



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

**CoE Project No. EC/1062**

### **Third Quarterly Progress Report**

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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 1<sup>st</sup> August 2008 and 30 November 2008.

### **1.1 Beneficiary Country and Institution(s)**

The beneficiary country is Turkey.

The primary 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 Workplan, incorporating the revisions agreed at the Steering Group meeting in June, 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. SECOND QUARTERLY PROGRESS REPORT: STATED PLANNED ACTIVITIES FOR PERIOD SEPTEMBER-NOVEMBER 2008**

The Second Quarterly Progress Report described the following activities for the forthcoming Third Quarter of the project, summarised here in terms of planned and additional work as follows:

### **2.1 Planned Work**

*Below are the activities already underway or planned for the next reporting period.*

<b>Output 2</b>	<b><i>A training package/module is available to support the application of the code of ethics for public officials</i></b>
<b>Activity 2.2</b>	<i>Complete the development of a coherent training package/curriculum for ethics training based on the provisions of the Code of Ethics</i>
<b>Activity 2.3</b>	<i>Following a testing of the training package (under outputs 4 and 5), finalise the training package and make it</i>

	<i>available to different institutions for in-service training</i>
<b>Activity 2.4</b>	<i>Produce and disseminate a training CD suitable for computer-based training</i>

*This Activity involves the completion and publication of the training package, the training of the selected trainers including the use of the training package – a timetable is decided in agreement with TUSSIDE, the Turkish public sector training company. The training programme will be supervised by a Turkish and international Short Term expert (STE) and will involve a pilot exercise and 2 reviews of the material.*

<b>Output 3</b>	<b><i>Train the trainers programme is available - (At least 10 trainers have been trained and are able to deliver ethics training)</i></b>
<b>Activity 3.2</b>	<i>Train these trainers in the application of the training package (Ankara)</i>
<b>Activity 3.3</b>	<i>Support these trainers in the delivery of initial training activities (under outputs 4 and 5)</i>

*This Activity follows the outline for Output 2 above.*

<b>Output 4</b>	<b><i>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</i></b>
<b>Activity 4.1</b>	<i>Plan the organisation of up to 10 training events for governors, deputy governors and district governors</i>
<b>Activity 4.2</b>	<i>Plan the organisation of up to 15 training events for members of Ethics Commissions in provinces and municipalities</i>

*The locations for the training to take place in November are noted below in the Workplan. Initial planning is taking place about delivery. After the training programme in October trainers will be selected for participation in the training. The initial training will be monitored and evaluated.*

<b>Output 5</b>	<b><i>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</i></b>
<b>Activity 5.1</b>	<i>Plan the organisation of up to 6 training events for members of Ethics Commissions and officials responsible for in-service training in different institutions of the public administration</i>
<b>Activity 5.2</b>	<i>Plan the organisation of up to 4 training events for senior officials of central level institutions of the public administration (under secretary, general director, president, general secretary and deputy general secretary levels)</i>

*The Activity will follow that of Output 4.*

<b>Output 6</b>	<b><i>At least 10 research studies are available on the risks of corruption in relation to unethical behaviour and have been discussed in public</i></b>
<b>Activity 6.1</b>	<i>Commission 6 research studies</i>

*For the six studies, the approach taken for the first four studies will be followed. The studies have been advertised. Closing date will be mid-October, with an intended decision by end of October, a start-date of 1<sup>st</sup> November and a completion within 5 months. Representatives of the relevant ministries will participate in the award process. The topics of the research studies are:*

### **1. Public Bidding and Ethics (re-advertisement)**

*The study will review national, regional and local legislation, institutional arrangements, and procedures for capital, recurrent and maintenance (or works) public sector contracts.*

*The study may want to consider preventative measures throughout the lifecycle of a contract, procurement planning and the decision to procure, including the preparation of operational-technical requirements; organisation and allocation of public procurement through open procedures (unless there are exceptional circumstances justifying alternative procedures) and the completion of contract; and closure of the contracts through post-award performance and payment.*

*It will identify risks, weaknesses and vulnerabilities in each area and in each type of contract. It will make proposals for the improvement of procedures, to minimise the possibility of corruption, including the use of e-government and other means of transparency, ethical conduct of those involved in procurement, the responsibilities of the private sector, and possible sanctions (including voiding of contracts, debarment, integrity pacts and so on). It may wish to compare and contrast Turkish procedures against international standards, such as the UNCITRAL Model Law, matters regarding personnel responsible for procurement, such as risk management, audit trails and record-keeping, specific appointments processes, specific codes of conduct and training requirements, and the role of inspectorates and audit.*

*The study will identify those areas and procedures where the Council of Ethics may have a particular impact in terms of guidance, training and review.*

### **2. Ethical Conduct in the Health Services (re-advertisement)**

*The study will provide the opportunity to assess the ethical conduct of those within the health services and the relation between the health services and its suppliers, particularly the pharmaceutical industry.*

*The study may wish to review how the separation of responsibilities and interests between the Ministry of Health, its subordinate units, state and private supplies of healthcare products, healthcare professionals and the public and any conflict of interest is managed.*

*The study will explore the role and responsibilities of health professionals, their professional standards, and the potential for misconduct and corruption. It will consider the ethical framework surrounding the system of delivery of, use of, and payment for, pharmaceutical products.*

*The study may review how national and international private sector companies approach their roles and responsibilities in terms of ethical contracting and relations with public officials and health professionals.*

### **3. The Shadow Economy**

*The shadow economy (or the informal or cash economy) is often used as an indicator of corruption, or at least as evidence of a lesser developing economy or society in which exchange or cash is the basis of economic activity. Not only does this work outside the formal tax and customs framework, denying the state revenue, but it allows illicit accumulation of wealth and assets often used in influence trading and corruption. It instils an anti-state attitude and encourages covert relations between public officials and the private sector.*

*The study will explore how far the informal economy has decreased or increased in recent years and in which sectors it is more prevalent, and why. It may review the work of the tax and other revenue agencies and consider what threats its existence poses to an ethical environment in the public sector.*

### **4. Professional Associations and Ethics**

*The study would survey all those professional bodies in Turkey for their developments of Codes of Conduct, how they were constructed, implemented and enforced. Distinctions may be made between professional and generic ethical contents, which in turn may be compared and contrasted with the Council of Ethics Code.*

*Questionnaires and interviews may be undertaken as to the perceptions of professional associations in complementing the work of the Council of Ethics and working toward generic themes across codes, in the provision of training and in the raising of awareness of ethical standards. Particular attention may be given to those professional associations whose members are also public officials and governed by more than one code (such as health professionals).*

### **5. Ethics and the Customs Services**

*The study may wish to review the literature on misconduct and corruption in the customs service, particularly the work of the World Customs Organisation (WCO), as a framework to compare and contrast the Turkish context. It may explore the types of misconduct and corruption involving the Turkish customs service. The study will be used to compare and contrast issues identified in similar institutions.*

*The study will explore the nature of recruitment, promotion, management arrangements, the management of risk, review of training and other means currently used to instil ethical behaviour and deal with breaches.*

### **6. Ethics, Culture, and Society**

*The study is envisaged as possibly taking two approaches in seeking to establish the social and cultural context – ranging from where do public officials develop their ethical standards to the public's perceptions of the conduct of public officials.*

*The study may make a broad review of the development of ethical standards in the Turkish context, how it may be developed through faith, family, education and other influences. Drawing on the extensive literature, it may wish to consider how the approach to, and view of the role of ethics, has developed in different sectors in the public and private sectors in order to where social and cultural attitudes may complement or contradict the development of an ethical environment in the public sector.*

*In particular the study should look at the current and future roles of education, media, and NGOs in promoting ethics and how they may work with the Council.*

*The study should provide the Council of Ethics with guidance on those areas where training should reinforce ethical standards and where it may need to address areas of potential conflict (for example, in relation to family or regional ties and nepotism).*

*The study would also consider in details trends and attitudes expressed in public opinion polls and other quantitative surveys to assess how public perceptions of misconduct and corruption involving public officials has changed. Of particular interest are any assessments of which ministries or activities may be seen as more susceptible to abuse than others and what the public expect from public officials. Comparisons with the various articles in the Code may give the Council on Ethics guidance on perceptions of the relative importance of each.*

<b>Output 7</b>	<b><i>The development of codes of conduct for elected office holders and the judiciary will have been supported</i></b>
<b>Activity 7.1</b>	<i>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</i>
<b>Activity 7.2</b>	<i>Support the development and drafting sessions of identified Codes of Conduct for elected office holders through workshops and direct technical advice</i>

