



Project on Ethics for the Prevention of Corruption in Turkey (TYEC)

CoE Project No. EC/1062

Sixth Quarterly Progress Report

Project title	Ethics for the Prevention of Corruption in Turkey (TYEC)
Project area	Turkey
Project starting date	1 December 2007
Funding	European Commission (90%) & Council of Europe (10%)
Project duration	24 months (1 December 2007- 30 November 2009)
Implementation	(Economic Crime Division/Directorate of Cooperation/DG-HL)- Council of Europe
Project budget	1,500.000 Euro
Reporting period	June-July-August 2009
Date of report	15 September 2009

A project funded by the European Union and implemented by the Council of Europe

TABLE OF CONTENTS

1. BACKGROUND INFORMATION _____	3
1.1 Beneficiary Country and Institution(s) _____	3
1.2 Contracting Authority _____	3
1.3 Implementing Organization _____	3
1.4 Project Objective _____	3
2. SIXTH QUARTER: PLANNED ACTIVITIES FOR PERIOD JUNE-AUGUST 2009 _____	3
3. SIXTH QUARTER: ACTUAL ACTIVITIES FOR PERIOD JUNE-AUGUST 2009 _____	5
4. SEVENTH QUARTER: PLANNED ACTIVITIES FOR PERIOD SEPTEMBER-NOVEMBER 2009 _____	8
5. SUMMARY and CONCLUSION _____	9

Contact

For further information please contact:

Corruption and Fraud Unit/Economic Crime Division
Directorate General of Human Rights and Legal Affairs
Council of Europe
Strasbourg, France

Tel: +33-3-9021-5516
Fax: +33-3-9021-5650
Email: ilknur.yuksekk@coe.int
www.coe.int/economiccrime

This report does not necessarily reflect official positions of the Council of Europe or of the donors funding this project.

1. BACKGROUND INFORMATION

TYEC – “Ethics for the Prevention of Corruption in Turkey” - started on 1 December 2007. This progress report provides an overview over the project activities that took place between 1st December 2008 and 28 February 2009.

1.1 Beneficiary Country and Institution(s)

The beneficiary country is Turkey.

The main beneficiary institution of the project is the Council of Ethics for Public Service.

1.2 Contracting Authority

The Central Finance and Contracts Unit (CFCU).

1.3 Implementing Organization

The Council of Europe is responsible for the implementation of the project and the use of the project funds from the European Commission. Within the General Secretariat of the Council of Europe in Strasbourg, the Economic Crime Division (Directorate of Human Rights and Legal Affairs) is responsible for the overall administrative project management and supervision.

1.4 Project Objective

The overall objective of TYEC is to contribute to the prevention of corruption in Turkey in accordance with European and other international standards through the implementation and extension of the code of conduct, and the development of anti-corruption measures. The current Workplan is included in **Annex 1**. Progress is marked on the Calendar of Activities in **Annex 2**, with a more detailed Output and Activity delivery provided in **Annex 3**.

2. SIXTH QUARTER: PLANNED ACTIVITIES FOR PERIOD JUNE-AUGUST 2009

Output 1:	The staff of the Council of Ethics are trained and have the necessary working tools and procedures to better exercise their mandate
Activity 1.4	Study visits of members and the staff of the Ethics Council to study the experience of similar bodies in other European Union countries

The planning arrangements for the second study visit will be finalised and a draft agenda will be agreed upon. Contact is being made with the Vrije University, Amsterdam, to provide a 1-day seminar on the development of public ethics in The Netherlands.

Output 2:	A training strategy is developed through consultations with ministries to sustain and consolidate the implementation of the training package and embed its use beyond the work of the project A training package is available to support the application of the code of ethics for public officials
Activity 2.4	Finalise the training package and make it available to different

	institutions for in-service training
Activity 2.5	Make available a CD suitable for computer-based training

The Facilitators Guide will be printed in June. The CD-Rom, which contains all the training material, will also be printed.

Output 3:	At least 75 trainers have been trained and are able to deliver ethics training
Activity 3.2	Train the trainers in the application of the training package of the "Code of Ethics"

Between 10-15 experienced trainers will receive a further weeks' training in how to train other trainers to deliver the training material under the supervision of Professor Inayet Aydin.

Output 4:	The governors, deputy governors, district governors and members of Ethics Commissions of the 81 provinces have been trained in the application of the code of ethics for public officials
Activity 4.1	Organise up to 10 training events for governors, deputy governors, and district governors, on the application of the Code of Ethics and implementation aspects of complaining procedures.
Activity 4.2	Organise up to 15 training events for members of Ethics Commissions in provinces and municipalities on the application of the Code of Ethics and implementation aspects of complaining procedures

The proposed timetable is

Training Event No. 2 – Samsun
Training Event No. 3 – Van
Training Event No. 4 – Antalya
Training Event No. 5 – Kayseri
Training Event No. 6 – Diyarbakir
Training Event No. 7 – Erzurum
Training Event No. 8 – Trabzon
Training Event No. 9 – Izmir
Training Event No.10 – Adana

Events 2 and 3 will be delivered in June; the timetable for 4-10 will depend on availability of delegates, holidays, Bayram, etc.

Activity 4.1 and 4.2 will be delivered together (ie, 2x2-day training events in the same week) to maximise use of trainers, logistics, etc

Output 6:	At least 10 research studies are available on the risks of corruption in relation to unethical behaviour and have been discussed in public
Activity 6.2	Organise the publication of the results of these studies
Activity 6.3	Support the Ethics Council in the organisation of up to 2 public

	workshops on the results of these studies
--	---

The remaining 6 research reports have all been given a deadline of 30 June 2009 for submission. Thereafter they will be reviewed and invitations for revision will be sent out in July 2009. Attention will be given to the second research studies seminar.

Output 8:	The effectiveness of codes of conduct and other anti-corruption measures in Turkey will have been evaluated and recommendations for future prevention strategies are available and coordination of measures to promote ethics with other anti-corruption measures in Turkey ensured.
Activity 8.2	Submission of Proposals on specific Anti-corruption measures based on the Study Outcomes
Activity 8.3	Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey
Activity 8.4	Organise up to 2 national conferences on the prevention of corruption in Turkey.

The revised version of the Systems Study will be completed. Work on Output 8 will continue during this period. Attention will be given to the second conference.

3. SIXTH QUARTER: ACTUAL ACTIVITIES FOR PERIOD JUNE-AUGUST 2009

Output 1:	The staff of the Council of Ethics are trained and have the necessary working tools and procedures to better exercise their mandate
Activity 1.4	Study visits of members and the staff of the Ethics Council to study the experience of similar bodies in other European Union countries

Following the study visit to Ireland to look at investigative approaches to ethics breaches, the purpose of the second study tour is more on prevention, the ethical environment and the possible roles of Ethics Commissions within ministries and other public organisations. In relation to this, the now-published Implementation Guide, a key component of the embedding of the training, states clearly that there should be a strategy in all ministries on both training and on the development of a wider ethical environment. As previously identified in the review of the possible roles of the Council, one role would relate to the supervisory and other functions associated with training and the development of such an environment.

