



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

**CoE Project No. EC/1062**

### **Fourth Quarterly Progress Report**

<b>Project title</b>	Ethics for the Prevention of Corruption in Turkey (TYEC)
<b>Project area</b>	Turkey
<b>Project starting date</b>	1 December 2007
<b>Funding</b>	European Commission (90%) & Council of Europe (10%)
<b>Project duration</b>	24 months (1 December 2007- 30 November 2009)
<b>Implementation</b>	(Economic Crime Division/Directorate of Cooperation/DG-HL)- Council of Europe
<b>Project budget</b>	1,500.000 Euro
<b>Reporting period</b>	December 2008-January-February 2009
<b>Date of report</b>	2 March 2009

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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> December 2008 and 28 February 2009.

### **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 January 2009, 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. PLANNED ACTIVITIES FOR PERIOD DECEMBER-FEBRUARY 2009**

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

<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</u> of the public administration
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> )
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**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
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<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.

### **3. ACTUAL ACTIVITIES FOR PERIOD DECEMBER-JANUARY 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 has been received as follows:

- the Facilitators and Implementation Guides;
- 6 case studies;
- case-study guidance notes and facilitator questions;
- sets of exercises (5 Key Words, 5 Topics and 3 Questions, Decision Cards;
- PPTs;
- material on the law, regulations and ethical issues from academic presenters.

This work is with professional copy-editor for completion in March\*, after which the manuals will be professionally printed and disseminated in hard copy and on a CD-Rom.

(\* the delay from the stated date of January is caused by the Chair of the Council of Ethics for Public Service requesting a final review by a named Turkish academic to ensure its suitability as a document issued by the Council)

<b>Output 3:</b>	At least 75 trainers have been trained and are able to deliver ethics
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	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 the first cohort of 25 who had received the training for further training in concepts of public ethics, an additional training day on the concept of public ethics was delivered on 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.

The additional 50 trainers have been identified and 2 training programmes have been devised for February, March and April 2009 as follows:

Meet proposed trainers – 25 Feb 2009

Meet 50 trainees – 5 March 2009

9-13 March 2009– half-days on ethics

30 March-3 April 2009– 1 week residential training, 25 trainees

6-10 April 2009 – 1 week residential training, 25 trainees

<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</u> of the public administration
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> )

Activity 5.1 took 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 Members of Ethics Commissions

14-15 January Members of Ethics Commissions

19-20 January Members of Ethics Commissions

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

26-27 January Members of Ethics Commissions

Activity 5.2 has been postponed until March/April\*.

(\* the delay is due to other work pressures, in particular planning the work under Output 7).

<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 was held on 16 January 2009 to monitor progress of the first group of studies and confirm methodologies of the second group of studies. The notes of the meeting are attached in **Annex 4**. the first 3 draft reports were received by the end of February.

<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**) were held in February 2009 as follows:

16 February 2009 – Workshop on Legislative Ethics

17 February 2009 – Workshop on Judicial Ethics

18 February 2009 – Conference on Legislative and Judicial Ethics

Three international experts were contracted to prepare papers and make presentations to the workshops and conference as follows:

- Stuart Gilman is currently at the World Bank where he is Deputy Director, Stolen Asset Recovery Initiative (StAR) and Senior Advisor, Governance, Security and Rule of Law Section, UNODC (where he was Head of the UN Global Programme against Corruption and the Anti-Corruption Unit, Rule of Law Section, Division for Operations, United Nations Office on Drugs and Crime). Before that he worked in the US Office of Government Ethics.
- John Williams retired in November 2008 as a Canadian MP. He is also Chair of the Global Organisation of Parliamentarians against Corruption (GOPAC). GOPAC for parliamentarians who are committed to being leaders in the fight against corruption rather than bystanders or willing participants in the scourge itself. It has one mission - to make parliaments more effective as democratic institutions of oversight of government – and three pillars or agendas: peer support for parliamentarians; education for parliamentarians, and leadership for results.
- Dr. Nihal Jayawickrama is Coordinator of the UN-supported Judicial Integrity Group which consists of 15 Chief Justices representing the different legal systems of the world. He prepared, in consultation with chief justices and senior judges of all legal systems, the draft Bangalore Principles of Judicial



Conduct, and was rapporteur of the Round-Table Meeting of Chief Justices convened at the Peace Palace at The Hague in 2002 which adopted the Bangalore Principles. He also prepared the draft Commentary on the Bangalore Principles of Judicial Conduct which was approved at a joint meeting of the Judicial Integrity Group and an Inter-Governmental Expert Group in Vienna in 2007.

