



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

CoE Project No. EC/1062

Activity Progress Report

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1. EXECUTIVE SUMMARY

This report provides information on the project specification and background. This is followed by a narrative of those project activities that took place between 1 December 2007 and 30 September 2008. This is presented by Output and Activity where work has been undertaken. Outputs and Activities that have not been undertaken are not discussed.

This report summarises information that is already contained in the various reports, notes and other material and seeks to identify key issues and themes before assessing the progress of the project to date. Fuller details of particular activities will be found in the other material listed in the Annex.

The contents of the workplan of the TYEC project, as the framework document for the project implementation, has not - to date - substantially changed since the inception phase although the issue of training has led to a first amendment to the training component which was accepted by the Steering Committee; this is discussed below. The Steering Committee also noted that further training-related amendments would also be forthcoming for discussion at the next meeting. In addition to this, some activities have been merged, replaced, or added, in response to project implementation. The updated workplan reflects the current iteration of the project implementation to date.

The project – as will be discussed below – has identified a number of issues relating to the beneficiary institution, training, and the national anti-corruption strategy which will require the workplan to be adapted as the project progresses. The project has established itself and has been recognised as being of value to the work of the beneficiary institution (and, more recently, 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.

2. BACKGROUND INFORMATION

TYEC – ‘Ethics for the Prevention of Corruption in Turkey’ - is funded by European Commission (90%) and Council of Europe (10%). The Project term is 24 months, beginning on 1 December 2007 and with a projected completion date of 30 November 2009. The original project summary is included in Appendix 1.

2.1 *Beneficiary Country and Institution(s)*

The beneficiary country is Turkey.

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

2.2 *Contracting Authority*

The Central Finance and Contracts Unit (CFCU).

2.3 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.

2.4 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.

In terms of this overall project objective, the project is intended to address the need to implement the Code through training and investigation, as well as support the development of codes of ethics for other categories of officials or holders of public office (with a focus on the Legislature and the judiciary).

Second, in relation to the need to develop systems of monitoring the effectiveness of prevention and other anti-corruption measures, the project will support research studies into aspects of corruption, and system analyses of the effectiveness of key measures implemented in recent years, such as the reform of the criminal legislation, the Public Information Act and the Code of Ethics. Drawing on the results of these analyses, the project will support the development of new proposals for further anti-corruption measures and reforms.

A summary of Original Project Objectives, Outputs and Activities is included in Appendix 1.

A summary of the revised workplan – with Tracked Changes included to identify the revisions - is included in Appendix 2.

2.5 Progress Reports to date

The following progress reports have been submitted to the European Commission Delegation (ECD), the CFCU and the Council of Ethics for the Public Service:

Inception Phase (December 2007- February 2008)
First Quarterly Progress Report (March-May 2008)
Second Quarterly Progress Report (June-August 2008)
Monthly Reports (December 2007- September 2008)

In addition a number of other reports and working papers have been produced; these are discussed below and attached in the Annex.

3. OUTPUTS/ACTIVITIES UNDERTAKEN BETWEEN DECEMBER 2007 AND SEPTEMBER 2008

3.1 Inception Phase

The Inception phase involved the establishment of the project team, and the reporting and management arrangements. A project initiation mission was undertaken in December

2007 to discuss the project outputs and activities with the relevant counterparts, and members of the secretariat of the beneficiary institution, and initiate discussions on, and drafting of, the project workplan.

Three start-up workshops were held in January 2008 with participants from central and local institutions, civil society and professional organisations, media and academics working on ethics to discuss: main issues of concern in ethics in the relevant sectors; suggested remedies, including actions and reforms for enhancing the ethics culture; and discussions and proposals on the implementation aspects of the project.

Following consultations and preparatory meetings with counterpart institutions and the donor organisation, the project's launching conference was organized on 7 February 2008 with over 100 representatives of line Ministries, different groups of civil society, media, international organizations and Embassies. The conference addressed the final draft of the workplan which was adopted by all participants.

The Resident Advisor began work on 1st March 2008. Reporting arrangements and a project implementation timetable were agreed. In addition a section within the Council of Europe/Economic Crime Division website is exclusively dedicated to the TYEC Project: www.coe.int/tyec. The beneficiary institution Council of Ethics for the Public Service designated a special section for the project within its website: www.kamuetik.gov.tr.

3.2 Activities by Stated Outputs

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

A questionnaire was drafted by the Resident Advisor. This was circulated to and completed by members of the Council of Ethics for Public Service in March 2008. In the same month members of the Secretariat were interviewed and questionnaires circulated. The results of the questionnaires and interviews were evaluated and incorporated into a draft paper on the work of the Council of Ethics for Public Service completed by the Resident Advisor [*TECHNICAL PAPER: CURRENT PROCEDURES AND POSSIBLE FUTURE WORK OF THE COUNCIL OF ETHICS*].

On 13 March 2008 Round Table discussion No. 1 was held on reviewing issues of concern and current status of the working procedures of the Council of Ethics for Public Service, with the participation of Board Members, Secretariat and academicians. There was agreement that there should be a strategic planning paper for the Council of Ethics for Public Service and that the role between disciplinary boards, inspection boards and Ethics Commissions (a 3-person committee set up in each ministry at the request of the Council of Ethics for Public Service under the Regulation governing its work) should be defined.