*Background working papers have been completed. Terms of Reference for workshops for the Legislature and the Judiciary are being prepared. It is intended that the workshops will be held in late November or early December and consideration is being given to holding a related conference on corruption under Output 8.*

<b>Output 8</b>	<b><i>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</i></b>
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<b>Activity 8.1</b>	<i>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</i>
<b>Activity 8.3</b>	<i>Organise up to 1 national conference on the prevention of corruption in Turkey</i>

*Background research is underway. The Turkish STE is completing a gap-analysis paper on the laws and procedures relating to corruption and ethics in preparation of a focus on the 4 areas noted under 8.1. The Resident Advisor will complete a background paper on corruption in Turkey.*

<b>Output 9</b>	<b>Coordination of measures to promote ethics with other anti-corruption measures in Turkey ensured</b>
<b>Activity 9.2</b>	<i>Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey</i>

*Work under this Activity will be subsumed under Output 8.*

## **2.2 Additional Work**

*Additional work will also be undertaken as follows:*

### **Activity 1.1 - Review of the working procedures of the Council of Ethics for Public Service and its secretariat: Submission of proposals and recommendations for the improvement.**

*Completion of new working paper on combining the functions of the Council of Ethics for Public Service and an Ombudsman into an Office for Public Standards (September 2008).*

*Completion of new working paper on sanctions (September 2008).*

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

*Completion of a further working paper on a sustainable training strategy, following the work of international STE in October 2008.*

## **3. THIRD QUARTERLY PROGRESS REPORT: ACTUAL ACTIVITIES FOR PERIOD SEPTEMBER-NOVEMBER 2008**

### **3.1 Planned Work**

As stated in the Second Quarterly Progress Report, a planned work schedule was proposed to be undertaken during the Third Quarter period. This section indicates the intended Output and Activity, and the work actually undertaken during this period:

**Output 2 A training package/module is available to support the application of the code of ethics for public officials**

**Activity 2.2** Develop a coherent training package/curriculum for ethics training



based on the provisions of the Code of Ethics

The training materials drafted by the International STE were sent for translation in August/September 2008 and further submitted to two Turkish academics for review and amendment. The material was reviewed with the trainers during and after a pilot training exercise (see **Activity 3.3**). At the end of November it was submitted to a final academic reviewer for further work during December with the intention of providing soft copies to all members of Ethics Commissions during their training in January 2009 (see **Activity 5.1**).

**Output 2 A training package/module is available to support the application of the code of ethics for public officials**

**Activity 2.3** Undertake training strategy

During the process of developing training materials, the international STE identified a number of key issues relating to the planned delivery of the project. He developed a report - THE TRAINING STRATEGY – which was intended to encourage ministries, through their Ethics Commissions, to cascade the ethics training and to develop other procedures and activities that sustain the purpose of the training.

This report and its recommendations had been submitted to the Steering Committee meeting in June 2008. It proposed changes to the training schedule (including pilot training) such as visits in October by the international expert to a number of ministries to meet with their Ethics Commissions and personnel departments to discuss the implementation of the strategy, an ethics training conference in early November 2008 to launch the training, and the possibility of extending the training programme to ensure that a larger pool of trainers were available both for the work of the Council of Ethics for Public Service and to support cascade training within ministries.

The document was translated into Turkish and circulated to the proposed trainers and Ethics Commissions in September 2008. After the training activities and visits to ministries in October 2008, a revised Training Strategy report was submitted. The recommendations are discussed under 3.5 below. It is intended to revise the report in the light of the draft Interim Evaluation report, received for comment at the end of November. It will be amended and re-issued in December 2008, and submitted to the Steering Group meeting in January 2009.

**Output 2 A training package/module 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

As part of the revised training strategy, a meeting was held with the first group of trainers to review and evaluate material on 6<sup>th</sup> November, followed by, under **Activity 3.3**, a pilot training exercise with an audience from training and personnel departments (12-13 November). The purpose was to review the training material after use in practice. A further meeting was held with the

Turkish short-term expert to re-consider the case studies and set out a final review to take place during December (see **Activity 2.2**) to include:

- the need to review and amend the Guides a final time, particularly in terms of the above comments, 1-9, and agreement with the international STE to incorporate into the main text some of the annexes in the Facilitator's Guide;
- the need to review and amend the PPTs a final time;
- re-draft the 5 case studies;
- develop the material on the law, regulations and other formal frameworks for inclusion on the CD-Rom;
- write 3 new case-studies for junior levels in the light of the comments from the trainers;
- develop PPTs on public ethics and ethical decision-making and assign copyright for the training programme.

**Output 3 Train the trainers programme is available - (At least 10 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"

Those selected for training were called to a meeting on 25 August 2008, where the training programme and timetable were discussed. In a post-meeting circular, trainers were informed that the training is a major part of the ethics project with the Council of Europe and is intended to:

- support the Council of Ethics for Public Service training programme for senior national, regional and local public officials between November 2008 and October 2009;
- use the trainers to work with their ministry ethics commission to set up a training strategy. The Council of Ethics for Public Service will be writing to discuss this document with the head of the ministry and the ethics commission;
- assist the Council of Ethics deliver a national training programme.

The dates for the training were agreed as follows:

- September 2008– meeting to receive training and ethics material
- October 2008– training of trainers on how to train
- October 2008– training of trainers with ethics material
- November 2008 – review of material and pilot training exercise

On 24 September 2008 a further meeting was held with those selected for training. They received the training material and information on the training process. In September 2008 a meeting was also held with the training provider – TUSSIDE – who also received copies of the draft manuals and the programme for the week – based on the Facilitators Guide and the 2-day training event outlined in the Guide – was discussed and agreed. Between 19-24 October 2008 the training was undertaken at TUSSIDE. The International and Turkish STEs were contracted to attend the programme with a brief to monitor and evaluate the programme in order to provide formative and summative evaluations based upon their individual professional perspectives and their overall assessment of participants' responses. Both STEs issued reports and the international STE produced a revised Training Strategy report (see **Activity 2.3**).

In addition, following the review of the training and training material and at the request of those who had received the training for further training in concepts of public ethics, a training day was proposed for December (see **Activity 3.3**).

**Output 3 Train the trainers programme is available - (At least 25 trainers have been trained and are able to deliver ethics training)**

**Activity 3.3** Trainer of trainers pilot exercise

As part of the revised training strategy, a meeting was held with the first group of trainers to review and evaluate material on 6 November 2008, followed by a pilot training exercise with an audience from training and personnel departments (12-13 November 2008). The purpose was to review the training material after use in practice and identify any gaps in the training and training materials (see **Activity 3.2** above). A further meeting was held with the Turkish short-term expert to re-consider the case studies and set an agenda for the final review of the materials (see **Activity 2.4** above).

**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

In August and November 2008 meetings were held with the successful research teams and representatives of the participating ministries to discuss methodologies, timetables and progress.

In September 2008 the remaining 6 studies were advertised in Turkish and English on the Council of Europe and the Council of Ethics for Public Service websites.

In November 2008 a committee had met to consider applications for 6 research studies. The studies which recommended for award were as follows:

- Research Study 2. Public Bidding and Ethics
- Research Study 7. The Shadow Economy
- Research Study 8. Professional Associations and Ethics
- Research Study 9. Ethics and the Customs Service
- Research Study 10. Ethics, Culture, and Society

The proposed award of Research Study 5. was declined by the successful team after further discussion over the preferred methodologies proposed by the Chair of the Council of Ethics for Public Service. Discussions on how to proceed will be held in December 2008.

**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**

**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

**Activity 8.3** Organise up to 2 national conferences on the prevention of corruption in Turkey

Background research by the Resident Advisor is underway. In August 2008 a Turkish STE was appointed to carry out the work under Activity 8.1. He has now completed a paper on the laws and procedures relating to corruption and ethics and intends to submit a draft report by end January 2009 addressing the other areas noted under **Activity 8.1**. One of the 2 conferences proposed under **Activity 8.3** will be used to further the work under Output 7.

**Output 9 Coordination of measures to promote ethics with other anti-corruption measures in Turkey ensured**

**Activity 9.1** Support the organisation of regular meetings (once every six months) with the technical commission assisting the Inter-ministerial Anti-corruption Commission

**Activity 9.2** Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey

Initial work under **Activity 8.1** above quickly established that neither the Technical Commission nor the Inter-ministerial Commission currently exist (and nor have they been in existence since 2004). Contact has been made, however, with those involved in the work of the technical commission and the drafting of the (currently unpublished) national anti-corruption strategy). Agreement has been reached to cooperate over **Activity 9.2**. This activity will therefore be integrated with the work for **Output 8, Activity 8.2**, in due course.