The Dutch Ministry for the Interior and Kingdom Relations coordinates and promotes integrity for the public sector in the Netherlands. In this role, the Minister established the NIO. The NIO was set up to help government organisations improve their integrity policies. Due to recommendations in the 2003 treaty on fighting corruption, it was decided to situate the National Integrity Office outside the Ministry, within the CAOP, which is the Netherlands' largest knowledge and service centre for the labour market and labour relations within the public domain to guarantee the independence of the NIO and to ensure it can carry out its functions with the necessary resources and autonomy. The main aim

of the NIO Office is to improve the learning skills of organisations so as to enable them to shape their own ethics and integrity policies.

To do this, the NIO fulfils three tasks. Its first task is the promotion and support of ethics and integrity policies. The various government sectors are supported in setting up and implementing ethics and integrity policy via workshops, conferences and free provision of useful information. The second task is the collection, dissemination and exchange of knowledge. As a knowledge institution, the NIO seeks to provide all governmental organisations with useful knowledge. The Office actively monitors national and international developments in the area of integrity, tracks national and international best practices, participates in research projects, carries out academic studies and issues publications. The third and last task is the development of integrity instruments. The Office is constantly developing instruments that can be used to discuss, test or improve integrity within the organisation. The Office does not only (co)develop instruments and models but also promotes similar initiatives among third parties and participates if required.

There are two specific initiatives of interest for the Council of Ethics for Public Service. First the NIO has developed the Integrity Infrastructure, an integrated approach to integrity policy through six aspects: role of top management, core values and standards, structures and processes, culture and personnel policy, incidents, and evaluation and reports. The second is the development with the Ministry of the Interior and Kingdom Relations, the Integrity Office of the municipality of Amsterdam, and the Netherlands Court of Audit, a new self-assessment instrument for integrity (SAINT). The NIO manages the instrument, which is intended for all public sector organisations in the Netherlands.

The planning arrangements for the second study visit have been finalised with the NIO. The visit will include:

NIO - functions

Amsterdam University ethical context

The Municipality of Rotterdam – ethics at local level

National Court of Auditors – ethics training

The Ministry of the Interior and Kingdom Relations – ethics at national level

The visit is scheduled for the end of September.

Output 2:	A training strategy is developed through consultations with ministries to sustain and consolidate the implementation of the training package and embed its use beyond the work of the project A training package is available to support the application of the code of ethics for public officials
Activity 2.4	Finalise the training package and make it available to different institutions for in-service training
Activity 2.5	Make available a CD suitable for computer-based training

The Facilitators Guide and Implementation Guide is printed and included on a CD-Rom. This completes Output 2.

Output 3:	At least 75 trainers have been trained and are able to deliver ethics training
------------------	--

Activity 3.2	Train the trainers in the application of the training package of the "Code of Ethics"
---------------------	---

Although the previous Steering Group meeting agreed that between 10-15 experienced trainers will receive a further weeks' training in how to train other trainers to deliver the training material under the supervision of Professor Inayet Aydin, the Council of Ethics have, on the basis of commitments incurred during the training in the provinces, agreed that the need for new trainers outside Ankara should take precedence. Therefore this will be replaced with 25 new ethics trainers to be trained in Ankara in September.

Output 4:	The governors, deputy governors, district governors and members of Ethics Commissions of the 81 provinces have been trained in the application of the code of ethics for public officials
Activity 4.1	Organise up to 10 training events for governors, deputy governors, and district governors, on the application of the Code of Ethics and implementation aspects of complaining procedures.
Activity 4.2	Organise up to 15 training events for members of Ethics Commissions in <u>provinces</u> and <u>municipalities</u> on the application of the Code of Ethics and implementation aspects of complaining procedures

The delivery timetable and numbers trained for this period has been delivered as follows:

1-2 June – Training ethics commissions in Samsun (23 people)
3-4 June – Training senior officials in Samsun (27 people)
22-23 June – Training ethics commissions in Van (19 people)
24-25 June – Training senior officials in Van (20 people)
13-14 July – Training ethics commissions in Erzurum (19 people)
15-16 July – Training senior officials in Erzurum (21 people)
27-28 July – Training ethics commissions in Trabzon (21 people)
29-30 July – Training senior officials in Trabzon (20 people)
17-18 August - Training ethics commissions in Kayseri (27 people)
19-20 August - Training senior officials in Kayseri (24 people)

Output 6:	At least 10 research studies are available on the risks of corruption in relation to unethical behaviour and have been discussed in public
Activity 6.2	Organise the publication of the results of these studies
Activity 6.3	Support the Ethics Council in the organisation of up to 2 public workshops on the results of these studies

The remaining 6 research reports were all submitted by 30 June 2009. All were reviewed and comments on revisions with an end of August deadline submission date. Currently all have been received and are undergoing their final review prior to publication.

The first 4 research reports have been published and will be issued as a book in September or October. The second research studies seminar will be held in October.

Output 8:	The effectiveness of codes of conduct and other anti-corruption measures in Turkey will have been evaluated and recommendations for future prevention strategies are available and coordination of measures to promote ethics with other anti-corruption measures in Turkey ensured.
Activity 8.2	Submission of Proposals on specific Anti-corruption measures based on the Study Outcomes
Activity 8.3	Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey
Activity 8.4	Organise up to 2 national conferences on the prevention of corruption in Turkey.

The revised version of the Systems Study is complete. Work on Output 8 will continue during this period. The date and draft agenda for the second conference is under discussion.

4. SEVENTH QUARTER: PLANNED ACTIVITIES FOR PERIOD SEPTEMBER-NOVEMBER 2009

Output 1:	The staff of the Council of Ethics are trained and have the necessary working tools and procedures to better exercise their mandate
Activity 1.4	Study visits of members and the staff of the Ethics Council to study the experience of similar bodies in other European Union countries

The second study visit will take place end of September. This will complete Output 1

Output 3:	At least 75 trainers have been trained and are able to deliver ethics training
Activity 3.2	Train the trainers in the application of the training package of the "Code of Ethics"

The final 25 ethics trainers will be trained in September or October. This will complete Output 3

Output 4:	The governors, deputy governors, district governors and members of Ethics Commissions of the 81 provinces have been trained in the application of the code of ethics for public officials
Activity 4.1	Organise up to 10 training events for governors, deputy governors, and district governors, on the application of the Code of Ethics and implementation aspects of complaining procedures.
Activity 4.2	Organise up to 15 training events for members of Ethics Commissions in <u>provinces</u> and <u>municipalities</u> on the application of the Code of Ethics and implementation aspects of complaining procedures

The proposed timetable for September and October is:

Training Event No. 4 – Antalya
Training Event No. 6 – Diyarbakir
Training Event No. 9 – Izmir
Training Event No.10 – Adana

Activity 4.1 and 4.2 will be delivered together (ie, 2x2-day training events in the same week) to maximise use of trainers, logistics, etc. They will take place in September and October.

This will complete Output 4.

Output 6:	At least 10 research studies are available on the risks of corruption in relation to unethical behaviour and have been discussed in public
Activity 6.2	Organise the publication of the results of these studies
Activity 6.3	Support the Ethics Council in the organisation of up to 2 public workshops on the results of these studies

The remaining 6 research reports will be published in September on the project website, and as a book in October. The second workshop will take place in October. This will complete Output 6.

