



**REPUBLIC OF ALBANIA
COUNCIL OF MINISTERS**

**ACTION PLAN ADDRESSING THE RECOMMENDATIONS OF THE EUROPEAN
COMMISSION OPINION FOR ALBANIA**

21 March 2012

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Executive summary

In June 2011, the Inter-institutional Committee for European Integration (KNIE) adopted the Action Plan addressing the 12 key priorities of the EC 2010 Opinion. In this view, the Ministry of European Integration (MEI) made substantive efforts and coordinated with line ministries and other relevant institutions. MEI consulted intensively with all stakeholders and organised 3 consultative meetings with the parliamentary Committee on European Integration. Consultative meetings were organized also with civil society, showing the transparency of this process.

In view of the EC 2011 Progress Report recommendations and the EC comments on the Action Plan delivered in November 2011, MEI initiated the revision process for this Plan. The overall objective was to break down the Action Plan to more concrete and realistic measures which address the 12 key priorities.

A gap analysis was conducted before the revision of the Action Plan took place. It served to identify and formulate a set of measures, clear steps and responsibilities, which are to be implemented and monitored. In methodological terms, the novelty of this AP revision is that each measure includes both indicators and a corresponding budget.

The institutions revised their relevant priorities of the Action Plan, with their cross-sector and sector strategies and action plans as a backdrop, by updating and detailing the planned activities.

A special emphasis was given to the cooperation with the parliamentary Committee on European Integration, which was presented with options to select for coordination modalities of the AP revision. During its meeting of 12 December 2011, in which the Minister Bregu participated, the Committee decided that line ministries would revise priorities 6-12, while the parliamentary Committee on EU Integration would work on priorities 1-5.

A broad consultation with the civil society from the beginning of the revision process of the AP was another novelty of this process. The civil society was part of institutional working groups for the revision of the Action Plan for priorities 6-12. In this context, in 27 January 2012, around 30 civil society representatives and the Ombudsman's Office took part in the consultations on the draft-AP.

Planning was mostly a prerogative of the leading ministry/institution for each recommendation, assisted by *working groups for the AP revision of each priority* consisting of representatives of contributing institutions, while the whole process was monitored by KNIE chaired by the Prime Minister.

On 31 January 2012, the revised draft of the Action Plan for the priority 6-12, was sent to the Parliamentary Committee on European Integration (CEI). .

The Committee on European Integration has distributed the action on the relevant standing committees. Further more, in mid February, it organize a consultative meeting with representative of civil society was organized to discuss the draft Action Plan on priorities 1-4. With regards to the draft Action Plan for the priorities 6-12, CEI provided comments in a meeting with the Minister of European Integration.

A wide consultative meeting on the AP was organized during 6-7 March 2012, with the European Commission and Albanian representatives such as: Members of Parliament co-chairs of the *ad hoc* Working Group for the revision of the Parliament Rules of Procedures, co- chairs of the *ad hoc* Parliamentary Committee on the Electoral Reform, chair of Parliamentary Committee for European Integration, People's Advocate, General Prosecution Office, High Council of Justice, Commissioner for the Protection of Antidiscrimination, HIDAA, all line ministries involved with the participation of international organizations and EU technical assistance such as OSCE, World Bank, UN, PAMECA and EURALIUS III. Deliverables identified jointly in the consultative meeting with the EU Commission services on 6 -7 March 2012 are addressed accordingly in this revised Action Plan.

This Action Plan is a living document and has widely been consulted. It includes the suggestions and recommendations of the Parliamentary Committee for European Integration¹, civil society, international organizations and European Commission.

All activities included in the AP are foreseen in the Medium-Term Budget Programme of line ministries and institutions, and/or are funded under IPA or by other donors.

Key measures

With regards to the 12 priorities the key measures planned include:

- With regard to priorities 1-3, some key measures includes improvement and the revision of the regulation of the parliament, adoption of all the laws requiring qualified majority, enhance the Parliament role on EU integration process, orderly hearing and voting process for the appointment decree for the High Court.
- Regarding the **electoral reform**, the Completion of the work of the Electoral Reform Committee and finalisation of draft **amendments to the legislative framework for elections (Electoral Code)** in line with OSCE-ODIHR recommendations, is a key element.
- Regarding **public administration reform**, efforts are focused in terms of improvements of the legal framework with amendments in the Civil Service Law,

¹ Please find in Appendix 1: List of recommendations/suggestion of parliamentary Committee on European Integration.

improve the functioning of the public administration by ensuring effective implementation of the existing legal framework as well as invest in capacity building.