The workshops and conference were held 16-18 February 2009. The timetables are attached – see **Annex 5**.

#### WORKSHOP ON LEGISLATIVE ETHICS

Elected officeholders – Mayors but not councillors - are governed by the Law and Regulation on the principles of Ethical Behaviour of the Public Officials. In terms of equivalence of those public officials – elected and appointed – governed by the requirements of the Regulation, parliamentarians are not. Therefore, under 7.1, a workshop was held to discuss the Code of Conduct for the Turkish Grand National Assembly (TGNA). The Constitutional Commission of the Assembly had established a Political Ethics Sub-committee in 2006 to draft a Code. The Code has been drafted but its progress was delayed by the 2007 elections. It is currently waiting parliamentary time for discussion and implementation. The Code provides guidance rather than a functioning internal ethics regime – and there are issues over its complementarity with other legislation, the current requirements on disclosure of assets, investigation of complaints, the immunities of MPs, and sanctions. The presentations from the international experts acknowledged the difficulties of self-regulation but also the importance of public accountability, as well as the nature and implementation of a code.

#### WORKSHOP ON JUDICIAL ETHICS

Under 7.1 a workshop was held to discuss the Code of Conduct for the Judiciary. The Bangalore Principles had been accepted by the Ministry of Justice but that there were no plans to convert that acceptance into a published Code (although parts had been adapted for the disciplinary procedures). While there was a discussion on the importance of providing a framework to address the practical issues facing judges and those involved in the criminal justice process, and while the international experts draw attention both to the background to the Principles and the role of a Code to support judicial independence and impartiality, there was no indication of any further work on the development of a Judicial Code of Ethics

#### CONFERENCE ON LEGISLATIVE AND JUDICIAL CODES OF ETHICS

The conference, under Output 8, discussed Turkey's current progress in relation to corruption and anti-corruption work, including their inclusion in the National Strategic Plan and the anti-corruption strategy. The international experts described the importance of parliamentary accountability to the citizens, role of ethics in improving the delivery of justice and supporting the perceived independence of judges, and the framework that UNCAC provides. The PowerPoint presentations of the speakers are available on the Council of Ethics for Service website:

In terms of further support under 7.2, it is recommended that, if requested by the Constitutional Commission of the Assembly, the project fund a further visit by John Williams of GOPAC to help review and revise the current Code in line with international standards. In terms of further support under 7.2, the judiciary is not included.

It is proposed that the papers of the Workshops and Conference are published as an edited book in English and Turkish under the editorship of Alan Doig and Omer Atalar.

<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

One of the conferences under **Activity 8.3** was used under Output 7.

The work for the system studies is completed and the report being drafted, to be completed by the end of February 2009 (and not January as planned for reasons of access to material and departments).

<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 March 2009 by the Resident Advisor (a one month delay as a consequence of 8.1).

#### **4. FIFTH QUARTER: PLANNED ACTIVITIES FOR PERIOD MARCH -MAY 2009**

<b>Output 1:</b>	The staff of the Council of Ethics are trained and have the necessary working tools and procedures to better exercise their mandate
<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

Consideration will be given to the need for a second study visit and, if yes, the focus will be on the purpose of the visit and the identification of appropriate institutions/countries.

<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
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	A training package is available to support the application of the code of ethics for public officials
<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 training material has been received in Turkish and is being copy-edited. It will be professionally produced and included on a CD-Rom within this period.

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

The additional 50 trainers will be trained in March. Practice training exercises will also take place.

<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
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The planning for this Output will take place in April and May, with the intention of beginning the process at the end of May/start of June 2009.

<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
<b>Activity 5.2</b>	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> )

Activity 5.2 will take place 17-20 March 2009.

<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
<b>Activity 6.2</b>	Organise the publication of the results of these studies
<b>Activity 6.3</b>	Support the Ethics Council in the organisation of up to 2 public workshops on the results of these studies

Discussion of publication and the organisation of one of the workshops will take place in this period.