Output 8:	The effectiveness of codes of conduct and other anti-corruption measures in Turkey will have been evaluated and recommendations for future prevention strategies are available and coordination of measures to promote ethics with other anti-corruption measures in Turkey ensured.
Activity 8.2	Submission of Proposals on specific Anti-corruption measures based on the Study Outcomes
Activity 8.3	Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey
Activity 8.4	Organise up to 2 national conferences on the prevention of corruption in Turkey.

The report on corruption will be completed by end October and the final conference will be held on 25 November. This will complete Output 8.

5. SUMMARY and CONCLUSION

The project implementation continues to proceed toward its conclusion. Apart from amendments to the original workplan and an amendment to additional training, the workplan has been implemented as specified and timetabled.

The main focus of the project – training – has been completed beyond the original proposal, with over 100 ethics trainers trained or shortly to be trained. The Guides and the CD-Rom are in the process of distribution. The only slight concern has been in, in response to the regions for their own ethics trainers, the Council of Ethics for Public Service took the strategic decision to satisfy immediate demand rather than stay with the decision to train experienced ethics

trainers in training others and thus support the cascade principle that was a key component of the Implementation Guide. This is a core element of the follow-on project whose main themes were outlined in the last Quarterly report and should be initiated as one of the first outputs of the follow-on project, so that momentum is not lost and that the expertise of the first set of trainers is further developed to facilitate the cascade work that, as noted previously, will:

- Embed and consolidate the work from this project
- Extend the cascade training and prevention of corruption awareness
- Focus on key ministries and areas to develop ethics work.

In doing so, the pioneering work delivered as part of this project will be sustained, expanded and developed as a potentially lasting contribution to public sector ethics in Turkey.

The other key part of the project being finalised at this stage (and one that that also leads into the follow-on project) – the Research Studies – is nearing completion. A majority of these provide useful and in some cases significant insights into the development of ethical cultures, both among the public and also among public officials. Both ministries (through their Ethics Commissions and ethics trainers) and the Council of Ethics for Public Service will have some useful practitioner data with which to shape both the contents of ethics training, and the development of ethical practices.

Finally, as the Prime Ministry Inspection Board is shaping its national anti-corruption strategy, the Systems Studies and the Background Review to the Corruption Report now provide an important context within which the final Corruption report will evaluate the strategy and offer the project's contribution to addressing ethics and corruption in the Turkish context.

Through pacing its delivery, maintaining a strong focus on the project's objectives and outputs, and engaging on a constant basis with the beneficiary institution, the project is moving toward a satisfactory and worthwhile conclusion.

ANNEX 1: CURRENT WORKPLAN

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
Overall objective:	To contribute to the prevention of corruption in Turkey in accordance with European and other international standards				
Specific objective:	To ensure the effective implementation of the Code of Ethics for public officials and the adoption of such codes by other categories of officials	Overall Indicators: <ul style="list-style-type: none"> ▪ Level of compliance with the Code of Ethics for Public officials in terms of: ▪ Number of complaints received and investigated ▪ Number of training activities carried out in different institutions ▪ Activities carried out by Ethics Commissions ▪ Adoption of a Code of Ethics by the Judiciary ▪ Adoption of a Code of Ethics by the Parliament 			
Output 1:	The staff of the Council of Ethics	Overall Indicators: <ul style="list-style-type: none"> ▪ Number of meetings held by the 			

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
	are trained and have the necessary working tools and procedures to better exercise their mandate	Council of Ethics <ul style="list-style-type: none"> ▪ Number of complaints treated and investigations completed ▪ Quality of work plan ▪ Development of procedures manual ▪ Quality of reports prepared by the Council of Ethics 			
Activity 1.1	Review of the working procedures of the Council of Ethics of Public Officials and its secretariat: Submission of proposals and recommendations for the improvement.	Round Table Discussion No. 1 on reviewing issues of concern and current status of the working procedures of the Ethics Council.	March 2008 Ankara	Ethics Council	Long-term adviser Up to 5 work days of short-term consultants 2 round-table discussions
		Round Table Discussion No. 2 on the Technical Paper on Recommendations and Proposals on the improvement of the working procedures of the Ethics Council.	April 2008 Ankara	Ethics Council	
Activity 1.2	Training of the secretariat of the Ethics Council on the management of complaints received and implementation of	Training Conference on the "International Standards on the Principles of Ethics" for Ethics Council and Government authorities	May 2008 Ankara	Ethics Council Secretariat of the Ethics Council Disciplinary Boards	Long-term adviser Up to 10 work days of short-term consultants 1 Training conference
		Training Conference on the "Management of Complaining	March 2009 Ankara	Ethics Council Secretariat of the	

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
	Ethics Principles in line with international standards	and Responding Procedures of the Ethics Council		Ethics Council Disciplinary Boards	
Activity 1.3	Train the staff of the Ethics Council in the investigation of complaints	Training Session No. 1 on "Investigation of Complaints" for the secretariat of the Ethics Council—Certificate of Training	June 2008 Ankara	Secretariat of the Ethics Council	Long-term adviser Up to 10 work days of short-term consultants 1 Training session and 1 round-table discussion
		Training Session No. 2 on "Investigation of Complaints" for the secretariat of the Ethics Council—Certificate of Training	July 2008 Ankara	Secretariat of the Ethics Council	
Activity 1.4	Study visits of members and the staff of the Ethics Council to study the experience of similar bodies in other European Union countries	Five Days Study Visit No. 1 to an EU counterpart institution (10 Persons)	Ireland/UK June 2008	Secretariat of the Ethics Council Standard Board for England Ethics Commission, Ireland	2 International Travels to other international Ethics offices/Countries 10 Days in total for two visits 20 – 24 Persons in total
		Five Days Study Visit No. 2 to an EU counterpart institution (10 Persons)	France (To Be Confirmed) June 2009	Commissions of Ethics Ethics Council Secretariat of the Ethics Council Civil Society (subject to their own funding)	

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
				Office of for Services of the Prevention of Corruption/Ministry of Justice, France (TBC)	
Output 2:	<p>A training strategy is developed through consultations with ministries to sustain and consolidate the implementation of the training package and embed its use beyond the work of the project</p> <p>A training package is available to support the application of the code of</p>	<ul style="list-style-type: none"> ▪ The draft training package is available by month 6 ▪ A training strategy is developed and is available by month 10 ▪ The final training package is available by month 10 and the training CD by month 12 ▪ Training conference to launch strategy and training package held in month 10 ▪ Quality of the training package ▪ Project reports 			