- **Strengthening the rule of law.** Full implementation of the Cross-Sector Justice Strategy and its action plan will enable the strengthening of independence, increase of efficiency and accountability of institutions of the justice system. The most important issues which are going to be addressed are the clear definition of competences of the control inspectorates of the courts, improvement of the infrastructure of the justice system, improvement of transparency and efficiency of the justice bodies and improvement of the execution of court decisions.
- **In the fighting against corruption,** implementation of the Strategy on Prevention and Fight against Corruption and Transparent Government, through a 3-year action plan (2011-2013), aims to achieve the main objectives and ensure a uniform planning and implementation of priority measures. Among others, measures to improve administrative inspections system to ensure integrity and transparency in administrative practice, issue of transparency in political party funding, further improvements in the electronic procurement, develop reliable statistics and a solid track-record of investigations and convictions in corruption cases, strengthen cooperation between different institutions involved in fighting corruption, improvement of institutional and operational capacities of HIDA and enhance cooperation with other law enforcement agencies. These measures also include other concrete measures in the in the health sector, education, customs and taxation as well as organize awareness campaigns of the legal framework and mechanisms in place to fight corruption constitute some of the main priorities. Measures on addressing removing of the immunity of the high official is a key challenge included as well as.
- **Fighting against organised crime** will continue by further strengthening of inter-institutional coordination and cooperation in the fight against organized crime, through also joint trainings. A solid track record will be establish for the cases of organized crime. In order to intensify the investigation there will wide use of modern methods and techniques as well as resolving on proactive investigation. Concrete measure will continue in the fight against drugs trafficking, trafficking in human beings, money laundering, terrorism, sequestration and confiscation of criminal assets, witness protection.
- **In the field of property rights** adoption of the Inter – Sartorial Strategy on Property Rights and the improvement of the existing legal framework will be the main priority. Also concrete measures will be taken for the enhancement of the interagency coordination in the field of properties and the improvement of the sartorial legislation as well as for the respect and execution of Human Rights European Court’s decisions.
- Reinforcing the **protection of human rights** will continue by adoption of the action plan for the children’s rights, adoption of the integral law on persons with disabilities, further enhancement of the role of the Commissioner for the Protection on

Antidiscrimination, implementing concrete measures to increase awareness toward gender based violence, legal and administrative protection and support with services victims of violence and abusers, promoting the economic empowerment of women, in order to increase their participation in the public sphere and to effectively protect victims of domestic violence; Enhancement of women's representative ability to participate in overall decision-making sectors; Ensuring effective implementation of the anti-discrimination policies through an enhanced role of the Office of the Commissioner and concrete activities such as awareness-raising; Establishing a Functional Child Protection System and completing the legal framework. Effective implementation of the National Strategy on People with Disabilities. Protection of Roma Rights, monitoring the implementation of the objectives of the National Strategy and National Action Plan for the Decade of Roma Inclusion 2010-2015.

- In order to **improve treatment of detainees** concrete steps are foreseen for the improvement of capacities of penitentiary institutions and improvement of conditions, enhancing the efficiency of supervision of alternative punishments by Probation Service", improvement of the situation in the premises of detention centers and police stations as well as raising the level of professional capacities of the police employees working in these premises, improvement of professional training of employees of penitentiary institutions, increase the number of inspections and investigation into the cases of law violations, observation of the recommendations of the Ombudsman, and protection of rights of children and reduction of their stay in detention.

Institutional framework and responsibilities for Action Plan

The responsibilities of institutions on the 12 priorities are as follows:

- **The Parliament, the Parliamentary Committee for European Integration, the Parliamentary Committee for Electoral Reform and Working Group for the Revision and Improvement of the Rules of Procedures of Parliament**, are responsible for the coordination and monitoring of implementation of priorities 1-4.
- **Minister of Justice, Mr. Eduard Halimi** is responsible for priorities 7, 10 and 12, i.e. priorities on the Reform on the Judiciary, Reform on the Property Rights and measures to improve the treatment of detainees.
- **Minister of Interior, Mr. Bujar Nishani** responsible for priorities 6 and 9, priorities related to the Reform of the Public Administration, Strengthen the Fight on the Organized Crime.
- **Minister of Information Technology and Innovation, Mr. Genc Pollo** is responsible for priority 8, in his capacity as chairperson of the Task Force for the Fight against Corruption and will be supported by the Department for the Internal Control and Fight against Corruption.
- **Minister of Labour, Social Affairs and Equal Opportunities, Mr. Spiro Ksera** is responsible for priority 11, issues related with the protection of human rights.