<b>Output 8:</b>	The effectiveness of codes of conduct and other anti-corruption measures in Turkey will have been evaluated. Recommendations for future prevention strategies are made and coordinated to promote ethics with other anti-corruption measures in Turkey.
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<b>Activity 8.2</b>	Submission of Proposals on specific Anti-corruption measures based on the Study Outcomes
<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

Work on the combined activities under Output 8 and Output 9 will take place during this period.

## **5. SUMMARY and CONCLUSION**

The project implementation continues to proceed generally in accordance with the revised workplan and timetable.

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 shall ensure 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 (SECOND VERSION)

<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/</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 Council of Ethics	<b>Overall Indicators:</b> <ul style="list-style-type: none"> <li>▪ Number of meetings held by the</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/</b>
	are trained and have the necessary working tools and procedures to better exercise their mandate	Council of Ethics <ul style="list-style-type: none"> <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 implementation of	Training Conference on the "International Standards on the Principles of Ethics" for Ethics Council and Government authorities	May 2008 Ankara	Ethics Council Secretariat of the Ethics Council Disciplinary Boards	Long-term adviser Up to 10 work days of short-term consultants 1 Training conference
		<del>Training Conference on the "Management of Complaining</del>	<del>March 2009 Ankara</del>	<del>Ethics Council Secretariat of the</del>	

<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/</b>
	Ethics Principles in line with international standards	<del>and Responding Procedures of the Ethics Council</del>		<del>Ethics Council</del> <del>Disciplinary Boards</del>	
<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</del> <del>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 own funding)	

<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/</b>
				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 the code 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/</b>
	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 "Training Strategy and Training</del>	September/October/November Ankara	Ethics Council Ethics Commissions	Long-term adviser Up to 20 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/</b>
		Package"		Personnel Departments	
<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-November 2008 Ankara	Secretariat of the Ethics Council	Long-term adviser Up to 8 work days of short-term consultants
		Introduce and disseminate the training package to all institutions for internal trainings along with guidelines for trainers.	February 2008 Ankara	Secretariat of the Ethics Council	
<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 75 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>			
<b>Activity</b>	Select up to 75	Conduct consulting and	June/July 2008	Ministry of Health	Long-term adviser

<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/</b>
<b>3.1</b>	trainers from training institutions of the public administration	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.	March/April 2009 Ankara	Ministry of Education Ministry of Interior Ministry of Justice State Planning Organisation and other interested institutions	Up to 8 work days of short-term consultants
<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 ( <i>Back-to-back</i> )	To be confirmed as above	Long-term adviser Up to 20 work days of short-term consultants
		Train the Trainers Course No.2 on "Application of Code of Ethics"	March 2009 ( <i>Back-to-back</i> )	To be confirmed as above	Up to 12 working days of a professional trainer of trainers organisation
		Train the Trainers Course No.3 on "Application of Code of Ethics"	April 2009	To be confirmed as above	2 train the trainer workshop
<b>Activity 3.3</b>	Trainer of trainers pilot exercise	Training Exercise and evaluation of trainers and participants and revisions to training material (see output 2.3)	October 2008 April 2009	To be confirmed as above	Up to 10 work days of short-term consultants
<b>Activity 3.4</b>	Trainers Initiate the preparation for the delivery of the initial training	Consulting and drafting sessions in support the newly trained trainers in the preparation and design of the	November 2008 throughout November 2009	To be confirmed as above	Long-term adviser Up to 15 work days of short-term consultants Up to 1-2 train the trainer workshops

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE/
	activities (under outputs 4 and 5)	initial training, curricula and training methodology and tools prior to actions that are planned to be taken under Output 4 and Output 5.			
Output 4:	The governors, deputy governors, district governors and members of Ethics Commissions of the 81 provinces have been trained in the application of the code of ethics for public officials	<ul style="list-style-type: none"><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 <b>governors, deputy governors, and district governors</b> , on the application of the Code of	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 Translation/ productions/training materials/Interpretation Costs of Transport Lodging for 250 prs. for 20 days
		Training Event No. 2 – Bursa	May 2008 Bursa		
		Training Event No. 3 - Izmir	June 2009 Izmir	Secretariat of the Ethics Council  Trained Trainers	
		Training Event No. 4 – Antalya	June 2009 Antalya		
		Training Event No. 5 – Kayseri	July 2009		