In addition the Resident Advisor prepared 2 further Technical Papers - on the future work of the Council of Ethics for Public Service and a review of the Code [*TECHNICAL PAPER:*

OPTIONS FOR THE COUNCIL OF ETHICS FOR PUBLIC SERVICE AS THE NATIONAL PREVENTION OF CORRUPTION COUNCIL; TECHNICAL PAPER: REVISING THE CODE AND INSTITUTIONAL RESPONSIBILITIES].

In May 2008, an international STE appointed under Output 2 was invited to undertake a work on the capacity issues facing the Council of Ethics for Public Service as indicated in the papers prepared by the Resident Advisor. The STE interviewed members of the Council of Ethics for Public Service and members of the secretariat.

On 13 May 2008 Round Table Discussion no. 2 was held, where the international STE presented his report to the Council of Ethics for Public Service, based on the options outlined in the preceding 2 Technical Papers [*DRAFT WORKING PAPER: INSTITUTIONAL CAPACITY REVIEW AND PLAN*].

These reports were later consolidated into an overall report - *REVIEW OF THE COUNCIL OF ETHICS FOR PUBLIC SERVICE* - which pulled together the following aspects of the review under Output 1 of the working procedures of the Council of Ethics for the Public Service and its secretariat, and to make proposals, in 4 sections:

1. Current Procedures and Possible Future Work of the Council of Ethics

The first section looked at the law and procedures of the Council of Ethics for Public Service, and its institutional independence and resourcing. The report proposed that there could be a number of core roles for the Council of Ethics for Public Service, including prevention, awareness and investigation.

2. Revising the Code and Institutional Responsibilities

The second section looked at the Code. In terms of the first section, it made suggestions as to the various responsibilities of agencies for different articles to allow the Council of Ethics for Public Service to focus on its potential core direction.

3. Options for the Council of Ethics for Public Service as the National Prevention of Corruption Council

The third section considered one such direction, with the Council of Ethics for Public Service becoming the national prevention of corruption agency along the lines proposed by the United Nations Convention against Corruption.

4. Institutional Capacity Review and Plan

The fourth and final section looked in more detail at the likely staffing and other resources requirements of the Council of Ethics for Public Service, depending on the issues and options addressed in the first three sections.

Following 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. These included: the Code (which is a wide-ranging document covering activities that related to maladministration and employment issues as well as the prevention of corruption); staffing (the Council of Ethics for Public Service lacked sufficient staff to fulfil its functions and what staff it had in post were secondees); investigations (the Council of Ethics for Public Service did not undertake

investigations into breaches of the Code in any meaningful way); the role of the Ethics Commissions (these lacked terms of reference or defined responsibilities); and sanctions (the Council of Ethics for Public Service were limited to one sanction – publication of the name of the offender in the Official Gazette – which inhibited their willingness to use the sanction if called upon to do so).

In addition, during this period, 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. 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.

Currently – and in the light of negative media reaction to the publication of the Council of Ethics for Public Service’s first review of its work since 2004 as well as the increasing attention being given to corruption issues in the media - the Chair of the Council of Ethics for Public Service, supported by Board members, is considering continuing the current focus of the Council of Ethics for Public Service as an investigator of breaches of the Code, predicated on his on-going efforts to increase the establishment of the Council of Ethics for Public Service (the outcome of which will be determined during October).

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.

As noted above, it was quickly established that the Council of Ethics for Public Service had no investigative capability, had little experience of investigations, had a limited number of staff (all of whom were secondees and unlikely to remain with the Council of Ethics for

Public Service for any significant period of time). There were also, as noted in relation to Activity 1.1, discussion about the future direction of the Council of Ethics for Public Service.

Thus, while a limited amount of guidance on investigations (as opposed to training in investigations) would be given – see Activity 1.3 – it was decided to use the output of this Activity – an international conference – to assess current deficiencies within the Turkish ethical framework and receive presentations from European speakers on the current ethical context and how agencies of equivalent size to that of the Council of Ethics for Public Service undertake their work.

The conference was held on 27 May 2008, and was opened by State Minister and Deputy Prime Minister. The conference included:

Ms. Sumru Noyan, Ambassador at Large and former Deputy Executive Director UNODC Office in Vienna, on the UN Convention Against Corruption;

Mr. Timo Moilanen, University of Helsinki, Finland, on his report for the Finnish Ministry of Finance on the ethics framework in EU member states;

Mr. Gary Hickey, Research and Policy Manager, Standards Board for England (which is responsible for a code of conduct at local level), on the work of his agency implementing ethics in practice;

Ms. Diana Kurpniece, Head of Public Relations and Education Division, Corruption Prevention and Combating Bureau (KNAB), Latvia, on delivering its three areas of responsibility (investigation, prevention and awareness).