### **3.2 Additional Work**

As noted under 2.2 above, the following additional work was undertaken:

**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

Following completion of the first round of reviews and discussions with the Chair of the Council of Ethics for Public Service and the project director, it was clear that there were a number of significant issues concerning the Council's working procedures and focus of work. In addition, during the second quarter, the Chair and several of the Council of Ethics for Public Service members were keen to pursue the role of the Council of Ethics for Public Service as a promoter of ethical standards through training in, and prevention activities by, ministries. The Chair was also keen to explore the possibility of the Council of Ethics for Public Service moving in the direction of the promotion and enforcement of public standards across ministries.

As a consequence of these issues two further Technical Papers were prepared in September 2008. The first - *Review of Sanctions for the Council of Ethics for Public Service* - addressed the question of sanctions if the Council of Ethics for Public Service maintained its current focus. It discussed the issue of sanctions within the legal and institutional context of the work of the Council of Ethics for

the Public Service. It built on a previous review of the structure, work and capacity of the Council of Ethics for Public Service and proposed a good practice range of sanctions, including comments on the enforcing institution and aggravating/mitigating factors in determining the level of sanction.

The second – *Second Review of the Council of Ethics for Public Service* - discussed whether or not there is an opportunity to consider combining the two functions – ethics and maladministration – into a single agency. Turkey has proposed legislation to establish the Office of Ombudsman but this was vetoed by the then President on the grounds that the law would be unconstitutional (the issues concerned the Office acting as a public agency of the Parliament, and Parliament also appointing the Ombudsmen). The paper built on a previous review of the structure, work and capacity of the Council of Ethics for Public Service to consider the possibility of a new agency that combines the functions of the Council of Ethics for Public Service and an Ombudsman into an Office for Public Standards. It also discussed the limited number of existing agencies that combine similar functions.

**Output 2 A training package/module is available to support the application of the code of ethics for public officials**

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

The Guide for Facilitators and the Implementation Guide prepared by the International STE, together with case study and PPT material, were sent for translation in August/September 2008 and further submitted to two Turkish academics for review and amendment. The iterative process is ongoing: material was reviewed with the trainers during and after a pilot training exercise (October), with the intention of sending the latest draft to a final academic reviewer during December.

After the training at TUSSIDE, the International expert prepared a further Training Strategy report, the implications of which are discussed in 3.5 below and incorporated in to the Planned Activities for December – February, and the second revised Workplan (**Annex 4**).

### **3.3 Planned Work postponed to January-February 2009**

The Second Quarterly Progress Report noted that Output 4 would be delivered in November 2008, to be followed by 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**

**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

Output 4 was planned for November but the extension of training of trainers activities has delayed delivery. Following the revised Training Strategy, and the proposed role of Ethics Commissions to develop ministry training strategies and deliver cascade training, it has been decided to deliver Output 5 after Output 4. This will consolidate and review the competences of the trainers, and to confirm with Ethics Commissions the contents of the final drafts of the training materials which they will be using within their own ministries. In addition there is a need to train more trainers, as agreed at the June Steering Group meeting, as soon as possible to allow Ethics Commissions to begin delivery internal training courses. The second revised Workplan (**Annex 4**) contains the reorganised delivery of Output 4.

**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** and officials responsible for in-service training in different institutions of the public administration

**Activity 5.2** Organise up to 4 training events for **senior officials of central level institutions** of the public administration (under secretary, general director, president, general secretary and deputy general secretary levels)

Output 5 is delayed, and will be delivered before Output 4, as discussed above, with delivery in January and February 2009.

**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

The Second Quarterly Progress Report noted that Activity 7.1 would be held in late November or early December.

The intention is to hold two workshops on the same day and share some of the themes and issues to come to an agreement on (a) the need for a code and (b) the support needed for drafting sessions. The expected outcome is whether or not a code is required; related outcomes will concern who will implement the code, and how. It is intended that, if agreement is reached for further Council of Europe support, then a more technical workshop will be convened later under **Activity 7.2**. The experts' input will be both Turkish and international, but limited to practitioner expertise. Those invited to the workshops will be those Legislature and Judiciary members and officials with direct responsibility for the possible implementation of a Code.

It has also been agreed with the Council of Ethics for Public Service that the workshop is followed by a conference to discuss the themes and issues with a wider audience – ministry figures, NGO and media representatives, etc. Output 8

provides for 2 conferences. It has been agreed that one of these could usefully be devoted to the development of codes for the Legislature and judiciary.

Given the sensitivities of discussions under Output 7, and the fact that the Prime Minister has recently announced that the Legislature will begin working on a Code, it was agreed that a Turkish STE be appointed to put together the workshop programme, with support from the Council of Ethics for Public Service and the Resident Advisor. In September 2008 Prof. Dr. Omer Faruk Genckaya of Bilkent University, who is working with officials in the Legislature, agreed to draft a short paper on the background to developing a code for the Legislature and identify Turkish STEs to deliver a paper at the workshop and conference (one identified under Output 8) on legislative and judicial codes. International STEs have agreed to participate as follows:

*Judicial representatives:*

Dr. Nihal Jayawickrama Coordinator of the International Judicial Integrity Group, London.

Hatem Aly, UNODC Judicial Integrity Group.

*Parliamentary representatives:*

Global Organisation of Parliamentarians Against Corruption (Chair - John Williams, former Canadian MP).

Stuart Gilman (World Bank/UNODC).

It is intended that the workshops and conference will be held in February 2009. The reason for the delay is to address the training issues as proposed below (see 3.5).

### **3.4 Output and Activities: Completion to date**

The project progress is listed in **Annex 2**. The Output and Activities delivered to the end of December 2008 since the start of the project (together with those Activities due to be delivered in this period but not yet delivered) are listed in **Annex 3**.

Some of the Outputs and Activities have been affected by the focus on training while others are affected as a consequence of work undertaken by other Outputs and Activities. As a consequence it is suggested that the recommendations in the revised Training Strategy report and the proposed alterations to the delivery of Outputs and Activities be used to redraft a second revised Workplan, to give a clearer and more accurate project framework in terms of Outputs and Activities from the Fourth Quarter onward. These are discussed in the next section.

### **3.5 Revising the Workplan**

The main areas concern training, timetabling delivery of Outputs and the work on the anti-corruption strategy.

#### **3.5.1 Training**

The revised Training Strategy report emphasises:

- The role of Ethics Commissions – these need to take lead responsibility for the delivery of intra-ministry training and the development of an ethical framework, as proposed in the Implementation Guide;

- Sustainability of training – the need for more trainers and, because of the limitations of the TUSIDE training course, trainers who are trained to train other trainers.

These issues are reinforced by the comments in the interim Evaluation Report.

It is therefore proposed that the Ethics Commissions are engaged in this work as soon as possible and that senior management in ministries are involved in the intended roles for the Ethics Commissions. While some of the work will be the responsibility of the Council of Ethics for Public Service (such as the development of ministry codes of conduct and the use of Ethics Commissions in investigating minor breaches of the main Code), the project has a significant role in raising awareness, devising prototype training courses, and in ensuring sufficient trainers both to begin the training and to train others within ministries.

Accordingly – in terms of awareness raising - Output 5 will precede Output 4 and be delivered as soon as possible (January and February 2009). Output 5 will comprise a training course that introduces Ethics Commissions and senior management to the contents of the Facilitators Guide and the Implementation Guide, as well as to input from the Council of Ethics for Public Service on expected roles and responsibilities.

In terms of sustainability and training trainers, 2 additional training courses will be delivered in March and April by the Council of Ethics for Public Service for 50 more trainers. The courses will be organised and delivered in-house to ensure quality control, integration of the ethics material into the training, and training of trainers as trainers of others.

Output 4 will be streamlined, with 4.1 and 4.2 involving 10 events to achieve better use of resources and an integrated timetable.

### *3.5.2 Anti-corruption Strategies*

In view of the absence of an active Technical Commission and Inter-ministerial Commission, and in the light of the current draft anti-corruption strategy by the Prime Ministry Inspection Board, Outputs 8 and 9 be combined. The reports from the combined Output will be directed at setting the context for and providing suggestions in support of the draft strategy.