<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/</b>
	Ethics and implementation aspects of complaining procedures.	<div>Training Event No. 6 – Diyarbakir</div> <div>Training Event No. 7 – Erzurum</div> <div>Training Event No. 8 – Trabzon</div> <div>Training Event No. 9 – Samsun</div> <div>Training Event No.10 – Adana</div>	<div>Kayseri</div> <div>July 2009 Diyarbakir</div> <div>Sept 2009 Erzurum</div> <div>Sept 2009 Trabzon</div> <div>Oct 2009 Samsun</div> <div>Oct 2009 Adana</div>		
<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 implementation aspects of complaining procedures	<div>Training Event No.1 Istanbul</div> <div>Training Event No. 2 – Bursa</div> <div>Training Event No. 3 - Izmir</div> <div>Training Event No. 4 – Antalya</div> <div>Training Event No. 5 – Kayseri</div> <div>Training Event No. 6 – Diyarbakir</div> <div>Training Event No. 7 – Erzurum</div> <div>Training Event No. 8 – Trabzon</div>	<div>May 2008 Istanbul</div> <div>May 2008 Bursa</div> <div>June 2009 Izmir</div> <div>June 2009 Antalya</div> <div>July 2009 Kayseri</div> <div>July 2009 Diyarbakir</div> <div>Sept 2009 Erzurum</div> <div>Sept 2009 Trabzon</div>	<div>Ethics Commissions in Provinces</div> <div>Ethics Commission in the Municipalities</div> <div>Secretariat of the Ethics Council</div> <div>Trained Trainers</div>	<div>Long-term adviser</div> <div>21 w/d days of ST 15 events in provinces</div> <div>Translation/productions/Photocopy/distribution of training materials</div> <div>Interpretation Costs</div> <div>Transport for 15 Lunch/ Dinners for 300 Persons for 30 Days</div>

<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/</b>
		Training Event No. 9 – Samsun	Oct 2009 Samsun		
		Training Event No.10 – Adana	Oct 2009 Adana		
<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 for <b>members of Ethics Commissions</b> and <del>officials responsible for in-service training</del>	Training Event No.1 – Ankara CHAIRS OF ETHICS COMMISSIONS Training Event No. 2 – Ankara Training Event No. 3 – Ankara Training Event No. 4 – Ankara CHAIRS OF ETHICS COMMISSIONS	January 2009	Ethics Commissions from the Central Institutions  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/</b>
	<del>in different institutions of the public administration</del>	Training Event No. 5 – Ankara Training Event No. 6 – Ankara		Ethics Council	
<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, general director, president, general secretary and deputy general secretary levels</u> )	Training Event No.1 – Ankara Training Event No. 2 – Ankara Training Event No. 3 – Ankara Training Event No. 4 – Ankara	February 2009	Ethics Commissions from the Central Institutions  Secretariat of the Ethics Council  Ethics Council	Long-term adviser 8 w/d of ST consultants Cost of training events Lunch/ Dinners for 100 Persons for 4 Days in Interpretation Costs Translation/productions/ of training materials
<b>Output 6:</b>	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>			

<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/</b>
	behaviour and have been discussed in public	<p>studies and active participation into workshops;</p> <ul style="list-style-type: none"> <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 the organisation of up to 2 public	Public Workshop No 1 on the Results of the 4/10 Research Studies	Ankara May 2009	Ethics Council	Up to 5 workshops Cost for up 2 events Catering for 65 Persons for 2 Days in Total
		Public Workshop No 2 on the	Ankara	Secretariat of the Ethics Council	



<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/</b>
	workshops on the results of these studies	Results of other 6/10 Research Studies	July 2009		Interpretation Costs Preparation of materials and productions/Photocopy/distribution of training materials
<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 <b>workshops on codes of conduct</b> for <u>elected office holders</u> and the <u>judiciary</u> to identify possibilities for the development of such codes	Workshop No. 1 on Code of Conducts for Elected Office Holders	Ankara February 2009 (Back to back)	Government institutions Parliament	Long-term adviser 5 w/d of ST consultants 2 workshops; Cost of 40 Prs for 2 Days; Interpretation distribution of materials
		Workshop No. 2 on Code of Conducts for Judiciary members	Ankara February 2009 (Back to back)	Ministry of Justice and Prosecution	
<b>Activity</b>	Support the	Review and Drafting	Ankara	Government	Long-term adviser