Activity 1.3	Train the staff of Ethics Council in the investigation of complaints
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As noted above, there is no investigative capability within the Council of Ethics for Public Service. To provide the Council of Ethics for Public Service of an understanding of what good-practice complaints-handling, and investigation and investigation-management, procedures should be in place, the Resident Advisor prepared in April 2008 a manual on the receipt and management of complaints - DRAFT WORKING PAPER: COMPLAINTS - GUIDE TO POSSIBLE INQUIRY PROCEDURES

In June 2008, the Resident Advisor held a seminar for members of the secretariat on the manual and the procedures that should be followed by the Council of Ethics for Public Service when receiving a complaint and undertaking an inquiry.

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)
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The Activity proposed 2 study visits, with one to be held in 2008. Within the context of a review of the working procedures of the Council of Ethics for Public Service, the possible focus of the Council's work and the relationship with the Ethics Commissions, it was felt that four EU institutions - the UK Audit Commission, the UK Committee on Standards in Public Life, the Standards Board for England and the Irish Government's Standards in Public Office Commission – could potentially offer the Council of Ethics for Public Service

perspectives that would help determine future directions or improve its work. For example, the UK Standards Board and the Irish Commission both oversee a statutory Code but the former supervises the enforcement of the Code by other bodies; the UK Audit Commission reviews the procedures of other agencies, including how they maintain ethical frameworks within their organisations; and the UK Committee on Standards in Public Life takes a wide-ranging overview on the development of ethical environments across the UK public sector.

The study visit took place between 9 and 13 June 2008. For ease of organization, the visit was located in Dublin and the UK institutions were invited there. To place the visit in context additional speakers were invited to discuss issues of Irish and UK politics and government.

The presentations during the week discussed the range of issues, from monitoring to investigations, and how some incorporated an ethical dimension within their other work. All noted the importance of engaging the involvement and commitment of other agencies, and of public officials and ministries talking the lead on ethical standards. Specifically a number of issues emerged for further discussion:

- The value of public monitoring of and reporting on ethical frameworks;
- The value of shared resources – the Irish Standards Commission was able to draw on resources shared with the Irish Ombudsman;
- The need to share roles and responsibilities with other agencies;
- The importance of ministries and other public bodies 'owning' responsibility for their own ethical frameworks;
- The focus on standards and performance in the public sector and the role of the Council of Ethics for Public Service to deal with one aspect – breaches of the Code – and the possibility to extend its work into that of an Ombudsman to address breaches of performance and public service.

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

The Resident Advisor undertook the collection, collation and review of ethics training material and Trainer of Trainer material, including material from Canada, OECD, Australia, United Kingdom, UNPAN, and USA. The material was studied within the Council of Ethics for Public Service. The comprehensive package approach of the Public Standards Commission of the State of Victoria, Australia (with CD-Rom based guidance to managers, participants and facilitators, the use of practitioner case studies) was considered as the most suitable approach to emulate. Permission was obtained from the Commissioner to adapt the material for the Turkish context.

Activity 2.2

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

An international STE was appointed to draft training materials. By mid-May the international STE completed the adaptation of the Victoria State Public Standards Commission as follows:

1. *A GUIDE FOR FACILITATORS OF ETHICS TRAINING*
2. *AN IMPLEMENTATION GUIDE FOR PUBLIC SERVICES ORGANISATIONS*
3. *THE POCKET GUIDE FOR ALL PUBLIC OFFICIALS*

He also drafted a set of PPT slides to be included in 1. Two Turkish STEs were appointed to assist in drafting 5 case studies to be included in 1. These, and the PPT slides, were redrafted and finalised by the Resident Advisor and circulated among designated Turkish academics for review. Their comments were incorporated into the final drafts.

All were sent for translation in August/September 2008 and further submitted to two Turkish academics for review and amendment.

During the process of developing training materials, the international STE identified a number of key issues relating to the planned delivery of the project. Some concerned the need to redesign work under Activities 2.2 and 2.3. Others related to the need to develop a coordinated and coherent training strategy to embed the training within ministries and to ensure the sustainability of the training beyond the life 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. The document was translated into Turkish and circulated to the proposed trainers and ethics commissions in September 2008.

This report and its recommendations were submitted to the Steering Committee meeting in June 2008. It proposed changes to the training schedule (including pilot training), 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.

Output 3	Train the trainers programme is available- (At least 25* trainers have been trained and are able to deliver ethics training)
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Activity 3.1	Select up to 25* trainers from training institutions of the public administration
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[* the original project specification stated either 'at least 10' or '10 to 15' trainers]

Under Activity 3.1 a description of the requirements for potential trainers was developed and circulated by the Council of Ethics for Public Service in April to some 25 central government ministries and a further 15 public bodies. Applications were returned by the end of May and have been assessed.

A circular calling for trainers from ministries was sent out in June 2008. The Council of Ethics for Public Service reviewed the applications and selected 14 candidates to be trained (in addition to 5 from the Council secretariat). A further 6 were later added.

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

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:

24 September 2008– meeting to receive training and ethics material
20-24 October 2008– training of trainers on how to train
27-28 October 2008– training of trainers with ethics material
30-31 October 2008– test pilot training exercise in the use of the case studies
29 October/4-5 November 2008 – optional review of materials with trainers
6 November 2008– ethics training conference

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 – T USSIDE – 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.

