant career;
- Government Decision No 1210/2003 on the organization and functioning of discipline and parity committees within the public authorities and institutions;
- Government Decision No. 432/2004 regarding the professional record of the civil servants;
- Government Decision no. 991/25.08.2005 on approving the Police Code of Ethics and Deontology;
- Government Decision no. 725/2003 on organizational structure and Ministry of Administration and Interior staff;
- Government Decision no. 460/2006 on enforcing certain provisions of the Law no. 340/2004 on the prefect and the institution of the prefect
- Government Decision No. 1.000/2006 on the organization and operation of the National Agency of Civil Servants (NACS)
- MAI Order no.400/2005 on Disciplinary Regulation regarding the MoAI employees
- MAI Order no.S/1142/18.01.2006 for the approval of the Methodology of organizing and developing the fidelity and professional integrity tests for the MAI personnel, by modifying the methodology dated 2004.
- MAI Order no.S/698/2005 approving the AGD Regulation for Organisation and Functioning
- MAI Order no. 1154/23.01.2006 on approving the Regulation for organisation, functioning and tasks of the Strategic Committee for support and assessment of the AGD activity.
- MAI Order no. 1150/19.01.2006, on approving the strategy of MoAI for preventing and fighting against internal corruption.
- MAI Order no. 121/2004, on recording criminal law files and their circuit, as well as the unitary evidence of criminal law pursuit activity;
- MAI Order no. 264/2004, on criminal law investigations having as subject the MAI staff
- MAI Order no. 400/2004, on the discipline regime of the MAI staff, with the subsequent amendments and completion
- MAI Order no. 656/2006, on appointing the Commission for analysis and proposals on the optimization of decision making within MAI, as well as for establishing the measures.
- MAI Order no. 1216/2006, on submitting to the Anti-corruption General Directorate the assets and interests declarations by all MAI structures

- Order of the NACS President No. 218/2003 for the approval of the instructions pertaining to the re-employment of the civil servants;

- Order of the NACS President No. 206/28.02.2005 for the approval of the Methodology regarding the job evaluation process and criteria
### Annex 5

#### LESSONS LEARNT FROM PREVIOUS YEARS

<table>
<thead>
<tr>
<th>Identified Gaps or Recommended courses of intervention</th>
<th>Action for covering the Gap or implement the recommended intervention</th>
<th>Phase Programming (Project Reference) 2004-2006</th>
<th>Transition Facility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Romania needs to continue efforts with a view to consolidating and building on the progress made in its fight against corruption. The reforms led by the Ministry of Justice and the DNA now need to be followed by sustained efforts of all the other executive agencies, of the legislative branch and of the justice system as a whole so that progress made becomes irreversible. (May 2006 Comprehensive Monitoring Report, pag. 8) “Progress has continued in the fight against corruption. ...However, there needs to be a clear political will to demonstrate the sustainability and irreversibility of the recent positive progress in fighting corruption. ...The report shows that further progress is still necessary in the area of judicial reform and the fight against organized crime and corruption. The Commission will establish a mechanism to cooperate and verify progress in these areas after accession. (September 2006 Comprehensive Monitoring Report)</td>
<td>- Assessing the principal areas within the RBP and NCA where there is a risk of corruption, classifying the risks, and identifying appropriate solutions to address them, by designing and implementing an Action Plan, incorporating a range of legislative and procedural measures to prevent and detect corruption in the identified areas; - Training specially selected Anticorruption General Directorate (AGD) specialists, RBP and NCA managers in the effective practical application of the measures included in the anti-corruption Action Plan. - Enhancing operational capabilities of the General Directorate for Anti-Corruption - Developing preventive strategies for the MAI - Improve MAI public complaints and enhance dialogue with civil society on fighting corruption and complaints investigation; - Strengthening administrative mechanisms and legislation to protect the integrity of the public administration and judiciary system. - Monitoring and development of transparency and accountability for the AGD - Developed integrated system to deal with reporting and recording of MAI wrongdoers. country wide representative.</td>
<td>RO2004/016-772.03.04/A.4 (RO04-IB-JH-07) – “Anti-corruption Measures for Border Police and Customs”</td>
<td>TWL A)Identifying and disseminating the best practices used in EU MS for improving the following aspects of AGD activity: B)Training in priority anti-corruption fields C)Awareness campaigns and studies</td>
</tr>
<tr>
<td>A) Identifying and disseminating the best practices used in EU MS for improving the following aspects of AGD activity:</td>
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<tr>
<td>---</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B) Training in priority anti-corruption fields</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C) Public consultation, seminars, workshops and studies</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PHARE RO-2005/017-553.05.01 - Development of the General Directorate for Anti-Corruption of the Ministry of Administration and Interior</th>
</tr>
</thead>
<tbody>
<tr>
<td>PHARE RO-2006/017-553.01.05 - &quot;Continuing the fight against corruption in public administration&quot;</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Improving the following aspects of AGD activity:</th>
</tr>
</thead>
<tbody>
<tr>
<td>B) Training in priority anti-corruption fields</td>
</tr>
<tr>
<td>C) Awareness campaigns and studies</td>
</tr>
</tbody>
</table>

law enforcement agencies and members of the justice system are needed urgently in this area. (**May 2006 Comprehensive Monitoring Report, pag. 36**)

"... The reforms led by the Ministry of Justice and DNA need to be complemented by sustained efforts from all other executive agencies, the legislature and the judiciary. Cooperation between the two specialized prosecution services needs to be further improved in cases of high-level corruption and organized crime.