<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/</b>
<b>7.2</b>	review and drafting sessions of identified Codes of Conduct for elected office holders through workshops and direct technical advice	Workshop/Sessions No.1	To be Confirmed 2009	institutions Parliament	10 w/d of ST consultants 3 workshops
		Review and Drafting workshop/Sessions No. 2	To be Confirmed 2009	Ministry of Justice and Prosecution	Catering for 30 person for 3 Days; Interpretation Preparation of materials
<b>Output 8:</b>	The effectiveness of codes of conduct and other anti-corruption measures in Turkey will have been evaluated. Recommendations for future prevention strategies are made and coordinated to promote ethics with other anti-	<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> <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>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/</b>
	corruption measures in Turkey.				
<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 structures	Ankara October 2008 – May 2009	-Ethics Council -Secretariat of the Ethics Council -Ethics Commissions - Ministry of Justice Public Information Council Law Enforcement Disciplinary Boards	Long-term adviser 24 w/d of ST consultants 4 studies Interpretation Costs Preparation of materials and productions/Photocopy/distribution of materials
<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	Submit proposals/recommendations	Ankara July-September 2009	Increasing Transparency in	Long-term adviser 10 w/d of ST 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/</b>
	improved management, coordination and monitoring of anti-corruption strategies in Turkey	on: <ul style="list-style-type: none"> <li>Management;</li> <li>Coordination;</li> <li>Monitoring Tools of Anti-corruption Strategies in Turkey</li> </ul>		<p><del>Turkey and good governance Commission</del></p> <p>Secretariat of the Ethics Council</p> <p>Ethics Commissions</p> <p>Inspection Boards</p> <p><del>Disciplinary Boards</del></p>	Preparation of materials productions/Photocopy/distribution of materials
<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.
		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	

<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/</b>
				society and business community	
<b>Output 9:</b>	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>			
<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	Submit proposals/recommendations on:	Ankara May 2008 Oct 2008	Increasing Transparency in Turkey and good	Long-term adviser 10 w/d of ST consultants Preparation 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/</b>
	management, coordination and monitoring of anti-corruption strategies in Turkey	<ul style="list-style-type: none"> <li>• Management;</li> <li>• Coordination;</li> <li>• Monitoring Tools of Anti-corruption Strategies in Turkey</li> </ul>	May 2009 Oct 2009	governance Commission  Secretariat of the Ethics Council  Ethics Commissions  Inspection Boards  Disciplinary Boards	productions/Photocopy/distribution of materials

## ANNEX 2: CALENDAR OF ACTIVITIES

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

Completed ✓	Planned	Not Yet Completed X
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Outputs/ Activities	Description	Months / 1 <sup>st</sup> Year												Months / 2nd Year															
	Inception phase (8 weeks)	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				
		✓	✓	✓																									
Output 1:	The staff of the Council of Ethics are trained and have the necessary working tools and procedures to better exercise their mandate				✓	✓	✓	✓	✓	✓	✓	✓																	
Activity 1.1	Review the working procedures of the Council of Ethics for the Public Service and its secretariat and make and implement proposals for improvement				✓	✓	✓	✓	✓	✓	✓	✓																	
	RTD No.1				✓																								
	RTD No.2						✓																						
Activity 1.2	Train the staff of the secretariat in the management of complaints received and implementation of Ethics Principles in line with international standards																												
	Training Conference No. 1						✓																						
	Training Conference No. 2																												
Activity 1.3	Train the staff of the Ethics Council in the investigation of complaints																												

Outputs/ Activities	Description	Months / 1 <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 Session No. 1							√																					
	Training Session No. 2																												
Activity 1.4	2 Study visits of members and the staff of the Council of Ethics to study the experience of similar bodies in other European Union countries																												
	Five days Study Visit No. 1 to Ireland and UK (10 persons)							√																					
	Five days Study Visit No. 2 to 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 75 trainers have been trained and are able to deliver ethics training							√	√	√	√	√	√	√	√	√													
Activity 3.1	Select 75 trainers from training institutions of the public administration							√	√	√						√													
	Conduct consulting and information sessions with the relevant public administration training institutions to identify and assess about 75 potential Trainers. Initiate a protocol or MOU with respective institutions prior to the selection and							√	√	√						√													