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

In March 2008 a workshop was held on identification of the 10 research studies themes and expected outcomes. This involved the participation of Board Members of the Council of Ethics for Public Service, the secretariat and senior officials from selected public institutions. Draft specification for bids and draft contents of themes were completed; see *TECHNICAL PAPER: PROPOSED TERMS OF REFERENCE FOR DRAFT TENDER*

SPECIFICATION FOR THE RESEARCH STUDIES. 6 of the studies were to be undertaken in 2008 and 4 in 2009 in the following areas of study:

1. *Conflict of Interest in Public Administration (study to be completed in 2008)*
2. *Public Bidding and Ethics (study to be completed in 2008)*
3. *Planning at Local Level (study to be completed in 2008)*
4. *Ethical Conduct in Law Enforcement (study to be completed in 2008)*
5. *Ethical Conduct in the Health Services (study to be completed in 2008)*
6. *Ethical Standards and the Title/Land Registry (study to be completed in 2008)*
7. *The Shadow Economy (study to be completed in 2009)*
8. *Professional Associations and Ethics (study to be completed in 2009)*
9. *Ethics and the Customs Services (study to be completed in 2009)*
10. *Ethics, Culture, and Society (study to be completed in 2009)*

Full terms of reference, methodology and bidding procedures were completed in May and the call for expressions of Interest was advertised on the Project website.

In July 2008 a committee to considered applications for 6 research studies. The studies which recommended for award were as follows:

- Research Study 1: Conflict of Interest
- Research Study 3: Planning
- Research Study 4: Law Enforcement
- Research Study 6: Land Registry

It was agreed to re-advertise the 2 research studies – health and bidding.

In August a meeting was held with the successful research teams and representatives of the participating ministries to discuss methodologies and timetables.

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.

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

The remit of the Council of Ethics for Public Service does not include members of the Legislature and the judiciary and nor is there any proposal that the Council of Ethics for Public Service’s remit should be extended. The Output is intended to raise the issue and to support the work of those institutions in relation to their developing their own codes of conduct.

At the start of the project the Resident Advisor prepared 2 Working Papers:

WORKING PAPER ON A JUDICIAL CODE OF CODE;
WORKING PAPER ON A CODE FOR THE LEGISLATURE.

These provide the background in terms of international and European Standards to the roles and procedures relating to ethical standards and codes of conduct for Legislatures and the judiciary.

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 on legislative and judicial codes. Possible international STEs were identified as follows:

Judicial representatives:

Dr. Nihal Jayawickrama Coordinator of the International Judicial Integrity Group, London.
Bert Maan, former Netherlands Supreme Court judge.
Oliver Stople, UNODC Judicial Integrity Group.

Parliamentary representatives:

Global Organisation of Parliamentarians Against Corruption (Chair - John Williams, Canadian MP).
Rick Stapenhurst, World Bank Institute.
Chair, European Centre on Parliamentary Research and Documentation.

It is intended that the workshops will be held in December 2008 or January 2009.

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 gap-analysis report on the laws and procedures relating to corruption and ethics in preparation of a focus on the 4 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). Initial contact has been made, however, with those involved in the work of the technical commission and informal 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.

4. CONCLUSIONS

The project began its substantive work in March 2008 when the Resident Advisor took up his position. The relationship with the beneficiary institution is positive, as it is with the EU delegation and the CFCU.

Much of the initial work has been spent translating the project specification into an implementation plan and addressing those areas where the specification has required amendment or adaptation. This has required flexibility on the part of the Council of Europe and the beneficiary institution but discussions have been positive and changes agreed. As a consequence the objectives of the project remain achievable, within the existing timetable.

In particular the work of the project is very much shaped by the discussions within the Council of Ethics for Public Service as to its future direction, its relations with the Ethics Commissions and its staffing requirements. The Council of Ethics for Public Service and Ethics Commissions now share a common interest and focus on the delivery and

implementation of the training but there have been – and there are likely to be more – amendments to the project specification to ensure a sustainable training strategy and critical mass of trained trainers that will embed the common interest and focus.

The work with the Legislature and the judiciary may also attract a receptive audience and likely to lead to further developments in this area.

The research studies are expected not only to inform the future work of the Council of Ethics for Public Service but also produce practitioner information relevant to Outputs 8 and 9. Work will begin visiting relevant ministries with the project director and the Turkish STE to assess the anti-corruption work currently underway and to consider how the project may best assist the updating and development of a national anti-corruption strategy.

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.

APPENDIX 1 – PROJECT SUMMARY

Economic Crime Division / Directorate of Cooperation Directorate General of Human Rights and Legal Affairs



COUNCIL OF EUROPE CONSEIL DE L'EUROPE

– project summary –

Project title	Ethics for the Prevention of Corruption in Turkey
Project area	Turkey
Budget	EURO 1,500,000
Funding	The European Commission (90%) and Council of Europe (10%)
Implementation	Council of Europe (Economic Crime Division/Directorate of Cooperation / DG-HL)
Duration	24 months (December 2007 – November 2009)

BACKGROUND AND JUSTIFICATION

The people of Turkey consider corruption to be one of the key problems of their society. Surveys and reports confirm the adverse effects of corruption and point at the urgency to address it. The Council Decision of 23 January 2006 on the principles, priorities and conditions contained in the Accession Partnership with Turkey provides for three short-term priorities with regard to the anti-corruption policy:

- Fully commit at all levels to the fight against corruption, including by strengthening all institutions involved, as well as coordination between them.
- Ensure implementation of the Regulation on Principles of Ethical Behaviour for Public Officials and extend its provisions to elected officials, judiciary, academics and military personnel
- Limit the scope of parliamentary immunity in line with European practice.