...Overall, progress continues to be made in fighting corruption, particularly in launching criminal investigations and concluding indictments. Further indictments, trials, final convictions of the guilty and dissuasive sentences in high-level cases are needed to ensure the sustainability and irreversibility of the recent progress." (**September 2006 Comprehensive Monitoring Report**)
The Strategy for Administrative Reform as revised in 2004 pinpoints action again corruption as one of the aims of a more efficient administration, but fails to mention any actual instruments geared to combating corruption. This updated strategy does, however, comprises provisions designed to improve information on the numbers and categories of public officials, as well as to reinforce the integrity of the systems for managing civil servants, vis-à-vis their recruitment, appraisal and promotion. There was insufficient coordination between the National Anti-Corruption Strategy (NACS) and action plan and the updated Strategy for Accelerating Public Administration Reform, and also inadequate cooperation among different bodies responsible for formulating and implementing these instruments. The Romanian authorities should ensure improved coordination between the different anti-corruption strategies and action plans and the Strategy for Administrative Reform, and improve cooperation in monitoring these instruments. (GRECO’s evaluation

- More transparent administrative systems, procedures and administrative organisation in all public administration and judiciary units dealing with countering and preventing corruption, focusing on strengthening AGD
- Simplified administrative working procedures for the public administration and judiciary units.
- Better protection of public integrity in public administration sectors which are more vulnerable to corruption.
- Continuous training in anti-corruption issues of the personnel from public administration units and judicial units dealing with countering and preventing corruption;
- Awareness campaign promoting the behaviour obligations and the obligation to report any MAI staff not observing these obligations;
- Internal awareness campaign on the protection system for whistle blowers;
- A study for determining the causal relationship of corruption in MAI structures, as well as for identifying the main corruption prone fields (both through measuring the social perception and through establishing indicators for each field);

- PHARE RO-2006/017-553.01.05- „Continuing the fight against corruption in public administration

**TWL**

A) Identifying and disseminating the best practices used in EU MS for improving the following aspects of AGD activity:

B) Training in priority anti-corruption fields

C) Awareness campaigns and studies
<table>
<thead>
<tr>
<th><strong>Report on Romania, published in October 2005.</strong></th>
<th><strong>TWL</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;Sustainability will be secured only if further support is granted to monitor, improve and develop the activity of the General Directorate for Anti-Corruption and to train an important number of persons working in this unit. Further Phare support should be requested under Phare 2005 for the newly created General Directorate for Anti-Corruption within MAI. Emphasis should be put on specialized training activities.&quot; (ECOTEC Monitoring and Evaluation Consortium - Follow-up Table to the Interim Evaluation Report R/RO/JHA/0411 – Justice and Home Affairs)</td>
<td>A) Identifying and disseminating the best practices used in EU MS for improving the following aspects of AGD activity:</td>
</tr>
<tr>
<td>- Developing training curricula and carrying out train-the-trainers courses in the field of strategic risk analysis and planification for the AGD decision makers and middle management, in order to strengthen anti-corruption related strategic planning capacities and risk evaluation</td>
<td>- <strong>RO2004/016-772.03.04/A.4 (RO04-IB-JH-07)</strong> – “Anti-corruption Measures for Border Police and Customs”</td>
</tr>
<tr>
<td>- Training the middle managers from the MAI sectors most prone to corruption, as well as some future dissemination trainers from AGD Prevention Unit, to take the most efficient steps for limiting the corruption deeds in the co-ordinated structures;</td>
<td>- PHARE RO-2005/017-553.05.01 - Development of the General Directorate for Anti-Corruption of the Ministry of Administration and Interior</td>
</tr>
<tr>
<td>- Training of the staff with attributes in the field of public relations, communication and press officers on the free access to public interest information</td>
<td>- PHARE RO-2006/017-553.01.05 – “Continuing the fight against corruption in public administration”</td>
</tr>
<tr>
<td>- Training of the staff with attributes in the field of public relations, communication and press officers on the management of the relations of the anticorruption structures with mass media, including case studies</td>
<td><strong>TWL</strong></td>
</tr>
<tr>
<td>We strongly recommend the implementation and development of the General Directorate for Anti-Corruption within MAI. … Extensive training should be provided for the staff to be recruited, according to criteria established within the project, including on the use of professional integrity tests for the MAI staff. (Quarterly reports produced within the project RO 02/000-586.04.15/DS – &quot;Modernisation and reform of law enforcement agencies and strengthening of anti-corruption structures&quot;)</td>
<td>A) Identifying and disseminating the best practices used in EU MS for improving the following aspects of AGD activity:</td>
</tr>
<tr>
<td></td>
<td>- techniques and procedures for finding out a law infringement in flagrant (in the act),</td>
</tr>
<tr>
<td></td>
<td>- protection system for the public interest integrity warning persons (whistle blowers);</td>
</tr>
<tr>
<td></td>
<td>- intelligence collection, analysis and transforming intelligence into evidence means;</td>
</tr>
<tr>
<td></td>
<td>- using undercover agents in countering corruption and analysing all the related aspects.</td>
</tr>
<tr>
<td>- Developing training curricula and carrying out train-the-trainers courses in the field of strategic</td>
<td>- PHARE RO-2005/017-553.05.01 - Development of the General Directorate for Anti-Corruption of the Ministry of Administration and Interior</td>
</tr>
<tr>
<td></td>
<td>- PHARE RO-2006/017-553.01.05 – “Continuing the fight against corruption in public administration”</td>
</tr>
<tr>
<td></td>
<td><strong>TWL</strong></td>
</tr>
<tr>
<td></td>
<td>A) Identifying and disseminating the best practices used in EU MS for improving the following aspects of AGD activity:</td>
</tr>
<tr>
<td></td>
<td>B) Training in priority anti-corruption fields</td>
</tr>
<tr>
<td></td>
<td>C) Awareness campaigns and studies</td>
</tr>
<tr>
<td>risk analysis and planning for the AGD decision makers and middle management, in order to strengthen anti-corruption related strategic planning capacities and risk evaluation</td>
<td></td>
</tr>
<tr>
<td>- Training the middle managers from the MAI sectors most prone to corruption, as well as some future dissemination trainers from AGD Prevention Unit, to take the most efficient steps for limiting the corruption deeds in the co-ordinated structures;</td>
<td></td>
</tr>
<tr>
<td>- Training of the staff with attributions in the field of public relations, communication and press officers on the free access to public interest information</td>
<td></td>
</tr>
<tr>
<td>- Training of the staff with attributions in the field of public relations, communication and press officers on the management of the relations of the anticorruption structures with mass media, including case studies</td>
<td></td>
</tr>
</tbody>
</table>
ANNEX 6