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

Outputs/ Activities	Description	Months / 1 <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.1 – Istanbul																												
	Training Event No. 2 – Bursa																												
	Training Event No. 3 – Izmir																												
	Training Event No. 4 – Antalya																												
	Training Event No. 5– Kayseri																												
	Training Event No. 6 – Diyarbakir																												
	Training Event No. 7 – Erzurum																												
	Training Event No. 8 – Trabzon																												
	Training Event No. 9 – Samsun																												
	Training Event No.10 – Adana																												
Activity 4.2	Organise up to 15 training events for members of Ethics Commissions in provinces and municipalities on the application of the Code of Ethics and implementation aspects of complaining procedures																												
	Training Event No.1 – Istanbul																												
	Training Event No. 2 – Bursa																												
	Training Event No. 3 – Izmir																												
	Training Event No. 4 – Antalya																												
	Training Event No. 5– Kayseri																												
	Training Event No. 6 – Diyarbakir																												
	Training Event No. 7 – Erzurum																												
	Training Event No. 8 – Trabzon																												
	Training Event No. 9 – Samsun																												
	Training Event No.10 – Adana																												
Output 5	Officials of central institutions 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				
	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 <b>members of Ethics Commissions</b> and <del>officials responsible for in-service training in different institutions of the public administration</del>														√														
	Training Event No.1 – 6, Ankara														√														
Activity 5.2	Organise up to 4 training events for <b>senior officials of central level institutions</b> of the public administration ( <del>under secretary, general director, president, general secretary and deputy general secretary levels</del> )																												
	Training Event No.1 – 4, Ankara																												
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</b>																												
Activity 6.1	Initiate the identification of subject matter preparation and of the TORs for at least 10 research studies on ethics issues and corruption in general.				√	√	√	√	√	√	√	√																	
	Working Table with the Ethics Council on the Identification of the 10 Research Studies Themes and expected outcomes				√																								

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

Outputs/ Activities	Description	Months / 1 <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				
	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 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-																												

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				
	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 commission assisting the Inter-ministerial Anti-corruption Commission												X																
	Holding of every-six month meetings with the technical commission, and supporting the meetings/procedures through technical advice												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				
	and share of best practices. Initiate issuance of recommendations for introducing anti-corruption policies and specific measures based on Project's outcomes																												
Activity 9.2	Develop proposals for improved management, coordination and monitoring of anti-corruption strategies in Turkey																												
	Submit proposals/recommendations on: Management; Coordination; Monitoring Tools of Anti-corruption Strategies in Turkey																												



### ANNEX 3: DELIVERY OF OUTPUTS AND ACTIVITIES

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

**OUTPUT 1 - The staff of the Council of Ethics is trained and have the necessary working tools and procedures to better exercise their mandate**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **OVERVIEW**

**This Output is completed apart from the second study visit**

### **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

**OVERVIEW**

**This Output is completed apart from the dissemination of the training material**

**OUTPUT 3 - Train the trainers programme is available (at least 75 trainers have been trained and are able to deliver ethics training)**

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

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

Conduct consulting and information sessions with the relevant public administration training institutions to identify and assess 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 1 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

**OVERVIEW**

**This Output is continuing with the training of a further 50 trainers**

**Output 5 - Officials of central institutions and organisations responsible for ethics (members of the Ethics Commissions and senior managers) have been trained in the application of the code of ethics for public officials**

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

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

6 training events held

**OVERVIEW**

**This Output is continuing with Activity 5.2 in March**

**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

#### **OVERVIEW**

**This Output is continuing**

#### **OUTPUT 7 - The development of codes of conduct for elected office holders and the judiciary will have been supported**

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

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

Delivery of 2 workshops and a conference

#### **OVERVIEW**

**This Output is completed**

#### **OUTPUT 8 - The effectiveness of codes of conduct and other anti-corruption measures in Turkey will have been evaluated and recommendations for future prevention strategies are available**