The European Commission's progress 2006 progress report refers to the need to better regulate the financing and auditing of political parties and underlined again the need for better coordination of the anti-corruption effort.

The GRECO report for Turkey adopted on 10 March 2006 recommends among other things:

- to provide the Council of Ethics for Public Service with sufficient independence, providing it with an appropriate budget and staff that would enable it to promote and promulgate the new codes of ethics throughout the public administration; to properly investigate complaints made against senior officials and undertake proactive studies into particular areas of concern in respect of ethical behaviour and corruption in the public administration
- to develop training material to be used in the training of all Public Officials on the new Code of Ethics and anti-corruption policies and to require all ministries and civil service bodies to include this training as part of their curriculum; it should be ensured that it forms a core part of the induction training for new civil servants as well as in the in-service training
- Develop systems for monitoring the impact of anti-corruption measures for the various sectors concerned.

Thus, the technical assistance project aiming at contributing to these objectives will serve as one tool for providing and supporting reforms and interventions in the following areas:

- Support the Implementation of the Code of Ethics across the public administration;
- Develop codes of ethics for other categories of officials or holders of public office;
- Develop systems of monitoring the effectiveness of prevention and other anti-corruption measures;
- Ensure and enhance coordination of anti-corruption measures.

OBJECTIVE, OUTPUTS AND ACTIVITIES

Overall objective	To contribute to democracy and the rule of law strengthening further the ethics in preventing corruption in Turkey in accordance with European and other international standards as well as GRECO recommendations
Project objective	To support the implementation of Code of Ethics and develop other codes and systems for effective prevention of corruption
General	Inception Phase/Start-up of the project
Activity 1	Start up activities/workshops/Meetings with the counterparts
Activity 2	Establish Office and Procurement of Office Equipment
Activity 3	Preparation of Detailed Workplan and Inception Report
Activity 4	Organisation of the Start up Conference
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	Review the working procedures of the Council of Ethics for the Public Service
Activity 2	Train the staff of the secretariat in the management of complaints received
Activity 3	Train members of the Council in the investigation of complaints
Activity 4	Support and organise 2 study visits of staff of the Council of Ethics
Output 2	A training package/module is available to support the application of the code of ethics for public officials
Activity 1	Translate and review materials on ethics training available in other countries
Activity 2	Develop a coherent training package/curriculum for ethics training
Activity 3	Finalise the training package and make it available to different institutions
Activity 4	Produce and disseminate a training CD suitable for computer-based training
Output 3	Train the trainers programme is available- (At least 10 trainers have been trained and are able to deliver ethics training)
Activity 1	Select 10 to 15 trainers from training institutions of the public administration
Activity 2	Train these trainers in the application of the training package
Activity 3	Support these trainers in the delivery of initial training activities (under outputs 4 and 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 1	Organise up to 10 training events for governors, deputy governors and district governors

Activity 2	Organise up to 15 training events for ethics commissions in provinces and municipalities
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 1	Organise up to 6 training events for members of ethics commissions and officials
Activity 2	Organise up to 4 training events for senior officials of central level institutions
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 1	Commission at least 10 research studies
Activity 2	Organise the publication and dissemination of the results of these studies
Activity 3	Support the organisation of up to 5 public workshops on the results of these studies
Output 7	The development of codes of conduct for elected office holders and the judiciary will have been supported
Activity 1	Organise workshops on the needs and possibilities for developing codes of conduct
Activity 2	Support the development and drafting sessions of identified Codes of Conduct
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 1	Carry out studies evaluating the effectiveness of anti-corruption measures
Activity 2	Based on these studies, make proposals with regard to future anti-corruption strategies
Activity 3	Organise up to 2 national conferences on the prevention of corruption in Turkey
Output 9	Coordination of measures to promote ethics with other anti-corruption measures in Turkey ensured
Activity 1	Support the organisation of regular meetings with the technical commission
Activity 2	Develop proposals for management, coordination, monitoring of anti-corruption strategies

The Council of Europe, while taking into account the specific needs of the project area, will also contain a strong element of regional interaction, and facilitate experience exchange and networking among anti-corruption institutions.

PARTNERS/Beneficiaries

The main project partner from the Turkish side will be the Council of Ethics for the Public Service. Project beneficiaries/target groups will also include:

- Public institutions responsible for applying the Regulation on the Principles of Ethical Behaviour of Public Officials including their ethics commissions.
- 3 Members compose each ethics commission
- 81 Provinces of central institution as well as governors and deputy governors
- Other public institutions, universities, local administrations and non-governmental organisations
- Technical commission assisting the Inter-ministerial Committee in the coordination of the Government's anti-corruption measures.