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
	ethics for public officials				
Activity 2.1	Provision and dissemination of materials on training for ethics and on international standards and tools on enhancement of ethics from other countries	Review, Translation of models and good practices that exist in other European countries on training for ethics and on international standards and tools on enhancement of ethics	March 2008 Ankara	Secretariat of the Ethics Council	Translation in writing of approx 200 pages Translation and Round Table Costs
		Dissemination and Introduction of the materials for the Ethics Committees	April 2008 Ankara	Secretariat of the Ethics Council All Ethics Commissions	
Activity 2.2	Develop a coherent training package and curriculum for ethics training based on the provisions of the Code of Ethics	Working and Consulting Sessions between the Ethics Council/ Secretariat and Experts on assessment and drafting of the training package and of the curriculum for ethics training based on the Code of Ethics and for the public officials, including professional editing of translated material	Ankara Start April 2008 End: Sept 2008	Secretariat of the Ethics Council Other public institutions and academia (experts)	Long-term adviser Up to 28 work days of short-term consultants
Activity 2.3	Undertake training strategy	Reports on training strategy Training Conference on the "Training Strategy and Training	September/October/November Ankara	Ethics Council Ethics Commissions	Long-term adviser Up to 20 work days of short-term consultants

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
		Package"		Personnel Departments	
Activity 2.4	Finalise the training package and make it available to different institutions for in-service training	Following a testing of the training package (under output 3.3)—hold a consulting table on the lesson learned and issues of concern coming out of the testing of package and trainings and conduct the last revisions to the Training Package;	October-November 2008 Ankara	Secretariat of the Ethics Council	Long-term adviser Up to 8 work days of short-term consultants
		Introduce and disseminate the training package to all institutions for internal trainings along with guidelines for trainers.	February 2008 Ankara	Secretariat of the Ethics Council	
Activity 2.5	Make available a CD suitable for computer-based training	Produce and disseminate a Training CD/ suitable for computer –based training by including in it the Final Training Package	January 2009 Distribution at large in all 81 provinces	Secretariat of the Ethics Council	Cost for publication and production of CD Cost of Distribution
Output 3:	At least 75 trainers have been trained and are able to deliver ethics training	<ul style="list-style-type: none"> Quantity and quality of training activities carried out by trainers Project reports Study on the effectiveness of the Code of Ethics Trainers will remain available for training activities 			
Activity	Select up to 75	Conduct consulting and	June/July 2008	Ministry of Health	Long-term adviser

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
3.1	trainers from training institutions of the public administration	information sessions with the relevant public administration training institutions to identify and assess 85 potential Trainers. Initiate a protocol or MOU with respective institutions prior to the selection and training of the trainers.	March/April 2009 Ankara	Ministry of Education Ministry of Interior Ministry of Justice State Planning Organisation and other interested institutions	Up to 8 work days of short-term consultants
Activity 3.2	Train the trainers in the application of the training package of the "Code of Ethics"	Train the Trainers Course No.1 on "Application of Code of Ethics"	October 2008 (<i>Back-to-back</i>)	To be confirmed as above	Long-term adviser Up to 20 work days of short-term consultants
		Train the Trainers Course No.2 on "Application of Code of Ethics"	March 2009 (<i>Back-to-back</i>)	To be confirmed as above	Up to 12 working days of a professional trainer of trainers organisation
		Train the Trainers Course No.3 on "Application of Code of Ethics"	April 2009	To be confirmed as above	2 train the trainer workshop
Activity 3.3	Trainer of trainers pilot exercise	Training Exercise and evaluation of trainers and participants and revisions to training material (see output 2.3)	October 2008 April 2009	To be confirmed as above	Up to 10 work days of short-term consultants
Activity 3.4	Trainers Initiate the preparation for the delivery of the initial training	Consulting and drafting sessions in support the newly trained trainers in the preparation and design of the	November 2008 throughout November 2009	To be confirmed as above	Long-term adviser Up to 15 work days of short-term consultants Up to 1-2 train the trainer workshops

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
	activities (under outputs 4 and 5)	initial training, curricula and training methodology and tools prior to actions that are planned to be taken under Output 4 and Output 5.			
Output 4:	The governors, deputy governors, district governors and members of Ethics Commissions of the 81 provinces have been trained in the application of the code of ethics for public officials	<ul style="list-style-type: none">▪ Number of training activities carried out▪ Follow up activities by provincial officials▪ Number of complaints received and investigated;▪ Project reports▪ Study on the effectiveness of the Code of Ethics			
Activity 4.1	Organise up to 10 training events for governors, deputy governors, and district governors , on the application of the Code of	Training Event No.1 Istanbul	May 2009	Governors, Deputy Governors, District Governors, Mayors	Long-term adviser 21 w/days of ST 10 events in provinces Translation/ productions/training materials/Interpretation Costs of Transport Lodging for 250 prs. for 20 days
		Training Event No. 2 – Samsun	June 2009		
		Training Event No. 3 – Van	June 2009	Secretariat of the Ethics Council Trained Trainers	
		Training Event No. 4 – Antalya	July 2009		
		Training Event No. 5 – Kayseri	July 2009		

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/	
	Ethics and implementation aspects of complaining procedures.					
		Training Event No. 6 – Diyarbakir	September 2009			
		Training Event No. 7 – Erzurum	Sept 2009			
		Training Event No. 8 – Trabzon	Sept 2009			
		Training Event No. 9 – Izmir	Oct 2009			
		Training Event No.10 – Adana	Oct 2009			
Activity 4.2	Organise up to 10 training events for members of Ethics Commissions in <u>provinces</u> and <u>municipalities</u> on the application of the Code of Ethics and implementation aspects of complaining procedures	Training Event No.1 Istanbul	June 2009	Ethics Commissions in Provinces	Long-term adviser 21 w/d days of ST 15 events in provinces Translation/productions/Photocopy/distribution of training materials Interpretation Costs Transport for 15 Lunch/ Dinners for 300 Persons for 30 Days	
		Training Event No. 2 – Samsun	June 2009			
		Training Event No. 3 – Van	July 2009	Ethics Commission in the Municipalities		
		Training Event No. 4 – Antalya	July 2009			
		Training Event No. 5 – Kayseri	September 2009	Secretariat of the Ethics Council		
		Training Event No. 6 – Diyarbakir	Sept 2009	Trained Trainers		
		Training Event No. 7 – Erzurum	Sept 2009			
		Training Event No. 8 – Trabzon	Oct 2009			

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
		Training Event No. 9 – Izmir	Oct 2009		
		Training Event No.10 – Adana	Oct 2009		
Output 5:	Officials of central institutions and organisations responsible for ethics (members of the Ethics Commissions and senior managers) have been trained in the application of the code of ethics for public officials	<ul style="list-style-type: none"> ▪ Number of training activities carried out ▪ Follow up activities by Ethics Commissions and senior managers ▪ Number of complaints received and investigated ▪ Project reports ▪ Study on the effectiveness of the Code of Ethics ▪ Officials from different institutions make use of the skills acquired and follow up with ethics activities in their respective institutions 			
Activity 5.1	Organise up to 6 training events for members of Ethics Commissions and officials responsible for in-service training	<div>Training Event No.1 – Ankara CHAIRS OF ETHICS COMMISSIONS</div> <div>Training Event No. 2 – Ankara</div> <div>Training Event No. 3 – Ankara</div> <div>Training Event No. 4 – Ankara CHAIRS OF ETHICS COMMISSIONS</div>	January 2009	Ethics Commissions from the Central Institutions Secretariat of the Ethics Council	