**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

## OVERVIEW

**This Output is continuing**

### **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.

## OVERVIEW

**This Output is continuing**

#### Annex 4: OUTPUT 6: JANUARY 2009 REVIEW MEETING

TOPIC	LEAD RESEARCHER	2008 or 2009 START	DISCUSSION ON METHODS	INTERIM REPORT	VERBAL PROGRESS REPORT	FINAL DRAFT	COMMENTS
Conflict of Interest	Omer Faruk Gençkayar	2008	See Notes of meeting, 28 <sup>th</sup> August 2008	Received: see Notes of meeting, 28 <sup>th</sup> November 2008	Most visits done. A number of case studies done.	Early Feb 2009.	
Public Bidding and Ethics	Arif Koktas	2009	Intend to review laws and focus on one ministry (such as gas or transportation). Focus on interviews rather than surveys.				
Planning	Gökçen Kılınç	2008	See Notes of meeting, 28 <sup>th</sup> August 2008	Received: see Notes of meeting, 28 <sup>th</sup> November 2008	Research involved planners, public and developers. 250 interviews – half-done. Some problems with access to officials and support among urban planners. Ministry offered further support.	Early Feb 2009.	
Law Enforcement	Ibrahim Cerrah	2008	See Notes of meeting, 28 <sup>th</sup> August 2008	Received: see Notes of meeting,	In progress. Focus of research slow:	13 <sup>th</sup> Feb 2009	

				28 <sup>th</sup> November 2008	access to drivers satisfactory but some resistance within police. Will report within 1 week to confirm access.	deadline.	
Ethical Conduct in the Health Services	Haydar Mehtap	2009	TO BE SUBMITTED	-	-	-	
Land Registry	Hamza Ates	2008	See Notes of meeting, 28 <sup>th</sup> August 2008	Received: see Notes of meeting, 28 <sup>th</sup> November 2008	Fieldwork completed. Analysis underway. Some issues over officials' willingness to be interviewed. Good relations with ministry.	End Jan or early Feb 2009.	
The Shadow Economy	Can Aktan	2009	Meeting with industry and officials. Literature review period over-long. Still reluctant to engage in empirical research with practitioner relevance. Needs to engage Ministry of Finance.				Needs monitoring to avoid the research being a desk review
Professional Associations and Ethics	Refika Bakoglu	2009	Problems with access to Chambers' memberships/ Elections. Advised to re-				



			shape and broaden approach to cover more professional associations but use TOBBs as a case study (see ToR). Gift-giving an issue to address.				
Ethics and the Customs Services	Hamza Ates	2009	TO BE SUBMITTED Contact with Customs who have clear idea of issues and locations. Should draw on Customs' own reports.				
Ethics, Culture, and Society	Kemal Gormez	2009	Should focus on a mix of geographic locations. Use the 3 groups: students (on ethics and education); parents (on general attitudes) and media and civil society associations (on training and awareness). Needs to ensure general overviews (see ToR).				

## ANNEX 5: WORKSHOPS AND CONFERENCE UNDER OUTPUT 7



Council of Europe  
Conseil de l'Europe



European Union  
Union européenne

### WORKSHOP ON LEGISLATIVE ETHICS 16 February 2009 Monday Turkish Grand National Assembly

#### 13:30-14:00 Opening Speeches

Prof. Dr. Bilal ERYILMAZ, Chair, Council of Ethics for the Public Service

Prof. Dr. Burhan KUZU, Chair, TGNA Constitution Commission

Nevzat PAKDİL, Vice-President, TGNA

**Moderator :** Prof. Dr. Burhan KUZU, Chair, TGNA Constitution Commission

**14:00-14:15** Assoc. Prof. Ömer Faruk GENÇKAYA  
*"Comparative Legislative Ethics"*

**14:15-14:30** John WILLIAMS, CEO, GOPAC  
*"International Experience on Legislative Ethics"*

**14:30-14:45** Stuart GILMAN, Deputy Director, STAR Initiative, UNODC and World Bank  
*"UN Work on Legislative Ethics"*

- 14:45-15:00**    **Güldal AKŞİT, Deputy Chair, TGNA Constitution Commission**  
*“Legislative Ethics in Turkey”*
- 15:00-15:15**    **Dr. Cüneyt YÜKSEL, MP**  
*“Legislative Ethics on EU Accession Process”*
- 15:15-15:30**    **Coffee Break**
- 15:30-17:00**    **Discussion**

#### **NOTES**

- The meeting will take place under the Chatham House Rule.
  - Turkish-English simultaneous interpretation will be provided.
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Council of Europe  
Conseil de l'Europe