### *3.5.3 Implementation of the Workplan*

In view of the above, the Workplan has been revised again to reflect the proposed changes. Most of the proposals relate to the reordering of Outputs or new dates for completion of activities. The only changes of note are:

- The reduction of training events under **Activity 4.2** from 14 to 10, to match those of **Activity 4.1**;
- The amalgamation of Outputs 8 and 9.

The revised Workplan, with comments on the proposed changes, is in **Annex 4**.



#### 4. **FOURTH QUARTER: PLANNED ACTIVITIES FOR PERIOD DECEMBER-FEBRUARY 2009**

<b>Output 2:</b>	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
<b>Activity 2.2</b>	Develop a coherent training package and curriculum for ethics training based on the provisions of the Code of Ethics
<b>Activity 2.4</b>	Finalise the training package and make it available to different institutions for in-service training
<b>Activity 2.5</b>	Make available a CD suitable for computer-based training

The work on the manuals and associated material will be finalised by a Turkish STE during December, to address the following:

- the need to review and amend the Guides a final time, particularly in terms of the above comments, 1-9, and agreement with the international STE to incorporate in to the main text some of the annexes in the Facilitator's Guide;
- the need to review and amend the PPTs a final time;
- re-draft the 5 case studies;
- develop the material on the law, regulations and other formal frameworks for inclusion on the CD-Rom;
- write 3 new case-studies for junior levels in the light of the comments from the trainers;
- develop PPTs on public ethics and ethical decision-making and assign copyright for the training programme.

This work will be submitted to a professional copy-editor in January and soft copies will be provided to those being trained under Output 5 for evaluation. After this time, the manuals will be professionally printed and disseminated in hard copy and on a CD-Rom.

<b>Output 3:</b>	At least 25 trainers have been trained and are able to deliver ethics training
<b>Activity 3.4</b>	Trainers Initiate the preparation for the delivery of the initial training activities (under outputs 4 and 5)

Following the review of the training and training material and at the request of those who had received the training for further training in concepts of public ethics, an additional training day on the concept of public ethics has been arranged for 17 December 2008 as follows:

- Umit Berkman (Bilkent University) on *The Changing Ethical Context in Turkey And Issues Relating To Corruption*;
- Ugur Omurgonulsen (Hacettepe University) on *The Law And Procedures, And Why Ethical Issues Emerge*;

- Omer Faruk Genckaya (Bilkent University) on the *Role And Purpose Of Public Ethics*;
- Inayet Aydin (Ankara University) on *Public Ethics in Practice*;
- Semra Ascigil (Middle East Technical University) on *the Differences Between Public And Private Sector Ethics – And What The Public Sector May Learn From The Private Sector*.

The presentations – paper, PPT and a video of the proceedings – will be included in the Training CD-Rom.

<b>Output 5:</b>	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 and officials <u>responsible for in-service training in different institutions of the public administration</u>
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> )

**Activities 5.1 and 5.2** will take place as follows in 2009:

#### 5.1: Training Ethics Commissions

8-9 January Chairs of Ethics Commissions (1) + Chairs of Public Bodies

12-13 January

14-15 January

19-20 January

22-23 January Chairs of Ethics Commissions (2) + Members of Public Bodies

26-27 January

#### 5.2: Training Senior Officials at Central Level

5-6 February

9-10 February

12-13 February

23-24 February

The agendas and trainers are agreed.

<b>Output 6:</b>	At least 10 research studies are available on the risks of corruption in relation to unethical behaviour and have been discussed in public
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A meeting for all research teams is arranged for 16 January 2009 to monitor progress of the first group of studies and confirm methodologies of the second group of studies. It is expected that draft final reports from the first group will be submitted from the end of February onwards.

<b>Output 7:</b>	The development of codes of conduct for elected office holders and the judiciary will have been supported
<b>Activity 7.1</b>	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

The workshops (and conference under **Activity 8.3**) are confirmed as follows for February 2009:

16 February 2009 – Workshop on Legislative Ethics  
17 or 18 February 2009 – Workshop on Judicial Ethics  
17, 18 or 19 February 2009 – Conference on Legislative and Judicial Ethics

International participants are agreed.

<b>Output 8:</b>	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
<b>Activity 8.1</b>	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
<b>Activity 8.3</b>	Organise up to 2 national conferences on the prevention of corruption in Turkey

The remaining studies are underway and a draft report will be completed by the end of January.

<b>Output 9:</b>	Coordination of measures to promote ethics with other anti-corruption measures in Turkey ensured
<b>Activity 9.2</b>	Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey

A draft context report on corruption in Turkey will be completed by the end of February 2009 by the Resident Advisor.

## 5. SUMMARY and CONCLUSION

The project implementation continues to proceed generally in accordance with the workplan and timetable. The proposed Workplan in **Annex 4** more accurately presents the Outputs and Activities for the remainder of the project.

The project continues to receive the support of the Council of Ethics for Public Service who is not only committed to the proposals for the additional training of trainers but also are developing their own plans for the roles and responsibilities for the Ethics Commissions. In turn, the Ethics Commissions are crucial for the sustainability of ethics training and, for that, the project will be crucial in ensuring that they have the minimum number of trainers, and material, to achieve this.

The project is engaging with those responsible for the current anti-corruption strategy and will be in a position not only comment on it but also provide guidance on strategic interventions to support its implementation.

As noted previously, the project has established itself and has been recognised as being of value to the work of the beneficiary institution and to those ministries keen to become involved in the training aspect of the project. It is envisaged that the project will continue to face challenges to ensuring a successful implementation but it is also clear that, overall, the project has the potential to deliver its objectives as well as providing the basis from which further related projects may develop.

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## ANNEX 1: REVISED WORKPLAN

<i>Reference</i>	<i>Description of Activities</i>	<i>Expected Indicators and Activity Interventions/Outcomes</i>	<i>Timing/Venue</i>	<i>Participating Institutions</i>	<i>Inputs from the CoE</i>
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"> <li>▪ Level of compliance with the Code of Ethics for Public officials in terms of:</li> <li>▪ Number of complaints received and investigated</li> <li>▪ Number of training activities carried out in different institutions</li> <li>▪ Activities carried out by Ethics Commissions</li> <li>▪ Adoption of a Code of Ethics by the Judiciary</li> <li>▪ Adoption of a Code of Ethics by the Parliament</li> </ul>			
Output 1:	The staff of the	Overall Indicators:			

<i>Reference</i>	<i>Description of Activities</i>	<i>Expected Indicators and Activity Interventions/Outcomes</i>	<i>Timing/Venue</i>	<i>Participating Institutions</i>	<i>Inputs from the CoE</i>
	Council of Ethics are trained and have the necessary working tools and procedures to better exercise their mandate	<ul style="list-style-type: none"> <li>Number of meetings held by the Council of Ethics</li> <li>Number of complaints treated and investigations completed</li> <li>Quality of work plan</li> <li>Development of procedures manual</li> <li>Quality of reports prepared by the Council of Ethics</li> </ul>			
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	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	March 2009	Ethics Council	

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
	implementation of Ethics Principles in line with international standards	"Management of Complaining and Responding Procedures of the Ethics Council"	Ankara	Secretariat of the 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
		<del>Training Session No. 2 on "Investigation of Complaints" for the secretariat of the Ethics Council—Certificate of Training</del>	<del>July 2008 Ankara</del>	<del>Secretariat of the Ethics Council</del>	
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	

<i>Reference</i>	<i>Description of Activities</i>	<i>Expected Indicators and Activity Interventions/Outcomes</i>	<i>Timing/Venue</i>	<i>Participating Institutions</i>	<i>Inputs from the CoE</i>
				own funding) 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</p>	<ul style="list-style-type: none"> <li>▪ The draft training package is available by month 6</li> <li>▪ A training strategy is developed and is available by month 10</li> <li>▪ The final training package is available by month 10 and the training CD by month 12</li> <li>▪ Training conference to launch strategy and training package held in month 10</li> <li>▪ Quality of the training package</li> <li>▪ Project reports</li> </ul>			



<i>Reference</i>	<i>Description of Activities</i>	<i>Expected Indicators and Activity Interventions/Outcomes</i>	<i>Timing/Venue</i>	<i>Participating Institutions</i>	<i>Inputs from the CoE</i>
	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	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	Report on training strategy Training Conference on the	September/October Ankara	Ethics Council Ethics	Long-term adviser Up to 20 work days of short-term consultants