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
	in different institutions of the public administration	Training Event No. 5 – Ankara Training Event No. 6 – Ankara		Ethics Council	
Activity 5.2	Organise up to 4 training events for senior officials of central level institutions of the public administration (under <u>secretary, general director, president, general secretary and deputy general secretary levels</u>)	Training Event No.1 – Ankara Training Event No. 2 – Ankara Training Event No. 3 – Ankara Training Event No. 4 – Ankara	February 2009	Ethics Commissions from the Central Institutions Secretariat of the Ethics Council Ethics Council	Long-term adviser 8 w/d of ST consultants Cost of training events Lunch/ Dinners for 100 Persons for 4 Days in Interpretation Costs Translation/productions/ of training materials
Output 6:	At least 10 research studies are available on the risks of corruption in relation to unethical	<ul style="list-style-type: none"> ▪ Quantity and quality of research studies ▪ Number of public workshops and feedback received ▪ Project reports ▪ Contribution of the relevant authorities to the research 			

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
	behaviour and have been discussed in public	studies and active participation into workshops; ▪ Usage of the results of the research studies/outcomes in designing specific anti-corruption measures			
Activity 6.1	Initiate the identification of subject matter preparation and of the TORs for at least 10 research studies on <u>ethics issues and corruption</u> in general.	Working Table with the Ethics Council on the Identification of the 10 Research Studies Themes and expected outcomes	March 2008	Secretariat of the Ethics Council Senior Officials from selected public institutions	Long-term adviser Up to 20 work days of short-term consultants Cost for 10 research studies
		Drafting of the TORs for 10 Research Studies	March 2008 Oct/Nov 2008	Secretariat of the Ethics Council	
		Tender Procedures for commissioning of 10 research studies to different institutions (consultancies/NGOs/Academia)	April 2008 (6/10) Nov 2008 (4/10)	Open to tender applicants (<i>based on the procurement rules of the CoE</i>)	
Activity 6.2	Organise the publication of the results of these studies	Commissioning of Publication and carrying of Dissemination of 10 Research Studies 6 research studies- 2008 4 research studies-2009	Ankara and provinces August 2008 January 2009	Open to tender applicants (<i>based on the procurement rules of the CoE</i>)	Cost of Publication/Translation and Dissemination
Activity 6.3	Support the Ethics Council in the organisation of up to 2 public	Public Workshop No 1 on the Results of the 4/10 Research Studies	Ankara May 2009	Ethics Council	Up to 5 workshops Cost for up 2 events Catering for 65 Persons for 2 Days in Total
		Public Workshop No 2 on the	Ankara	Secretariat of the Ethics Council	

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
	workshops on the results of these studies	Results of other 6/10 Research Studies	July 2009		Interpretation Costs Preparation of materials and productions/Photocopy/distribution of training materials
Output 7:	The development of codes of conduct for elected office holders and the judiciary will have been supported	<ul style="list-style-type: none"> ▪ Availability of proposals for codes of conduct for elected officials and the judiciary ▪ Number of workshops held; ▪ Studies on the effectiveness of anti-corruption measures ▪ Project reports; ▪ Adoption of proposed code of conducts 			
Activity 7.1	Organise workshops on codes of conduct for <u>elected office holders</u> and the <u>judiciary</u> to identify possibilities for the development of such codes	Workshop No. 1 on Code of Conducts for Elected Office Holders	Ankara February 2009 (Back to back)	Government institutions Parliament	Long-term adviser 5 w/d of ST consultants 2 workshops; Cost of 40 Prs for 2 Days; Interpretation distribution of materials
		Workshop No. 2 on Code of Conducts for Judiciary members	Ankara February 2009 (Back to back)	Ministry of Justice and Prosecution	
Activity	Support the	Review and Drafting	Ankara	Government	Long-term adviser

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
7.2	review and drafting sessions of identified Codes of Conduct for elected office holders through workshops and direct technical advice	Workshop/Sessions No.1	To be Confirmed 2009	institutions Parliament	10 w/d of ST consultants 3 workshops
		Review and Drafting workshop/Sessions No. 2	To be Confirmed 2009	Ministry of Justice and Prosecution	Catering for 30 person for 3 Days; Interpretation Preparation of materials
Output 8:	The effectiveness of codes of conduct and other anti-corruption measures in Turkey will have been evaluated and recommendations for future prevention strategies are available and Coordination of measures to	<ul style="list-style-type: none"> ▪ First study available by month 12 ▪ Further studies available by month 22 ▪ Quality of studies/recommendations ▪ Project reports ▪ The results of the research studies will be followed up and feed into improved corruption prevention strategies ▪ Availability of proposals for improved coordination ▪ Project reports ▪ GRECO reports ▪ EU/EC reports 			

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
	promote ethics with other anti-corruption measures in Turkey ensured.				
Activity 8.1	Carry out system studies evaluating the effectiveness of anti-corruption measures implemented in recent years, including criminal law measures, the public information act, the Code of Ethics	System Study No. 1: Effectiveness of AC measures through Code of Ethics System Study No. 2: Effectiveness of AC measures through the public Information Act System Study No. 3: Effectiveness of AC measures in Criminal Law System Study No. 4: Effectiveness of AC measures through disciplinary provisions in the legislation and existing structures	Ankara October 2008 – May 2009	-Ethics Council -Secretariat of the Ethics Council -Ethics Commissions - Ministry of Justice Public Information Council Law Enforcement Disciplinary Boards	Long-term adviser 24 w/d of ST consultants 4 studies Interpretation Costs Preparation of materials and productions/Photocopy/distribution of materials
Activity 8.2	Submission of Proposals on specific Anti-corruption measures based on the Study Outcomes	Report on specific Anti-corruption measures based on the Study Outcomes	May-June 2009		Long-term adviser Up to 12 work days of short-term consultants

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
Activity 8.3	Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey	Submit proposals/recommendations on: <ul style="list-style-type: none"> Management; Coordination; Monitoring Tools of Anti-corruption Strategies in Turkey 	Ankara July-September 2009	Increasing Transparency in Turkey and good governance Commission Secretariat of the Ethics Council Ethics Commissions Inspection Boards Disciplinary Boards	Long-term adviser 10 w/d of ST consultants Preparation of materials productions/Photocopy/distribution of materials
Activity 8.4	Organise up to 2 national conferences on the prevention of corruption in Turkey	National Conference No. 1 on Prevention of Corruption	Ankara February 2009	Ethics Commissions and other relevant public institutions/ judiciary/civil society and business community representatives	Catering for 60 Prs for 2 Days; Interpretation Preparation of materials productions/Photocopy/distribution materials Cost of 2 nat. conf.
		National Conference No. 2 on Proposals for improved management, coordination and	Ankara October 2009	Ethics Commissions and other relevant	