IMPLEMENTATION ARRANGEMENTS

The Council of Europe will recruit a Long-term Adviser (LTA) and one Local Project Officer. The team will be based in Ankara and work directly with the Council of Ethics. This team will be

responsible for project management and implementation of project activities in Ankara on behalf of the Council of Europe. The Government will appoint a Project Director who will be funded by the Government and be a senior expert of the Council of Ethics Unit. S/he will function as the main counterpart in the organisation of project activities on behalf of the Turkish authorities.

Overall administrative project management will be ensured by Economic Crime Division (Corruption and Fraud Unit/Economic Crime Division, Directorate of Cooperation, DG-HL) at the Council of Europe in Strasbourg. A Project Officer (PO) in Strasbourg will be assigned to oversee the project's implementation and daily follow up of actions and assist the team in Ankara. The project team will propose a Workplan detailing short-term and long-term international consultants/experts, including the long-term national experts that will be needed for the implementation of project activities. The Council of Europe will ensure the active participation of local professional skills where available, and a suitable mix of European and local experts in the project activities. All local experts are to be independent and free from conflicts of interests.

CONTACT

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APPENDIX 2 – CURRENT WORKPLAN

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

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

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Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
	in line with international standards	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
		Training Session No. 2 on "Investigation of Complaints" for the secretariat of the Ethics Council—Certificate of Training	July 2008 Ankara	Secretariat of the Ethics Council	
Activity 1.4	Study visits of members and the staff of the Ethics Council to study the experience of similar bodies in other European Union countries	Five Days Study Visit No. 1 to an EU counterpart institution (10 Persons)	Ireland/UK June 2008	Secretariat of the Ethics Council Standard Board for England Ethics Commission, Ireland	2 International Travels to other international offices/Countries 10 Days in total for two visits 20 – 24 Persons in total
		Five Days Study Visit No. 2 to an EU counterpart institution (10 Persons)	France (to be confirmed) June 2009	Commissions of Ethics Ethics Council Secretariat of the Ethics Council Civil Society (subject to their own funding) Office of for	

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

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Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
	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
	standards and tools on enhancement of ethics from other countries	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, <u>including professional editing of translated material</u>	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
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Activity 2.3	<u>Undertake training strategy</u>	<u>Report on training strategy</u> <u>Training Conference on the "Training Strategy and Training Package"</u>	<u>September/October</u> <u>Ankara</u>	<u>Ethics Council</u> <u>Ethics</u> <u>Commissions</u> <u>Personnel</u>	<u>Long-term adviser</u> <u>Up to 20 work days of short-term consultants</u>
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Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
				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 <u>output 3.3</u>)—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 <u>revisions</u> to the Training Package; Introduce and disseminate the training package to all institutions for internal trainings along with guidelines for trainers.	October 2008 Ankara	Secretariat of the Ethics Council	Long-term adviser Up to 8 work days of short-term consultants
					Deleted: 3 Deleted: outputs 4 and Deleted: 5 Deleted: review Deleted: Finalise
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
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Output 3:	At least <u>25</u> trainers have been trained and are able to deliver ethics training	<ul style="list-style-type: none"> ▪ Quantity and quality of training activities carried out by trainers ▪ Project reports ▪ Study on the effectiveness of the Code of Ethics ▪ Trainers will remain available for training activities 			
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Activity 3.1	Select <u>up to 25</u> trainers from	Conduct consulting and information sessions with the	June/July 2008 Ankara	Ministry of Health Ministry of	Long-term adviser Up to 8 work days of short-term consultants
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Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
	training institutions of the public administration	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.		Education Ministry of Interior Ministry of Justice State Planning Organisation and other interested institutions	
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
		Train the Trainers Workshop No.2 on "Application of Code of Ethics"	October 2008 (Back to back)	To be confirmed as above	Up to 12 working days of a professional trainer of training organisation 2 train the trainer workshop
Activity 3.3	Trainer of trainers pilot exercise	Training Exercise and evaluation of trainers and participants and revisions to training material (see output 2.3)	October 2008	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 prior to actions that are planned to be taken under	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

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Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE															
		Output 4 and Output 5.																		
Output 4:	The governors, deputy governors, district governors and members of ethics commissions of the 81 provinces have been trained in the application of the code of ethics for public officials	<ul style="list-style-type: none"> ▪ Number of training activities carried out ▪ Follow up activities by provincial officials ▪ Number of complaints received and investigated; ▪ Project reports ▪ Study on the effectiveness of the Code of Ethics 																		
Activity 4.1	Organise up to 10 training events for governors, deputy governors, and district governors , on the application of the Code of Ethics and implementation aspects of complaining	<table border="1"> <tr> <td>Training Event No.1 Istanbul</td> <td>November 2008 Istanbul</td> <td rowspan="7">Governors, Deputy Governors, District Governors, Mayors Secretariat of the Ethics Council Trained Trainers</td> <td rowspan="7">Long-term adviser 21 w/days of ST 10 events in provinces Translation/ productions/training materials/Interpreta Costs of Transport Lodging for 250 prs. for 20 days</td> </tr> <tr> <td>Training Event No. 2 – Bursa</td> <td>December 2008 Bursa</td> </tr> <tr> <td>Training Event No. 3 - Izmir</td> <td>January 2009 Izmir</td> </tr> <tr> <td>Training Event No. 4 – Antalya</td> <td>February 2009 Antalya</td> </tr> <tr> <td>Training Event No. 5 – Kayseri</td> <td>March 2009 Kayseri</td> </tr> <tr> <td>Training Event No. 6 – Diyarbakir</td> <td>April 2009 Diyarbakir</td> </tr> <tr> <td>Training Event No. 7 – Erzurum</td> <td>May 2009</td> </tr> </table>	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/Interpreta 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 – Diyarbakir	April 2009 Diyarbakir	Training Event No. 7 – Erzurum	May 2009		
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/Interpreta 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 – Diyarbakir	April 2009 Diyarbakir																			
Training Event No. 7 – Erzurum	May 2009																			