REFERENCE LIST OF RELEVANT STRATEGIC PLANS AND STUDIES


- The strategy of MAI for preventing and fighting against internal corruption, approved through MAI Order no. 1150/19.01.2006.


- Study: The analyses about the quality of the public services in the direct relation Administration-Citizen 2004,

- The strategy about the creation of the one-stop-shop 2005,

- The SIGMA reports: Public Service and the Administrative Framework Assessment June 2005, Elements of the Public Integrity System Assessment June 2005

- Scoping study on internal corruption subjects completed, drawn up within the twinning project no. RO 02/000-586.04.15/D (RO 02/IB/JH/07) – “Further development of MAI anti-corruption mechanisms”

- Scoping study on Anti-corruption legislative requirements completed, drawn up within the twinning project no. RO 02/000-586.04.15/D (RO 02/IB/JH/07) – “Further development of MAI anti-corruption mechanisms”

- Scoping study on Deontology code completed drawn up within the twinning project no. RO 02/000-586.04.15/D (RO 02/IB/JH/07) – “Further development of MAI anti-corruption mechanisms”


- Transparency International Report on Corruption, 2005

**Detailed twinning light costs (orientative estimation only)**

<table>
<thead>
<tr>
<th>Project activity</th>
<th>Man/ days</th>
<th>Total cost (EURO)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medium Term Expert</td>
<td>45</td>
<td>59,820</td>
</tr>
<tr>
<td>Short Term Expert A1</td>
<td>4</td>
<td>2,612</td>
</tr>
<tr>
<td>Short Term Expert A2</td>
<td>5</td>
<td>6,180</td>
</tr>
<tr>
<td>Short Term Expert A3</td>
<td>4</td>
<td>3,312</td>
</tr>
<tr>
<td>Short Term Expert A4</td>
<td>4</td>
<td>2,612</td>
</tr>
<tr>
<td>Short Term Expert B1</td>
<td>4</td>
<td>3,312</td>
</tr>
<tr>
<td>Short Term Expert B2</td>
<td>9</td>
<td>6,402</td>
</tr>
<tr>
<td>Short Term Expert B3</td>
<td>4</td>
<td>3,312</td>
</tr>
<tr>
<td>Short Term Expert B4</td>
<td>4</td>
<td>3,312</td>
</tr>
<tr>
<td>Romanian parallel co-financing</td>
<td>-</td>
<td>20,000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>270,000</strong></td>
</tr>
</tbody>
</table>

1 fees, per diem and travel only. The mention of the costs per activity is also orientative, because a mission may involve more than one STE, or 1-2 days of per diem more than days of fees, while hereby it was assumed, for the estimated budget, that the number of man/days corresponds with number of per diem days as well, and that only 1 STE is allocated per activity. All the other costs are included in the general management costs (flat rates, visibility costs, PL travel to attend Steering Committees, kick-off and wrap-up meetings, additional man-days spent in the home country for drawing up the materials needed for training, the documents resulted from workshops, the quarterly progress reports, etc.)