Each responsible institution reorganized the working group of the priority, in order to include representatives of civil society. In their meetings, working groups invited representatives of the EU Delegation in Tirana, foreign assistance groups in the relevant area, and the Parliamentary Committee on European Integration. The working groups discussed their action plan for each priority with non-governmental actors in separate meetings.

The whole process was coordinated and facilitated by the Ministry of European Integration

Please find below a summary of the calendar of the Albanian Government for the drafting and implantation of the Action Plan Addressing the 12 Recommendations of the EC Opinion.

Table 1. Activities for the analysis and implementation of the work plan

Activity	Deadline	Responsibility
Approve the revision form	12.12.2011	Committee on European Integration (CEI) & MEI
Send the explanatory material on AP revision to the Parliament for opinion	13.12.2011	MEI
Develop a revision & reporting methodology	15-19.12. 2011	MEI
Deliver the methodology to institutions involved	20.12.2011	MEI
1rst coordination meeting	23.12.2011	MEI
Re-constitute Working Groups according to each Priority	23.12.2011	Relevant institutions
First meetings of Working Groups for each Priority	26 – 29.12.11	Relevant institutions
First draft developed	17.01.2012	Relevant institutions
Parliamentary Committee on European Integration examines the progress made with the revision of the Action Plan.	18.01.2012	CEI
Parliamentary Committee on European Integration sends the revised draft for opinion to the relevant parliamentary structures according to their scope of activity.	19.01.2012	CEI
Consultative meetings with civil society	23.01.2012	MEI
First draft finalized	27.01.2012	Relevant institutions

Send the draft to the Committee on European Integration	31.01.2012	MEI
Parliamentary Committee on European Integration sends the revised priorities 5-12 for opinion to the parliamentary Committee of Legal Issues, National Security Committee and Social Issues Committee according to their areas of competence.	31.01.2012	CEI
Parliamentary structures file their opinions on Priorities 1-4 to the parliamentary Committee on European Integration.	31.01.2012	Parliament
The above-cited committees sent their opinions on the draft Action Plan.	14.02.2012	Parliamentary Committee of Legal Issues, National Security Committee and Social Issues Committee
Discuss Priorities 1-4 with civil society stakeholders involved in the consultation process.	15.02.2012	CEI
Discuss Priorities 6-12 with Ministry of European Integration.	5-3.2012	CEI
Consultative meeting between representatives of Government and other Albanian institutions and the European Commission.	6-7.3.2012	MIE
Approval of the Action Plan by KNIE	21.3.2012	KNIE

Regarding the monitoring and reporting, periodic reports will submit to European Commission. This process will be coordinated by Ministry of European Integration in close collaboration with the responsible institution per each priority.

Additionally the implementation of the Action Plan will be reported in the Stabilisation and Association Council. Separate reports shall be submitted as part of the regular input for the EC Progress Report in May and September.

Priority 1 - Ensure the proper functioning of Parliament on the basis of a constructive and sustained political dialogue among all political parties.

A political agreement was reached in November 2011, after the opposition SP had stated that it had decided to fully participate in Parliament, in the Conference of Chairs of Parliament's political groups to:

- Adopt by consensus the pending laws that require a 3/5 majority by March 2012;
- Establish an ad hoc parliamentary committee for Electoral Reform tasked to 'draft amendments to the electoral legal framework in line with the recommendations of the OSCE/ODIHR Reports following the general election of 2009 and the local elections of 2011;
- Establish a parliamentary Working Group 'On the review and improvement of the Parliament's Rules of Procedure on the model of the Rules of Procedure of the European Parliament'.

With regards to the *review of the Assembly's Rules of Procedure*, the Conference of Chairs on November 2011, decided to establish a Working Group for "On the review and improvement of the Assembly's Rules of Procedures, on the model of the rules and procedures of the European Parliament". The Working Group is co-chaired by MPs from Democratic Party and the Socialist Party, and is composed by four (4) members, two by ruling majority and two by the opposition. Three supporting technical staff from the administration of the Parliament has been dedicated to this Working Group.

This Working Group has conducted six meetings from the period of December 2011 to March 2012. The WG members have already reached an agreement on 10 amendments to the regulation; while there is no consensus on two proposals of the opposition for amendments. By the end of March the Working Group will come up with a report that will be voted in plenary session.

A key challenge is the role of the Parliament on the European integration process, especially in view of *Committee for European Integration* (CEI). The existing legal framework, Law no 9252 "On the role of the Assembly on the process of Albania integration on EU" ("Zela"), has not proved to be fully efficient, and does not address the needs for future challenges, particularly with regard the role of the Committee on European Integration. The Ministry of European Integration and the civil society have repeatedly suggested revising and amending the "Zela" law.