<i>Reference</i>	<i>Description of Activities</i>	<i>Expected Indicators and Activity Interventions/Outcomes</i>	<i>Timing/Venue</i>	<i>Participating Institutions</i>	<i>Inputs from the CoE</i>
		"Training Strategy and Training Pacakage"		Commissions 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 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.	December 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 25 trainers have been trained and are able to deliver ethics training	<ul style="list-style-type: none"> <li>▪ Quantity and quality of training activities carried out by trainers</li> <li>▪ Project reports</li> <li>▪ Study on the effectiveness of the Code of Ethics</li> <li>▪ Trainers will remain available for training activities</li> </ul>			

<i>Reference</i>	<i>Description of Activities</i>	<i>Expected Indicators and Activity Interventions/Outcomes</i>	<i>Timing/Venue</i>	<i>Participating Institutions</i>	<i>Inputs from the CoE</i>
Activity 3.1	Select up to 25 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 20-25 potential Trainers. Initiate a protocol or MOU with respective institutions prior to the selection and training of the trainers.	June/July 2008 Ankara	Ministry of Health Ministry of Education Ministry of Interior Ministry of Justice State Planning Organisation and other interested institutions	Long-term adviser 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 Workshop No.1 on "Application of Code of Ethics"	October 2008 (Back to back)	To be confirmed as above	Long-term adviser Up to 20 work days of short-term consultants Up to 12 working days of a professional trainer of trainers organisation 2 train the trainer workshop
		Train the Trainers Workshop No.2 on "Application of Code of Ethics"	October 2008 (Back to back)	To be confirmed as above	
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	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 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	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

<i>Reference</i>	<i>Description of Activities</i>	<i>Expected Indicators and Activity Interventions/Outcomes</i>	<i>Timing/Venue</i>	<i>Participating Institutions</i>	<i>Inputs from the CoE</i>
		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"> <li>Number of training activities carried out</li> <li>Follow up activities by provincial officials</li> <li>Number of complaints received and investigated;</li> <li>Project reports</li> <li>Study on the effectiveness of the Code of Ethics</li> </ul>			
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	Training Event No.1 Istanbul	November 2008 Istanbul	Governors, Deputy Governors, District Governors, Mayors Secretariat of the Ethics Council  Trained Trainers	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 – Bursa	December 2008 Bursa		
		Training Event No. 3 - Izmir	January 2009 Izmir		
		Training Event No. 4 – Antalya	February 2009 Antalya		
		Training Event No. 5 – Kayseri	March 2009 Kayseri		
		Training Event No. 6 –	April 2009		

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
	complaining procedures.	Diyarbakir	Diyarbakir		
		Training Event No. 7 – Erzurum	May 2009 Erzurum		
		Training Event No. 8 – Trabzon	June 2009 Trabzon		
		Training Event No. 9 – Samsun	July 2009 Samsun		
		Training Event No.10 – Adana	September 2009 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	November 2008 Istanbul	Ethics Commissions in Provinces	Long-term adviser
		Training Event No. 2 – Bursa & No.3 – Eskisehir	December 2008 Bursa &Eskisehir		21 w/d days of ST 15 events in provinces
		Training Event No. 4 – Izmir	January 2009 Izmir	Ethics Commission in the Municipalities	Translation/productions/Photocopy/distribution of training materials
		Training Event No. 5 – Antalya	February 2009 Antalya		Interpretation Costs
		Training Event No. 6– Kayseri	March 2009 Kayseri	Secretariat of the Ethics Council	Transport for 15
		Training Event No. 7 – Diyarbakir& No. 8 – Malatya	April 2009 Diyarbakir	Trained Trainers	Lunch/ Dinners for 300 Persons for 30 Days
		Training Event No. 9 – Erzurum	May 2009 Erzurum		
		Training Event No. 10 – Trabzon	June 2009 Trabzon		
		Training Event No. 11 – Samsun	July 2009 Samsun		

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
		Training Event No.12 – Adana & No. 13 G.Antep	September 2009 Adana &G.Antep		
		Training Event No. 14 Bolu and No. 15 Van	October 2009 Bolu &Van		
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"> <li>Number of training activities carried out</li> <li>Follow up activities by Ethics Commissions and senior managers</li> <li>Number of complaints received and investigated</li> <li>Project reports</li> <li>Study on the effectiveness of the Code of Ethics</li> <li>Officials from different institutions make use of the skills acquired and follow up with ethics activities in their respective institutions</li> </ul>			
Activity 5.1	Organise up to 6 training events for members of Ethics Commissions and officials responsible for in-service training in	Training Event No.1 – Ankara Training Event No. 2 – Ankara Training Event No. 3 – Ankara Training Event No. 4 – Ankara Training Event No. 5 – Ankara Training Event No. 6 – Ankara	January 2009 February 2009 March 2009 April 2009 May 2009 June 2009	Ethics Commissions from the Central Institutions  Secretariat of the Ethics Council	Long-term adviser 12 w/d of ST consultants Cost of 6 training events Lunch/ Dinners for 1050 Prs for 12 Days Interpretation Costs Translation/productions/ of training materials

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
	<u>different institutions</u> of the public administration			Ethics Council	
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 – Ankara	January 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
		Training Event No. 2 – Ankara	May 2009		
		Training Event No. 3 – Ankara	June 2009		
		Training Event No. 4 – Ankara	October 2009		
Output 6:	At least 10 research studies are available on the risks of corruption in relation to unethical	<ul style="list-style-type: none"><li>▪ Quantity and quality of research studies</li><li>▪ Number of public workshops and feedback received</li><li>▪ Project reports</li><li>▪ Contribution of the relevant authorities to the research</li></ul>			

<i>Reference</i>	<i>Description of Activities</i>	<i>Expected Indicators and Activity Interventions/Outcomes</i>	<i>Timing/Venue</i>	<i>Participating Institutions</i>	<i>Inputs from the CoE</i>
	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</u> and <u>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 6/10 Research Studies	Ankara January 2009	Ethics Council	Up to 5 workshops Cost for up 2 events Catering for 65 Persons for 2 Days in Total Interpretation Costs
		Public Workshop No 2 on the	Ankara	Secretariat of the Ethics Council	



<i>Reference</i>	<i>Description of Activities</i>	<i>Expected Indicators and Activity Interventions/Outcomes</i>	<i>Timing/Venue</i>	<i>Participating Institutions</i>	<i>Inputs from the CoE</i>
	workshops on the results of these studies	Results of other 4/10 Research Studies	October 2009		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"> <li>▪ Availability of proposals for codes of conduct for elected officials and the judiciary</li> <li>▪ Number of workshops held;</li> <li>▪ Studies on the effectiveness of anti-corruption measures</li> <li>▪ Project reports;</li> <li>▪ Adoption of proposed code of conducts</li> </ul>			
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 November 2008 (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 November 2008 (Back to back)	Ministry of Justice and Prosecution	
Activity 7.2	Support the review and drafting sessions of identified Codes of	Review and Drafting Workshop/Sessions No.1	Ankara January/March 2009	Government institutions Parliament	Long-term adviser 10 w/d of ST consultants 3 workshops Catering for 30 person for 3 Days; Interpretation
		Review and Drafting workshop/Sessions No. 2	May/June 2009	Ministry of Justice and Prosecution	

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
	Conduct for elected office holders through workshops and direct technical advice				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	<ul style="list-style-type: none"> <li>First study available by month 8</li> <li>Further studies available by month 22</li> <li>Quality of studies/recommendations</li> <li>Project reports</li> <li>The results of the research studies will be followed up and feed into improved corruption prevention strategies</li> </ul>			
Activity 8.1	Carry out system studies evaluating the effectiveness of anti-corruption measures	System Study No. 1: Effectiveness of AC measures through Code of Ethics	Ankara May/September 2008	<ul style="list-style-type: none"> <li>-Ethics Council</li> <li>-Secretariat of the Ethics Council</li> <li>-Ethics Commissions</li> <li>-Civil Society</li> </ul>	Long-term adviser 24 w/d of ST consultants 4 studies Interpretation Costs Preparation of materials and productions/Photocopy/distribution of

<i>Reference</i>	<i>Description of Activities</i>	<i>Expected Indicators and Activity Interventions/Outcomes</i>	<i>Timing/Venue</i>	<i>Participating Institutions</i>	<i>Inputs from the CoE</i>
	implemented in recent years, including criminal law measures, the public information act, the Code of Ethics	System Study No. 2: Effectiveness of AC measures through the public Information Act	Ankara Feb/April 2009	Ministry of Justice Secretariat of the Ethics Council Public Information Council Civil Society	materials
		System Study No. 3: Effectiveness of AC measures in Criminal Law	Ankara May/September 2009	Ministry of Justice /Courts/ Prosecution/Law Enforcement Secretariat of the Ethics Council	
		System Study No. 4: Effectiveness of AC measures through disciplinary provisions in the legislation and existing structures	Ankara Aug/October 2009	Ministry of Justice /Courts/ Prosecution Secretariat of the Ethics Council Pubic Administration Disciplinary Boards	
Activity 8.2	Submission of Proposals on specific Anti-corruption measures based on the Study	Proposal No.1 Effectiveness of AC measures through Code of Ethics	Ankara October 2008	Ministry of Justice /Courts/ Prosecution Secretariat of the Ethics Council	Long-term adviser Up to 12 work days of short-term consultants
		Proposal No.2 on Effectiveness	Ankara	Secretariat of the	