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
		monitoring of anti-corruption strategies in Turkey		public institutions/ judiciary/civil society and business community	
Output 9:	Coordination of measures to promote ethics with other anti-corruption measures in Turkey ensured (merged with output 8)	<ul style="list-style-type: none"> • Availability of proposals for improved coordination • Number and quality of meetings held with the technical commissions and other institutions responsible for anti-corruption measures in Turkey • Project reports • GRECO reports • EU/EC reports 			
Activity 9.1	Support the organisation of regular meetings (once every six months) with the technical commission assisting the Inter-ministerial Anti-corruption Commission	Holding of every six month meetings with the technical commission, and supporting the meetings/procedures through technical advice and share of best practices. Initiate issuance of recommendations for introducing anti-corruption policies and specific measures based on Project's outcomes	Ankara May 2008 November 2008 May 2009 October 2009	Increasing Transparency in Turkey and good governance Commission Secretariat of the Ethics Council	Long-term adviser 10 w/d of ST consultants Preparation of materials productions/Photocopy/distribution of materials
Activity	Develop	Submit	Ankara	Increasing	Long-term adviser

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
9.2	proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey	proposals/recommendations on: <ul style="list-style-type: none"> • Management; • Coordination; • Monitoring Tools of Anti-corruption Strategies in Turkey 	May 2008 Oct 2008 May 2009 Oct 2009	Transparency in Turkey and good governance Commission Secretariat of the Ethics Council Ethics Commissions Inspection Boards Disciplinary Boards	10 w/d of ST consultants Preparation of materials productions/Photocopy/distribution of materials

ANNEX 2: CALENDAR OF ACTIVITIES

Calendar of Activities (version based on second revised Workplan of TYEC Project)

Completed ✓	Planned
----------------	---------

Outputs/ Activities	Description	Months / 1 st Year												Months / 2 nd Year															
		D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N				
		1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12				
	Inception phase (8 weeks)	✓	✓	✓																									
Output 1:	The staff of the Council of Ethics are trained and have the necessary working tools and procedures to better exercise their mandate				✓	✓	✓	✓	✓	✓	✓	✓																	
Activity 1.1	Review the working procedures of the Council of Ethics for the Public Service and its secretariat and make and implement proposals for improvement				✓	✓	✓	✓	✓	✓	✓	✓																	
	RTD No.1				✓																								
	RTD No.2						✓																						
Activity 1.2	Train the staff of the secretariat in the management of complaints received and implementation of Ethics Principles in line with international standards																												
	Training Conference No. 1						✓																						
	Training Conference No. 2																												
Activity 1.3	Train the staff of the Ethics Council in the investigation of complaints																												

Outputs/ Activities	Description	Months / 1 st Year												Months / 2nd Year															
		D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N				
		1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12				
	Training Session No. 1							√																					
	Training Session No. 2																												
Activity 1.4	2 Study visits of members and the staff of the Council of Ethics to study the experience of similar bodies in other European Union countries																												
	Five days Study Visit No. 1 to Ireland and UK (10 persons)							√																					
	Five days Study Visit No. 2 to The Netherlands																												
Output 2	A training package is available to support the application of the code of ethics for public officials				√	√	√	√	√	√	√	√	√	√	√	√	√	√											
Activity 2.1	Provision and dissemination of materials on training for ethics and on international standards and tools on enhancement of ethics from other countries				√	√	√	√	√																				
	Review, Translation of models and good practices that exist in other European countries on training for ethics and on international standards and tools on enhancement of ethics				√	√	√	√	√																				
	Dissemination and Introduction of the materials for the Ethics Committees																												
Activity 2.2	Develop a coherent training package/curriculum for ethics training based on the provisions of the Code of Ethics					√	√	√	√	√	√	√	√	√	√	√	√												
	Working and Consulting Sessions between the Ethics Council/ Secretariat and Experts on					√	√	√	√	√	√	√	√	√	√	√	√												

Outputs/ Activities	Description	Months / 1 st Year												Months / 2 nd Year															
		D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N				
		1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12				
	assessment and drafting of the training package and of the curriculum for ethics training based on the Code of Ethics and for the public officials																												
Activity 2.3	Finalise the training package and make it available to different institutions for in-service training												√	√	√	√	√												
	Following a testing of the training package (under outputs 4 and 5), finalise and the training package and make it available to different institutions for in-service training												√	√	√	√	√												
	Introduce and disseminate the training package to all institutions for internal trainings along with guidelines for trainers.												√	√	√	√	√												
Activity 2.4	Make available a CD suitable for computer-based training													√	√	√	√	√	√	√	√	√							
	Produce and disseminate a training CD suitable for computer-based training by including it in the Final Training Package													√	√	√	√	√	√	√	√	√							
Output 3	At least 75 trainers have been trained and are able to deliver ethics training							√	√	√	√	√	√	√	√	√	√	√											
Activity 3.1	Select 75 trainers from training institutions of the public administration							√	√	√						√	√	√	√										
	Conduct consulting and information sessions with the relevant public administration training institutions to identify and assess about 75 potential Trainers. Initiate a protocol or MOU with respective institutions prior to the selection and							√	√	√						√	√	√	√										

Outputs/ Activities	Description	Months / 1 st Year												Months / 2 nd Year															
		D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N				
		1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12				
	training of the trainers.																												
Activity 3.2	Train the trainers in the application of the training package of the “Code of Ethics”																												
	Train the Trainers Workshop No.1 on “Application of Code of Ethics”												√																
	Train the Trainers Workshop No.2 on “Application of Code of Ethics”																√												
	Train the Trainers Workshop No.3 on “Application of Code of Ethics”																												
Activity 3.3	Trainer of trainers pilot exercise												√				√												
Activity 3.4	Trainers Initiate the preparation for the delivery of the initial training activities (under outputs 4 and 5)												√				√	√	√	√									
	Consulting and drafting sessions in support the newly trained trainers in the preparation and design of the initial training, curricula and training methodology and tools prior to actions that are planned to be taken under Output 4 and Output 5.												√				√												
Output 4	The governors, deputy governors and members of Ethics Commissions of the 81 provinces have been trained in the application of the code of ethics for public officials																	√	√	√									
Activity 4.1	Organise up to 10 training events for governors, deputy governors, and district governors on the application of the Code of Ethics and implementation aspects of complaining procedures.																	√	√	√									

Outputs/ Activities	Description	Months / 1 st Year												Months / 2 nd Year															
		D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N				
		1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12				
	Training Event No.1 – Istanbul																		√										
	Training Event No. 2 – Samsun																			√									
	Training Event No. 3 – Van																			√									
	Training Event No. 4 – Antalya																												
	Training Event No. 5– Kayseri																												
	Training Event No. 6 – Diyarbakir																												
	Training Event No. 7 – Erzurum																				√								
	Training Event No. 8 – Trabzon																				√								
	Training Event No. 9 – Izmir																												
Training Event No.10 – Adana																													
Activity 4.2	Organise up to 15 training events for members of Ethics Commissions in provinces and municipalities on the application of the Code of Ethics and implementation aspects of complaining procedures																		√										
	Training Event No.1 – Istanbul																		√										
	Training Event No. 2 – Samsun																			√									
	Training Event No. 3 – Van																			√									
	Training Event No. 4 – Antalya																												
	Training Event No. 5– Kayseri																												
	Training Event No. 6 – Diyarbakir																												
	Training Event No. 7 – Erzurum																				√								
	Training Event No. 8 – Trabzon																				√								
	Training Event No. 9 – Izmir																												
	Training Event No.10 – Adana																												
Output 5	Officials of central institutions and																												