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
	procedures.		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 <u>provinces</u> and <u>municipalities</u> on the application of the Code of Ethics and implementation aspects of complaining procedures	Training Event No.1 – Istanbul	November 2008 Istanbul	Ethics Commissions in Provinces	Long-term adviser 21 w/d days of ST 15 events in provinces Translation/productions/Photocopy/distribution of train materials
		Training Event No. 2 – Bursa & No.3 – Eskisehir	December 2008 Bursa &Eskisehir	Ethics Commission in the Municipalities	Interpretation Costs Transport for 15 Lunch/ Dinners for 300 Persons for 30 Days
		Training Event No. 4 – Izmir	January 2009 Izmir		
		Training Event No. 5 – Antalya	February 2009 Antalya	Secretariat of the Ethics Council	
		Training Event No. 6– Kayseri	March 2009 Kayseri		
		Training Event No. 7 – Diyarbakir& No. 8 – Malatya	April 2009 Diyarbakir	Trained Trainers	
		Training Event No. 9 – Erzurum	May 2009 Erzurum		
		Training Event No. 10 – Trabzon	June 2009 Trabzon		
		Training Event No. 11 – Samsun	July 2009 Samsun		
		Training Event No.12 – Adana & No. 13 G.Antep	September 2009 Adana &G.Antep		

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE																							
		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"> ▪ Number of training activities carried out ▪ Follow up activities by ethics commissions and senior managers ▪ Number of complaints received and investigated ▪ Project reports ▪ Study on the effectiveness of the Code of Ethics ▪ Officials from different institutions make use of the skills acquired and follow up with ethics activities in their respective institutions 																										
Activity 5.1	Organise up to 6 training events for members of ethics commissions and officials <u>responsible for in-service training in different institutions</u> of the	<table border="1"> <tr> <td>Training Event No.1 – Ankara</td> <td>January 2009</td> </tr> <tr> <td>Training Event No. 2 – Ankara</td> <td>February 2009</td> </tr> <tr> <td>Training Event No. 3 – Ankara</td> <td>March 2009</td> </tr> <tr> <td>Training Event No. 4 – Ankara</td> <td>April 2009</td> </tr> <tr> <td>Training Event No. 5 – Ankara</td> <td>May 2009</td> </tr> <tr> <td>Training Event No. 6 – Ankara</td> <td>June 2009</td> </tr> </table>	Training Event No.1 – Ankara	January 2009	Training Event No. 2 – Ankara	February 2009	Training Event No. 3 – Ankara	March 2009	Training Event No. 4 – Ankara	April 2009	Training Event No. 5 – Ankara	May 2009	Training Event No. 6 – Ankara	June 2009	<table border="1"> <tr> <td>January 2009</td> <td>Ethics Commissions from the Central Institutions</td> </tr> <tr> <td>February 2009</td> <td>Ethics Commissions from the Central Institutions</td> </tr> <tr> <td>March 2009</td> <td>Ethics Commissions from the Central Institutions</td> </tr> <tr> <td>April 2009</td> <td>Ethics Commissions from the Central Institutions</td> </tr> <tr> <td>May 2009</td> <td>Ethics Commissions from the Central Institutions</td> </tr> <tr> <td>June 2009</td> <td>Secretariat of the Ethics Council Ethics Council</td> </tr> </table>	January 2009	Ethics Commissions from the Central Institutions	February 2009	Ethics Commissions from the Central Institutions	March 2009	Ethics Commissions from the Central Institutions	April 2009	Ethics Commissions from the Central Institutions	May 2009	Ethics Commissions from the Central Institutions	June 2009	Secretariat of the Ethics Council 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
Training Event No.1 – Ankara	January 2009																											
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June 2009	Secretariat of the Ethics Council Ethics Council																											

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
	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>)	Training Event No.1 – Ankara Training Event No. 2 – Ankara Training Event No. 3 – Ankara Training Event No. 4 – Ankara	January 2009 May 2009 June 2009 October 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 Interpreta Costs Translation/productions/ of training materials
Output 6:	At least 10 research studies are available on the risks of corruption in relation to unethical behaviour and have been	<ul style="list-style-type: none"> ▪ Quantity and quality of research studies ▪ Number of public workshops and feedback received ▪ Project reports ▪ Contribution of the relevant authorities to the research studies and active participation into workshops; 			