<i>Reference</i>	<i>Description of Activities</i>	<i>Expected Indicators and Activity Interventions/Outcomes</i>	<i>Timing/Venue</i>	<i>Participating Institutions</i>	<i>Inputs from the CoE</i>
	Outcomes	of AC measures through the public Information Action	April 2009	Ethics Council Civil Society Ethics Council Ethics Commissions	
		Proposal No.3 on Effectiveness of AC measures in Criminal Law	Ankara September 2009	Ministry of Justice /Courts/ Prosecution Secretariat of the Ethics Council Pubic Administration Disciplinary Boards	
		Proposal No. 4 Effectiveness of AC measures through disciplinary provisions in the legislation and existing structures	Ankara October 2009	Ministry of Justice /Courts/ Prosecution Secretariat of the Ethics Council Pubic Administration Disciplinary Boards	
Activity 8.3	Organise up to 2 national conferences on the prevention of corruption in Turkey	National Conference No. 1 on Prevention of Corruption	Ankara December 2008	Ethics Commissions and other relevant public institutions/judiciary/civil society and	Catering for 60 Prs for 2 Days; Interpretation Preparation of materials productions/Photocopy/distribution materials Cost of 2 nat. conf.

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
				business community representatives	
		National Conference No. 2 on Prevention of Corruption	Istanbul September 2009	Ethics Commissions and other relevant public institutions/judiciary/civil society and business community	
Output 9:	Coordination of measures to promote ethics with other anti-corruption measures in Turkey ensured	<ul style="list-style-type: none"> <li>▪ Availability of proposals for improved coordination</li> <li>▪ Number and quality of meetings held with the technical commissions and other institutions responsible for anti-corruption measures in Turkey</li> <li>▪ Project reports</li> <li>▪ GRECO reports</li> <li>▪ EU/EC reports</li> </ul>			
Activity 9.1	Support the organisation of regular meetings (once every six months) with the technical	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	Ankara May 2008 November 2008 May 2009 October 2009	Increasing Transparency in Turkey and good governance Commission	Long-term adviser 10 w/d of ST consultants Preparation of materials productions/Photocopy/distribution of materials

<i>Reference</i>	<i>Description of Activities</i>	<i>Expected Indicators and Activity Interventions/Outcomes</i>	<i>Timing/Venue</i>	<i>Participating Institutions</i>	<i>Inputs from the CoE</i>
	commission assisting the Inter-ministerial Anti-corruption Commission	of recommendations for introducing anti-corruption policies and specific measures based on Project's outcomes		Secretariat of the Ethics Council	
Activity 9.2	Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey	Submit proposals/recommendations on: <ul style="list-style-type: none"> <li>Management;</li> <li>Coordination;</li> <li>Monitoring Tools of Anti-corruption Strategies in Turkey</li> </ul>	Ankara May 2008 Oct 2008 May 2009 Oct 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

## ANNEX 2: CALENDAR OF ACTIVITIES

### Calendar of Activities (version based on the adopted Workplan of TYEC Project as of 28 October 2008)

Completed ✓	Planned	Not Yet Completed X
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Outputs/ Activities	Description	Months / 1 <sup>st</sup> Year												Months / 2 <sup>nd</sup> 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																												
	Training Session No. 1							√																					

Outputs/ Activities	Description	Months / 1 <sup>st</sup> Year												Months / 2 <sup>nd</sup> 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. 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 France (TBC)																												
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 <sup>st</sup> 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				
	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 10 trainers have been trained and are able to deliver ethics training																												
Activity 3.1	Select 20 to 25 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 20-25 potential Trainers. Initiate a protocol or MOU with respective institutions prior to the selection and							√	√	√																			

Outputs/ Activities	Description	Months / 1 <sup>st</sup> Year												Months / 2 <sup>nd</sup> 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”												√																
Activity 3.3	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												X																
	Training Event No.1 Istanbul												X																
	Training Event No. 2 – Bursa																												
	Training Event No. 3 - Izmir																												

Outputs/ Activities	Description	Months / 1 <sup>st</sup> 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 Event No. 4 – Antalya																												
	Training Event No. 5 – Adana																												
	Training Event No. 6 – Diyarbakir																												
	Training Event No. 7 – Erzurum																												
	Training Event No. 8 – Trabzon																												
	Training Event No. 9 – Samsun																												
	Training Event No.10 – Kayseri																												
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												X																
	Training Event No.1 – Istanbul												X																
	Training Event No. 2 – Bursa & No.3 – Eskisehir																												
	Training Event No. 4 – Izmir																												
	Training Event No. 5 – Antalya																												
	Training Event No. 6– Kayseri																												
	Training Event No. 7 – Diyarbakir& No. 8 -Malatya																												
	Training Event No. 9 – Erzurum																												
	Training Event No. 10 – Trabzon																												
	Training Event No. 11 – Samsun																												
	Training Event No.12 – Adana & No. 13 G.Antep																												
	Training Event No. 14 Bolu and No. 15 Van																												
	Output 5	Officials of central institutions and organisations responsible for ethics																											

Outputs/ Activities	Description	Months / 1 <sup>st</sup> 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				
	(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 <b>members of Ethics Commissions</b> and <u>officials responsible for in-service training in different institutions</u> of the public administration																												
	Training Event No.1 – Ankara																												
	Training Event No. 2 – Ankara																												
	Training Event No. 3 – Ankara																												
	Training Event No. 4 – Ankara																												
	Training Event No. 5 – Ankara																												
	Training Event No. 6 – Ankara																												
Activity 5.2	Organise up to 4 training events for <b>senior officials of central level institutions</b> of the public administration ( <u>under 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																												
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				✓	✓	✓	✓	✓	✓	✓	✓	✓																

Outputs/ Activities	Description	Months / 1 <sup>st</sup> 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				
	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				√																								
	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																												

Outputs/ Activities	Description	Months / 1 <sup>st</sup> 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				
	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 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																												
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 Action																												
	System Study No. 3: Effectiveness of AC																												

Outputs/ Activities	Description	Months / 1 <sup>st</sup> Year												Months / 2 <sup>nd</sup> 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				
	measures in Criminal Law																												
	System Study No. 4: Effectiveness of AC measures through disciplinary provisions in the legislation and existing structures																												
Activity 8.2	Submission of Proposals on specific Anti-corruption measures based on the Study Outcomes																												
	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	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																												
Output 9	Coordination of measures to promote ethics with other anti-corruption measures in Turkey ensured					✓	✓	✓	✓	✓	✓	✓																	
Activity 9.1	Support the organisation of regular meetings (once every six months) with the technical												X																

Outputs/ Activities	Description	Months / 1 <sup>st</sup> 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				
	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												X																
Activity 9.2	Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey												X																
	Submit proposals/recommendations on: Management; Coordination; Monitoring Tools of Anti-corruption Strategies in Turkey																												



### ANNEX 3: DELIVERY OF OUTPUTS AND ACTIVITIES

#### 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/Outcomes<sup>1</sup>*

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

##### *Undelivered Indicators and Activity Interventions/Outcomes*

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

**Reason:** lack of capacity and staff numbers within Council.

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

##### *Achieved Indicators and Activity Interventions/Outcomes*

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

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

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<sup>1</sup> As stated in the revised Workplan submitted to the June meeting of the Steering Group.

### ***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

### **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

### **OUTPUT 3 - Train the trainers programme is available (at least 25 trainers have been trained and are able to deliver ethics training)**

**Activity 3.1** Select up to 25 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 about 20-25 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 Workshop on “Application of Code of Ethics”

**Activity 3.3** Trainer of trainers pilot exercise

***Achieved Indicators and Activity Interventions/Outcomes***

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

**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  
6 research studies- 2008

**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 extend and scope these codes shall be developed

Organisation of workshops in progress

**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**

**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

**Activity 8.3** Organise up to 2 national conferences on the prevention of corruption in Turkey

Studies in progress

**OUTPUT 9 - Coordination of measures to promote ethics with other anti-corruption measures in Turkey ensured**

**Activity 9.1** Support the organisation of regular meetings (once every six months) with the technical commission assisting the Inter-ministerial Anti-corruption Commission

**Activity 9.2** Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey

Development of proposals in progress.