European Union  
Union européenne

## WORKSHOP ON JUDICIAL ETHICS

17 February 2009 Tuesday  
Ambassadore Hotel, Ankara  
Boğaz Sokak No:19  
Kavaklıdere / Ankara

### 13:30-14:00 Opening Speeches

Prof. Dr. Bilal ERYILMAZ, Chair, Council of Ethics for the Public Service

Mehmet Ali ŞAHİN, Minister of Justice (TBC)

Moderator : Selçuk HONDU, Board Member, Council of Ethics for the Public Service

14:00-14:15 Assoc. Prof. Muhammet ÖZEKES, Dokuz Eylül University Faculty of Law  
*"Theoretic Framework of Judicial Ethics and Reflections to Practice"*

14:15-14:30 Nihal JAYAWICKRAMA, Coordinator, Judicial Integrity Group  
*"UN Work on Judicial Ethics"*

14:30-14:45 Manfred BURIC, Council of Europe, Judge (Austria)  
*"European Judges and Judicial Ethics"*

- 14:45-15:00**    **Prof. Dr. Aydın GÜLAN, İstanbul University Faculty of Law**  
*“Latest Developments on Judicial Ethics”*
- 15:00-15:15**    **İbrahim OKUR, Deputy Undersecretary, Ministry of Justice**  
*“Judicial Ethics in Turkey”*
- 15:15-15:30**    **Coffee Break**
- 15:30-17:00**    **Discussion**

## **NOTES**

- The meeting will take place under the Chatham House Rule.
- Turkish-English simultaneous interpretation will be provided.



**Council of Europe**  
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# **DEVELOPMENTS ON LEGISLATIVE - JUDICIAL ETHICS**

## **International Conference Agenda**

**18 February 2009 Wednesday**

**Sheraton Hotel  
Ankara, Turkey**

**This Conference is organised within the project on Ethics for the Prevention of Corruption in Turkey.**

**18 February 2009 Wednesday**

**09:00-09:15 Registration**

**09:15-10:00 Opening Speeches**

- Prof. Alan DOIG, Resident Expert, Council of Europe
- HE Marc PIERINI, Head of the European Commission Delegation to Turkey
- Prof. Dr. Bilal ERYILMAZ, Chair, Council of Ethics for the Public Service
- HE Mehmet Ali ŞAHİN, Minister of Justice
- HE Nevzat PAKDİL, Vice-President of the Turkish Grand National Assembly

**10:00-10:45 Latest Developments on Prevention of Corruption and Ethics**

- Ömer ATALAR, Council of Ethics for the Public Service
- Yüksel YILMAZ, Prime Ministry Inspection Board

**Moderator:** Prof. Alan DOIG, Resident Expert, Council of Europe

**10:45-11:00 Coffee Break**

**11:00-12:30 Legislative Ethics**

- Assoc. Prof. Ömer Faruk GENÇKAYA  
*"Comparative Legislative Ethics"*
- John WILLIAMS, CEO, GOPAC  
*"International Experience on Legislative Ethics"*
- Stuart GILMAN, Deputy Director, STAR Initiative, UNODC and World Bank  
*"UN Work on Legislative Ethics"*
- Dr. Cüneyt YÜKSEL, MP  
*"Legislative Ethics in Turkey"*

**Moderator:** Prof. Dr. Mehmet SAĞLAM, Chair, TGNA National Education, Culture, Youth and Sport Commission / Founding Chair of Council of Ethics for the Public Service

**13:00-14:00**      **Lunch**

**14:00-15:30**      **Judicial Ethics**

- Assoc. Prof. Muhammet ÖZEKES, Dokuz Eylül University Faculty of Law  
*“Theoretic Framework of Judicial Ethics and Reflections to Practice”*
- Nihal JAYAWICKRAMA, Coordinator, Judicial Integrity Group  
*“International Experience on Judicial Ethics”*
- İbrahim OKUR, Deputy Undersecretary, Ministry of Justice  
*“Judicial Ethics in Turkey”*

**Moderator:** Selçuk HONDU, Board Member, Council of Ethics for the Public Service

**15:30-15:45**      **Coffee Break**

**15:45-16:45**      **Discussion**

**16:45-17:00**      **Evaluation and Closure**

- Prof. Dr. Bilal ERYILMAZ, Chair, Council of Ethics for the Public Service