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
	discussed in public	<ul style="list-style-type: none"> ▪ 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 workshops on the results of these	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 Preparation of materials productions/Photocopy/distribution of training materials
		Public Workshop No 2 on the Results of other 4/10 Research Studies	Ankara October 2009	Secretariat of the Ethics Council	

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
	studies				
Output 7:	The development of codes of conduct for elected office holders and the judiciary will have been supported	<ul style="list-style-type: none"> ▪ Availability of proposals for codes of conduct for elected officials and the judiciary ▪ Number of workshops held; ▪ Studies on the effectiveness of anti-corruption measures ▪ Project reports; ▪ Adoption of proposed code of conducts 			
Activity 7.1	Organise workshops on codes of conduct for <u>elected office holders</u> and the <u>judiciary</u> to identify possibilities for the development of such codes	Workshop No. 1 on Code of Conducts for Elected Office Holders	Ankara November 2008 <i>(Back to back)</i>	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 <i>(Back to back)</i>	Ministry of Justice and Prosecution	
Activity 7.2	Support the review and drafting sessions of identified Codes of Conduct for	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 Preparation of materials
		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
	elected office holders through workshops and direct technical advice				
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"> ▪ First study available by month 8 ▪ Further studies available by month 22 ▪ Quality of studies/recommendations ▪ Project reports ▪ The results of the research studies will be followed up and feed into improved corruption prevention strategies 			
Activity 8.1	Carry out system studies evaluating the effectiveness of anti-corruption measures implemented in	System Study No. 1: Effectiveness of AC measures through Code of Ethics	Ankara May/September 2008	-Ethics Council -Secretariat of the Ethics Council -Ethics Commissions -Civil Society	Long-term adviser 24 w/d of ST consultants 4 studies Interpretation Costs 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
	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	
		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 Outcomes	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 of AC measures through the	Ankara April 2009	Secretariat of the Ethics Council	

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
		public Information Action		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 business	Catering for 60 Prs for 2 Days; Interpretation Preparation of materials productions/Photocopy/distribu materials Cost of 2 nat. conf.

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
		National Conference No. 2 on Prevention of Corruption	Istanbul September 2009	community representatives 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"> ▪ Availability of proposals for improved coordination ▪ Number and quality of meetings held with the technical commissions and other institutions responsible for anti-corruption measures in Turkey ▪ Project reports ▪ GRECO reports ▪ EU/EC reports 			
Activity 9.1	Support the organisation of regular meetings (once every six months) with the technical commission	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	Ankara May 2008 November 2008 May 2009 October 2009	Increasing Transparency in Turkey and good governance Commission Secretariat of the	Long-term adviser 10 w/d of ST consultants Preparation of materials productions/Photocopy/distribu of materials

Reference	Description of Activities	Expected Indicators and Activity Interventions/Outcomes	Timing/Venue	Participating Institutions	Inputs from the CoE
	assisting the Inter-ministerial Anti-corruption Commission	introducing anti-corruption policies and specific measures based on Project's outcomes		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"> ▪ Management; ▪ Coordination; ▪ Monitoring Tools of Anti-corruption Strategies in Turkey 	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

APPENDIX 3 – LIST OF TECHNICAL PAPERS and WORKING PAPERS

TP Number	Date	Title	Prepared by: Expert/Consultant
PC-TC(2008)	March 2008	Inception Report	Alan Doig, LTA Project Management Unit
PC-TC (2008)15	March 2008	Current Procedure and Possible Future Work of the Council of Ethics	Alan Doig
PC-TC (2008)16	March 2008	Options for the Council of Ethics for Public Service as the National Prevention of Corruption Council	Alan Doig
PC-TC(2008)17	March 2008	Revising the Code and Institutional Responsibilities	Alan Doig
PC-TC(2008)	April 2008	1 st Quarterly Progress Report	Alan Doig Project Management Unit
PC-TC(2008)40	April 2008	Complaints: Guide to Possible Inquiry Procedure	Alan Doig
PC-TC(2008)43	April 2008	Working paper: Code for the Legislature	Alan Doig
PC-TC(2008)44	April 2008	Working paper: A Judicial Code of Conduct	Alan Doig
PC-TC(2008)	May 2008	Draft Working Paper: Institutional Capacity Review and Plan	David Watt
PC-TC(2008)	May 2008	Training Strategy	David Watt
PC-TC(2008)42	May 2008	Review of the Council of Ethics for Public Service	Alan Doig David Watt
PC-TC(2008)41	July 2008	A Guide for facilitators of ethics training an implementation guide for public services organisations the pocket guide for all public officials	David Watt

PC-TC(2008)45	September 2008	Technical Paper: Second Review of the Council of Ethics	Alan Doig
PC-TC(2008)46	September 2008	Technical Paper: Sanctions Policy	Alan Doig
PC-TC(2008)57	September 2008	2 nd Quarterly Progress Report	Alan Doig Project Management Unit
PC-TC(2008)58	September 2008	Interim Report: Legal and Institutional Infrastructure of Ethical Administration in Turkey	Ugur Omurgonulsen