#### ANNEX 4: SECOND REVISED WORKPLAN

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

<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
	Council of Ethics are trained and have the necessary working tools and procedures to better exercise their mandate	<ul style="list-style-type: none"> <li>▪ Number of meetings held by the Council of Ethics</li> <li>▪ Number of complaints treated and investigations completed</li> <li>▪ Quality of work plan</li> <li>▪ Development of procedures manual</li> <li>▪ Quality of reports prepared by the Council of Ethics</li> </ul>			
<b>Activity 1.1</b>	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	
<b>Activity 1.2</b>	Training of the secretariat of the Ethics Council on the management of complaints received and	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	March 2009	Ethics Council	

<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
	implementation of Ethics Principles in line with international standards	"Management of Complaining and Responding Procedures of the Ethics Council"	Ankara	Secretariat of the Ethics Council Disciplinary Boards	
<b>Activity 1.3</b>	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
		<del>Training Session No. 2 on "Investigation of Complaints" for the secretariat of the Ethics Council—Certificate of Training</del>	<del>July 2008 Ankara</del>	<del>Secretariat of the Ethics Council</del>	
<b>Activity 1.4</b>	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)	<del>France</del> (To Be Confirmed) June 2009	Commissions of Ethics Ethics Council Secretariat of the Ethics Council Civil Society (subject to their	



<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
				own funding) Office of for Services of the Prevention of Corruption/Ministry of Justice, France (TBC)	
<b>Output 2:</b>	<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</p>	<ul style="list-style-type: none"> <li>▪ The draft training package is available by month 6</li> <li>▪ A training strategy is developed and is available by month 10</li> <li>▪ The final training package is available by month 10 and the training CD by month 12</li> <li>▪ Training conference to launch strategy and training package held in month 10</li> <li>▪ Quality of the training package</li> <li>▪ Project reports</li> </ul>			

<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
	the code of ethics for public officials				
<b>Activity 2.1</b>	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	
<b>Activity 2.2</b>	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
<b>Activity 2.3</b>	Undertake training strategy	Reports on training strategy <del>Training Conference on the</del>	September/October/ <b>November</b> <del>r</del>	Ethics Council Ethics	Long-term adviser Up to 20 work days of short-term

<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
		<del>"Training Strategy and Training Package"</del>	Ankara	Commissions Personnel Departments	consultants CONFERENCE NOT HELD BECAUSE OF TIME DEVOTED TO TRAINING REVISED REPORT ON TRAINING STRATEGY
<b>Activity 2.4</b>	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- <del>November</del> 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.	<del>February</del> 2008 Ankara	Secretariat of the Ethics Council	
<b>Activity 2.5</b>	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
<b>Output 3:</b>	At least <del>75</del> trainers have been trained and are able to deliver ethics	<ul style="list-style-type: none"> <li>Quantity and quality of training activities carried out by trainers</li> <li>Project reports</li> <li>Study on the effectiveness of the Code of Ethics</li> </ul>			

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/ <b>COMMENTS ON THE REVISIONS</b>
	training	<ul style="list-style-type: none"> <li>Trainers will remain available for training activities</li> </ul>			
<b>Activity 3.1</b>	Select up to 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 20-25 potential Trainers. Initiate a protocol or MOU with respective institutions prior to the selection and training of the trainers.	June/July 2008 March/April 2009 Ankara	Ministry of Health Ministry of Education Ministry of Interior Ministry of Justice State Planning Organisation and other interested institutions	Long-term adviser Up to 8 work days of short-term consultants
<b>Activity 3.2</b>	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 (Back-to-back)	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 (Back-to-back)	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 <b>TRAINING SUFFICIENT TRAINERS TO ENSURE (i) CAPACITY WITHIN MINISTRIES AND (ii) PROVIDE ENOUGH TRAINED TRAINERS AND TRAINERS OF TRAINERS</b>
<b>Activity 3.3</b>	Trainer of trainers pilot exercise	Training Exercise and evaluation of trainers and participants and revisions to	October 2008 April 2009	To be confirmed as above	Up to 10 work days of short-term consultants

<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
		training material (see output 2.3)			
<b>Activity 3.4</b>	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.	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
<b>Output 4:</b>	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"> <li>▪ Number of training activities carried out</li> <li>▪ Follow up activities by provincial officials</li> <li>▪ Number of complaints received and investigated;</li> <li>▪ Project reports</li> <li>▪ Study on the effectiveness of the Code of Ethics</li> </ul>			
<b>Activity 4.1</b>	Organise up to 10 training events for <b>governors,</b>	Training Event No.1 Istanbul	May 2008 Istanbul	Governors, Deputy Governors, District Governors, Mayors	Long-term adviser 21 w/days of ST 10 events in provinces
		Training Event No. 2 – Bursa	May 2008		

<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
	<b>deputy governors, and district governors,</b> on the application of the Code of Ethics and implementation aspects of complaining procedures.		Bursa		
		Training Event No. 3 - Izmir	June 2009 Izmir	Secretariat of the Ethics Council	Translation/ productions/training materials/Interpretation Costs of Transport Lodging for 250 prs. for 20 days
		Training Event No. 4 – Antalya	June 2009 Antalya	Trained Trainers	
		Training Event No. 5 – Kayseri	July 2009 Kayseri		
		Training Event No. 6 – Diyarbakir	July 2009 Diyarbakir		
		Training Event No. 7 – Erzurum	Sept 2009 Erzurum		
		Training Event No. 8 – Trabzon	Sept 2009 Trabzon		
		Training Event No. 9 – Samsun	Oct 2009 Samsun		
		Training Event No.10 – Adana	Oct 2009 Adana		
<b>Activity 4.2</b>	Organise up to 15 training events for members of <b>Ethics Commissions</b> in <u>provinces</u> and <u>municipalities</u> on the application of the Code of Ethics and	Training Event No.1 Istanbul	May 2008 Istanbul	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 – Bursa	May 2008 Bursa		
		Training Event No. 3 - Izmir	June 2009 Izmir	Ethics Commission in the Municipalities	
		Training Event No. 4 – Antalya	June 2009 Antalya		
		Training Event No. 5 – Kayseri	July 2009 Kayseri	Secretariat of the Ethics Council	

<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
	implementation aspects of complaining procedures	Training Event No. 6 – Diyarbakir Training Event No. 7 – Erzurum Training Event No. 8 – Trabzon Training Event No. 9 – Samsun Training Event No.10 – Adana	July 2009 Diyarbakir Sept 2009 Erzurum Sept 2009 Trabzon Oct 2009 Samsun Oct 2009 Adana	Trained Trainers	AS ABOVE FOR 4.1 AND THE NUMBER OF EVENTS REDUCED TO ALLOW INTEGRATION OF TRAINING WITH 4.1
<b>Output 5:</b>	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"> <li>Number of training activities carried out</li> <li>Follow up activities by Ethics Commissions and senior managers</li> <li>Number of complaints received and investigated</li> <li>Project reports</li> <li>Study on the effectiveness of the Code of Ethics</li> <li>Officials from different institutions make use of the skills acquired and follow up with ethics activities in their respective institutions</li> </ul>			
<b>Activity 5.1</b>	Organise up to 6 training events	Training Event No.1 – Ankara <b>CHAIRS OF ETHICS</b>	January 2009	Ethics Commissions from	Long-term adviser 12 w/d of ST consultants

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/ <b>COMMENTS ON THE REVISIONS</b>
	for members of Ethics Commissions and officials responsible for in-service training in different institutions of the public administration	<p>COMMISSIONS</p> <p>Training Event No. 2 – Ankara</p> <p>Training Event No. 3 – Ankara</p> <p>Training Event No. 4 – Ankara</p> <p>CHAIRS OF ETHICS COMMISSIONS</p> <p>Training Event No. 5 – Ankara</p> <p>Training Event No. 6 – Ankara</p>		<p>the Central Institutions</p> <p>Secretariat of the Ethics Council</p> <p>Ethics Council</p>	<p>Cost of 6 training events</p> <p>Lunch/ Dinners for 1050 Prs for 12 Days</p> <p>Interpretation Costs</p> <p>Translation/productions/ of training materials</p> <p>OUTPUT 4 AND 5 ARE REVERSED TO FOCUS ON (i) TRAINING ETHICS COMMISSIONS AND SENIOR PERSONNEL IN ANKARA, TO RAISE AWARENESS AND COMMITMENT (ii) ALLOW ENOUGH TIME TO TRAIN MORE TRAINERS TO SUPPORT THE WORK OF ETHICS COMMISSIONS AND (iii) INVOLVE THE MINISTRIES IN DELIVERY OF TRAINING OUTSIDE ANKARA. DELIVERY WILL ALSO INVOLVE CHAIRS OF ETHICS COMMISSIONS IN MAJOR PARASTATALS.</p> <p>THERE ARE FEW DEDICATED TRAINING DEPARTMENTS; RESPONSIBILITY FOR DEVISING AND DELIVERING ETHICS TRAINING WILL REST WITH ETHICS COMMISSIONS</p>