Outputs/ Activities	Description	Months / 1 st Year												Months / 2 nd Year															
		D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N				
		1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12				
	organisations responsible for ethics (members of the Ethics Commissions and senior managers) have been trained in the application of the code of ethics for public officials																												
Activity 5.1	Organise up to 6 training events for members of Ethics Commissions and officials responsible for in-service training in different institutions of the public administration														√														
	Training Event No.1 – 6, Ankara														√														
Activity 5.2	Organise up to 4 training events for senior officials of central level institutions of the public administration (<u>under secretary, general director, president, general secretary and deputy general secretary levels</u>)																√												
	Training Event No.1 – 4, Ankara																√												
Output 6	At least 10 research studies are available on the risks of corruption in relation to unethical behaviour and have been discussed in public																												
Activity 6.1	Initiate the identification of subject matter preparation and of the TORs for at least 10 research studies on ethics issues and corruption in general.				√	√	√	√	√	√	√	√	√																
	Working Table with the Ethics Council on the Identification of the 10 Research Studies Themes and expected outcomes				√																								

Outputs/ Activities	Description	Months / 1 st Year												Months / 2 nd Year															
		D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N				
		1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12				
	Drafting of the TORs for 10 Research Studies				√																								
	Tender Procedures for commissioning of 10 research studies to different institutions (consultancies/NGOs/Academia)					√							√	√															
Activity 6.2	Organise the publication of the results of these studies																												
	Commissioning of Publication and carrying of Dissemination of 10 Research Studies 6 research studies- 2008 4 research studies-2009																												
Activity 6.3	Support the Council of Ethics in the organisation of up to 2 public workshops on the results of these studies																	√	√	√	√								
	Public Workshop No 1 on the Results of the 6/10 Research Studies																	√											
	Public Workshop No 2 on the Results of other 4/10 Research Studies																												
Output 7	The development of codes of conduct for elected office holders and the judiciary will have been supported																												
Activity 7.1	Organise workshops on codes of conduct for elected office holders and the judiciary to identify possibilities for the development of such codes														√	√													
	Workshop No. 1 on Code of Conducts for Elected Office Holders															√													
	Workshop No. 2 on Code of Conducts for															√													

Outputs/ Activities	Description	Months / 1 st Year												Months / 2nd Year															
		D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N				
		1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12				
	Judiciary members																												
Activity 7.2	Support the review and drafting sessions of identified Codes of Conduct for elected office holders through workshops and direct technical advice																√												
	Review and Drafting Workshop/Sessions No.1																√												
	Review and Drafting workshop/Sessions No. 2																												
Output 8	The effectiveness of codes of conduct and other anti-corruption measures in Turkey will have been evaluated and recommendations for future prevention strategies are available and coordination of measures to promote ethics with other anti-corruption measures in Turkey ensured.																												
Activity 8.1	Carry out studies evaluating the effectiveness of anti-corruption measures implemented in recent years, including criminal law measures, the public information act, the Code of Ethics						√	√	√	√	√	√	√	√	√	√	√	√	√										
	System Study No. 1: Effectiveness of AC measures through Code of Ethics																√	√	√	√	√								
	System Study No. 2: Effectiveness of AC measures through the public Information Action																√	√	√	√	√								
	System Study No. 3: Effectiveness of AC measures in Criminal Law																√	√	√	√	√								
	System Study No. 4: Effectiveness of AC measures through disciplinary provisions in the																√	√	√	√	√								

Outputs/ Activities	Description	Months / 1 st Year												Months / 2 nd Year															
		D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N				
		1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12				
	legislation and existing structures																												
Activity 8.2	Based on these studies, make proposals with regard to future anti-corruption strategies.																												
	Proposal No.1 on Effectiveness of AC measures through Code of Ethics																												
	Proposal No.2 on Effectiveness of AC measures through the public Information Action																												
	Proposal No.3 Effectiveness of AC measures in Criminal Law																												
	Proposal No. 4 Effectiveness of AC measures through disciplinary provisions in the legislation and existing structures																												
Activity 8.3	Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey													√	√	√	√	√	√	√	√	√							
Activity 8.4	Organise up to 2 national conferences on the prevention of corruption in Turkey													√	√	√	√	√	√	√	√	√							
	National Conference No. 1 on Prevention of Corruption															√													
	National Conference No. 2 on Prevention of Corruption																												

ANNEX 3: DELIVERY OF OUTPUTS AND ACTIVITIES

This Annex covers Outputs and Activities delivered or not delivered by end Aug 2009; Outputs and Activities underway or to be delivered after May 2009 are not included.

OUTPUT 1 - THE STAFF OF THE COUNCIL OF ETHICS IS TRAINED AND HAVE THE NECESSARY WORKING TOOLS AND PROCEDURES TO BETTER EXERCISE THEIR MANDATE

Activity 1.1 Review the working procedures of the Council of Ethics for the Public Service and its secretariat and make and implement proposals for improvement

Achieved Indicators and Activity Interventions/Outcomes¹

Round Table Discussion No. 1 on reviewing issues of concern and current status of the working procedures of the Ethics Council.

Round Table Discussion No. 2 on the Technical Paper on Recommendations and Proposals on the improvement of the working procedures of the Ethics Council.

Activity 1.2 Train the staff of the secretariat in the management of the Ethics Council on the management of complaints received and implementation of Ethics Principles in line with international standards.

Achieved Indicators and Activity Interventions/Outcomes

Training Conference on the "International Standards on the Principles of Ethics" for Ethics Council and Government authorities

Training Conference on the "Management of Complaining and Responding Procedures of the Ethics Council"

Undelivered Indicators and Activity Interventions/Outcomes

Reason: lack of capacity and staff numbers within Council.

Activity 1.3 Train the staff of Ethics Council in the investigation of complaints

Training Session No. 1 on "Investigation of Complaints" for the secretariat of the Ethics Council—Certificate of Training*

¹ As stated in the revised Workplan submitted to the June meeting of the Steering Group.

Achieved Indicators and Activity Interventions/Outcomes

[*No certificates were issued on the grounds that no practitioner training took place]

Undelivered Indicators and Activity Interventions/Outcomes

Training Session No. 2 on "Investigation of Complaints" for the secretariat of the Ethics Council—Certificate of Training

Reason: lack of capacity and staff numbers within Council.

Activity 1.4 Support and organise 2 study visits of staff of the Council of Ethics to study the experience of similar bodies in other European Union countries (i.e., Spain and Ireland/France)

Achieved Indicators and Activity Interventions/Outcomes

Five Days Study Visit No. 1 to an EU counterpart institution

OVERVIEW

This Output is completed apart from the second study visit which will take place in September 2009

OUTPUT 2 - A TRAINING PACKAGE/MODULE IS AVAILABLE TO SUPPORT THE APPLICATION OF THE CODE OF ETHICS FOR PUBLIC OFFICIALS

Activity 2.1 Translate and review materials on ethics training available in other countries on training for ethics and on international standards and tools on enhancement of ethics

Achieved Indicators and Activity Interventions/Outcomes

Review, Translation of models and good practices that exist in other European countries on training for ethics and on international standards and tools on enhancement of ethics

Dissemination and Introduction of the materials for the Ethics Committees (Commissions)

Activity 2.2 Develop a coherent training package/curriculum for ethics training based on the provisions of the Code of Ethics

Achieved Indicators and Activity Interventions/Outcomes

Working and Consulting Sessions between the Ethics Council/ Secretariat and Experts on

assessment and drafting of the training package and of the curriculum for ethics training based on the Code of Ethics and for the public officials, including professional editing of translated material

Activity 2.3 Undertake training strategy

Achieved Indicators and Activity Interventions/Outcomes

Report on training strategy

Undelivered Indicators and Activity Interventions/Outcomes

Training Conference on the “Training Strategy and Training Package”

Reason: lack of time during availability of international STE and the need to focus on completion of training material and case studies but in part substituted with an ethics training day on 17 December – see 3.2 below.