<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
					AND WILL BE THEIR MAIN WORK. THUS IT IS IMPORTANT THAT ALL ETHICS COMMISSION MEMBERS RECEIVE THE TRAINING TO UNDERSTAND ITS PURPOSE AND CONTENTS
<b>Activity 5.2</b>	Organise up to 4 training events for <b>senior officials of central level institutions</b> of the public administration (under <u>secretary</u> , <u>general director</u> , <u>president</u> , <u>general secretary</u> and <u>deputy general secretary</u> levels)	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  AS NOTED ABOVE IT IS IMPORTANT TO SECURE SENIOR MANAGEMENT COMMITMENT TO THE TRAINING AND THEIR SUPPORT BOTH IN TERMS OF THE WORK OF ETHICS COMMISSIONS AND FOR TRAINING OUTSIDE ANKARA
<b>Output 6:</b>	At least 10 research studies are available on the risks of corruption in	<ul style="list-style-type: none"> <li>▪ Quantity and quality of research studies</li> <li>▪ Number of public workshops and feedback received</li> <li>▪ Project reports</li> </ul>			

<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
	relation to unethical behaviour and have been discussed in public	<ul style="list-style-type: none"> <li>Contribution of the relevant authorities to the research studies and active participation into workshops;</li> <li>Usage of the results of the research studies/outcomes in designing specific anti-corruption measures</li> </ul>			
<b>Activity 6.1</b>	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> )	
<b>Activity 6.2</b>	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
<b>Activity 6.3</b>	Support the Ethics Council in	Public Workshop No 1 on the Results of the 4/10 Research	Ankara May 2009	Ethics Council	Up to 5 workshops Cost for up 2 events

<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
	the organisation of up to 2 public workshops on the results of these studies	Studies Public Workshop No 2 on the Results of other 6/10 Research Studies	Ankara July 2009	Secretariat of the Ethics Council	Catering for 65 Persons for 2 Days in Total Interpretation Costs Preparation of materials and productions/Photocopy/distribution of training materials  WORK ON ALL STUDIES WAS DELAYED IN STARTING. DISSEMINATION ACTIVITIES ARE THUS ALSO DELAYED. IT IS EXPECTED THAT THE RESULTS OF THE FIRST 4 STUDIES WILL BE DISSEMINATED AS PART OF A CONFERENCE ON ETHICS TO BE HELD DURING ETHICS WEEK IN MAY 2009
<b>Output 7:</b>	The development of codes of conduct for elected office holders and the judiciary will have been supported	<ul style="list-style-type: none"> <li>▪ Availability of proposals for codes of conduct for elected officials and the judiciary</li> <li>▪ Number of workshops held;</li> <li>▪ Studies on the effectiveness of anti-corruption measures</li> <li>▪ Project reports;</li> <li>▪ Adoption of proposed code of conducts</li> </ul>			
<b>Activity 7.1</b>	Organise workshops on	Workshop No. 1 on Code of Conducts for Elected Office	Ankara February 2009	Government institutions	Long-term adviser 5 w/d of ST consultants

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/ <b>COMMENTS ON THE REVISIONS</b>
	codes of conduct for elected office holders and the judiciary to identify possibilities for the development of such codes	Holders Workshop No. 2 on Code of Conducts for Judiciary members	(Back to back) Ankara February 2009 (Back to back)	Parliament Ministry of Justice and Prosecution	2 workshops; Cost of 40 Prs for 2 Days; Interpretation distribution of materials  AS NOTED IN THE REPORT, THE WORK IS RE-SCHEDULED TO ALLOW THE TRAINING UNDER OUTPUT 5 TO TAKE PLACE
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	Ankara To be Confirmed 2009	Government institutions Parliament	Long-term adviser 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  THE FOLLOW-UP WORK WILL ONLY BE CONFIRMED ONCE THE OPUOTCOME OF THE WORKSHOPS UNDER 7.1 ARE KNOWN
Output 8:	The effectiveness of codes of conduct and other anti-corruption measures in	<ul style="list-style-type: none"> <li>First study available by month 12</li> <li>Further studies available by month 22</li> <li>Quality of studies/recommendations</li> </ul>	THIS OUTPUT WILL BE MERGED WITH OUTPUT 9, WITH THE FINDINGS FROM 8.1. AND 8.2 BEING USED TO INFORM PROPOSALS FOR THE ANTI-CORRUPTION STRATEGIES OF TURKEY		

<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
	Turkey will have been evaluated. Recommendations for future prevention strategies are made and coordinated to promote ethics with other anti-corruption measures in Turkey.	<ul style="list-style-type: none"> <li>▪ Project reports</li> <li>▪ The results of the research studies will be followed up and feed into improved corruption prevention strategies</li> <li>▪ Availability of proposals for improved coordination</li> <li>▪ Project reports</li> <li>▪ GRECO reports</li> <li>▪ EU/EC reports</li> </ul>			
<b>Activity 8.1</b>	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	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

<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
		structures			
<b>Activity 8.2</b>	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
<b>Activity 8.3</b>	Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey	Submit proposals/recommendations on: <ul style="list-style-type: none"> <li>Management;</li> <li>Coordination;</li> <li>Monitoring Tools of Anti-corruption Strategies in Turkey</li> </ul>	Ankara July-September 2009	Increasing Transparency—in Turkey—and good governance <del>Commission</del>  Secretariat of the Ethics Council  Ethics	Long-term adviser 10 w/d of ST consultants Preparation of materials productions/Photocopy/distribution of materials

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/ <b>COMMENTS ON THE REVISIONS</b>
				Commissions  Inspection Boards  <del>Disciplinary Boards</del>	
<b>Activity 8.4</b>	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.  THE FIRST CONFERENCE WILL BE RELATED TO THE WORK UNDERTAKEN UNDER OUTPUT 7
		National Conference No. 2 on Proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey	Ankara October 2009	Ethics Commissions and other relevant public institutions/ judiciary/civil society and business community	THE WORK UNDER OUTPUT 8 IS TO BETTER INTEGRATED, WITH ANY PROPOSALS BEING DISCUSSED AT THE SECOND NATIONAL CONFERENCE
<b>Output 9:</b>	Coordination of measures to promote ethics with other anti-corruption	<ul style="list-style-type: none"> <li>▪ Availability of proposals for improved coordination</li> <li>▪ Number and quality of meetings held with the technical commissions and other</li> </ul>	THIS OUTPUT WILL BE COMBINED WITH OUTPUT 8 ABOVE		

<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ COMMENTS ON THE REVISIONS</b>
	measures in Turkey ensured	institutions responsible for anti-corruption measures in Turkey <ul style="list-style-type: none"> <li>▪ Project reports</li> <li>▪ GRECO reports</li> <li>▪ EU/EC reports</li> </ul>			
<b>Activity 9.1</b>	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
<b>Activity 9.2</b>	Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey	Submit proposals/recommendations on: <ul style="list-style-type: none"> <li>▪ Management;</li> <li>▪ Coordination;</li> <li>▪ Monitoring Tools of Anti-corruption Strategies in Turkey</li> </ul>	Ankara May 2008 Oct 2008 May 2009 Oct 2009	Increasing Transparency in Turkey and good governance Commission  Secretariat of the Ethics Council  Ethics Commissions	Long-term adviser 10 w/d of ST consultants Preparation of materials productions/Photocopy/distribution of materials



<b>Reference</b>	<b>Description of Activities</b>	<b>Expected Indicators and Activity Interventions/Outcomes</b>	<b>Timing/Venue</b>	<b>Participating Institutions</b>	<b>Inputs from the CoE/ <i>COMMENTS ON THE REVISIONS</i></b>
				<div>Inspection Boards</div> <div>Disciplinary Boards</div>	

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