Activity 2.4 Finalise the training package and make it available to different institutions for in-service training

Achieved Indicators and Activity Interventions/Outcomes

Following a testing of the training package (under Output 3.3)—hold a consulting table on the lesson learned and issues of concern coming out of the testing of package and trainings and conduct the last revisions to the Training Package

Activity 2.5 Make available a CD suitable for computer-based training

Achieved Indicators and Activity Interventions/Outcomes

Hard copies of Implementation Guide and Facilitators Guide completed; material for CD-Rom completed and ready for dissemination

OVERVIEW

This Output is completed

OUTPUT 3 - TRAIN THE TRAINERS PROGRAMME IS AVAILABLE (AT LEAST 75 TRAINERS HAVE BEEN TRAINED AND ARE ABLE TO DELIVER ETHICS TRAINING)

Activity 3.1 Select up to 75 trainers from training institutions of the public administration

Achieved Indicators and Activity Interventions/Outcomes

Conduct consulting and information sessions with the relevant public administration training institutions to identify and assess 85 potential Trainers. Initiate a protocol or MOU with respective institutions prior to the selection and training of the trainers.

Activity 3.2 Train the trainers in the application of the training package of the "Code of Ethics"

Achieved Indicators and Activity Interventions/Outcomes

Train the Trainers Workshops¹ on "Application of Code of Ethics" for 85 trainers

Activity 3.3 Trainer of trainers pilot exercise

Achieved Indicators and Activity Interventions/Outcomes

Training Exercises and evaluation of trainers and participants and revisions to training material

Activity 3.4 Trainers initiate the preparation for the delivery of the initial training activities (under outputs 4 and 5)

Achieved Indicators and Activity Interventions/Outcomes

Consulting and drafting sessions in support the newly trained trainers in the preparation and design of the initial training, curricula and training methodology and tools prior to actions that are planned to be taken under Output 4 and Output 5. (Trainers involved in delivery of Output 4 and Output 5).

OVERVIEW

This Output is continuing with the involvement of trainers in Output 4 and Output 5. One final cadre of ethics training will be undertaken in September 2009, after which the Output is completed

OUTPUT 4 – THE GOVERNORS, DEPUTY GOVERNORS, DISTRICT GOVERNORS AND MEMBERS OF ETHICS COMMISSIONS OF THE 81 PROVINCES HAVE BEEN TRAINED IN THE APPLICATION OF THE CODE OF ETHICS FOR PUBLIC OFFICIALS

Activity 4.1 Organise up to 10 training events for governors, deputy governors, and district governors, on the application of the Code of Ethics and implementation aspects of complaining procedures

Achieved Indicators and Activity Interventions/Outcomes

5 training events held

Activity 4.2 Organise up to 10 training events for members of Ethics Commissions in provinces and municipalities on the application of the Code of Ethics and implementation aspects of complaining procedures

Achieved Indicators and Activity Interventions/Outcomes

5 training events held

OVERVIEW

This Output is continuing

OUTPUT 5 - OFFICIALS OF CENTRAL INSTITUTIONS AND ORGANISATIONS RESPONSIBLE FOR ETHICS (MEMBERS OF THE ETHICS COMMISSIONS AND SENIOR MANAGERS) HAVE BEEN TRAINED IN THE APPLICATION OF THE CODE OF ETHICS FOR PUBLIC OFFICIALS

Activity 5.1 Organise up to 6 training events for members of Ethics Commissions

Achieved Indicators and Activity Interventions/Outcomes

6 training events held

Activity 5.2 Organise up to 4 training events for senior officials of central level institutions of the public administration

Achieved Indicators and Activity Interventions/Outcomes

4 training events held

OVERVIEW

This Output is completed

OUTPUT 6 - AT LEAST 10 RESEARCH STUDIES ARE AVAILABLE ON THE RISKS OF CORRUPTION IN RELATION TO UNETHICAL BEHAVIOUR AND HAVE BEEN DISCUSSED IN PUBLIC

Activity 6.1 Initiate the identification of subject matter preparation and of the ToRs for

at least 10 research studies on ethics issues and corruption in general

Achieved Indicators and Activity Interventions/Outcomes

Working Table with the Ethics Council on the Identification of the 10 Research Studies Themes and expected outcomes

Drafting of the TORs for 10 Research Studies

Tender Procedures for commissioning of 10 research studies to different institutions (consultancies/NGOs/Academia)

Activity 6.2 Organise the publication of the results of these studies

Achieved Indicators and Activity Interventions/Outcomes

Commissioning of Publication and carrying of dissemination of 10 Research Studies

Activity 6.3 Support the Ethics Council in the organisation of up to 2 public workshops on the results of these studies

Achieved Indicators and Activity Interventions/Outcomes

Public Workshop No 1 on the results of the 4/10 Research Studies – May 2009

OVERVIEW

This Output is continuing

OUTPUT 7 - THE DEVELOPMENT OF CODES OF CONDUCT FOR ELECTED OFFICE HOLDERS AND THE JUDICIARY WILL HAVE BEEN SUPPORTED

Activity 7.1 Organise workshops on the needs and possibilities for developing codes of conduct for elected office holders and the judiciary: Introduction and brainstorming sessions with recommendations to what extent and scope these codes shall be developed

Achieved Indicators and Activity Interventions/Outcomes

Delivery of 2 workshops and a conference

OVERVIEW

This Output is completed

OUTPUT 8 - THE EFFECTIVENESS OF CODES OF CONDUCT AND OTHER ANTI-CORRUPTION MEASURES IN TURKEY WILL HAVE BEEN EVALUATED AND RECOMMENDATIONS FOR FUTURE PREVENTION STRATEGIES ARE AVAILABLE AND COORDINATION OF MEASURES TO PROMOTE ETHICS WITH OTHER ANTI-CORRUPTION MEASURES IN TURKEY ENSURED

Activity 8.1 Carry out studies evaluating the effectiveness of anti-corruption measures implemented in recent years, including criminal law measures, the public information act, the Code of Ethics

Achieved Indicators and Activity Interventions/Outcomes

Delivery of draft report

Activity 8.2 Submission of Proposals on specific Anti-corruption measures based on the Study Outcomes

Development of proposals in progress.

Activity 8.3 Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey

Development of proposals in progress.

Activity 8.4 Organise up to 2 national conferences on the prevention of corruption in Turkey

Achieved Indicators and Activity Interventions/Outcomes

Delivery of first national conference

OVERVIEW

This Output is continuing