By April CEI will perform an in-depth analysis on the existing legal framework regulating the role of CEI. A technical group of experts including representatives from the Ministry of European Integration will be established in March 2012. The analysis report will be consulted with other Parliamentary Committees and in a roundtable with civil society.

The integrated version of recommendations will be reflected accordingly and CEI will come up with a decision on this, before the end July.

In addressing the EC recommendation on strengthening the Assembly's administration capacity (Progress Report 2011) and IPA 2010 twinning project has just started. The project aims to: raising the capacity of the administrative staff on legal approximation; strengthen the oversight capacity of all parliamentary standing committees over the government activities; strengthen the legislative, coordination and awareness raising capacities of the Committee for European Integration and of all the other standing committees working on European integration related issues/activities.

Different seminars at technical and political level will be organized on sharing good examples/models of the Member States Parliaments.

Below is the list of activities for priority 1 on functioning of the parliament.

Action Plan for priority 1

1. Goal/Expected Outcomes - Improvement of Assembly's Rules of Procedures				
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Comments
1.1	Working Group on reviewing the Assembly's RP prepares a report	Respective Working Group	31 March 2012	
1.2	Assembly's rules of procedures are voted / approved	Assembly	April 2012	
2. Goal/Expected Outcomes Enhance the role of Parliamentary Committee of European Integration(CEI)				
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Comments
2.1	CEI establish e technical working group to review the "Zela "law	CEI	March 2012	
2.3	MEI provides comments on "Zela"law	MEI	March 2012	
2.4	Assessment on the functioning and legal status of the Committee for European Integration Parliament	IPA 2010 project	20-24 February	
2.5	Technical working group prepares the report	CEI	May 2012	
2.6	Consultative meeting with civil society	CEI	May 2012	
2.7	Prompt legal action	Assembly	June 2012	
2.8	Workshop on the operation of the Committees on European Affairs of the recently acceded Member	Parliament	2-5 July	

	States			
3. Goal/Expected Outcomes Strengthening the Assembly's administration capacity				
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Comments
3.1	<i>Legal Approximation</i>			
3.1.1	Assessment session on the legal provisions and practice of committee oversight over the government.	Parliament	6-10 February	
3.1.2	Training on the development of European integration and the institutional system of the EU	Parliament	13-17 February	
3.1.3	Assessment of the current methods of approximation and the check of compliance with the EU <i>Aquis</i>	Parliament	13-16 February	
3.1.4	Study visit to Latvia on approximation process Parliament		25-29 June	
3.1.5	Workshop for committee staff on the role and practical duties of standing committees in the legislative procedure and in the approximation process Parliament		2-4 April	
3.1.6	Seminar for MPs and parliamentary staff on the parliamentary approximation process and tasks Parliament		10-13 April	
3.1.7	Workshop on the legal approximation tasks of sectoral standing committees during European integration process Parliament		25-27 April	

3.1.8	Preparation of guidelines on the improvement of approximation and check on compliance with the EU acquis Parliament		7-11 May	
3.1.9	Seminar for MPs and staff on programming of approximation activities and parliamentary monitoring over approximation activities of the Government Parliament		29 May – 1 June	
3.1.10	Workshop for committee staff on the coordination among parliamentary committees in the legislative procedure and in the approximation process	Parliament	5-7 June	
3.2	Assembly's administrative staff			
3.2.1	Assessment session on the current policy on human resources.	Parliament	5-9 March	
3.2.2	Workshop on the principles for a parliamentary staff statute Parliament		23-26 April	
3.2.3	Assessment of the present tasks and functioning of the Assembly's international activities	Parliament	9-13 July	
3.2.4	Workshop on parliamentary staff management	Parliament	25-28 June	
3.2.5	Assessment of the present tasks and functioning of the Assembly's PR activities	Parliament	4-8 June	
3.3	Capacity building on EU process/affair			
3.3.1	Seminar for MPs and parliamentary staff on best practices of legislative procedures of the EU Member States	Parliament	5-9 March	
3.3.2	Workshop on the lessons learnt about the role of	Parliament	12-16 March	

	national parliaments in the accession process of recently joined Member States to the European Union			
3.3.3	Training on EU decision-making and EU law	Parliament	19-23 March	
3.3.4	Workshop on the cooperation between standing committees and governmental organisations in managing EU affairs, in particular the control of Government by Parliament.	Parliament	4-6 April	
3.3.5	Workshop on the special role of standing committees in communication of EU affairs	Parliament	8-10 May	
3.3.6	Workshop on the experiences of recently acceded Member States in the negotiations with the European Union	Parliament	18-22 June	
3.3.7	Training on the EU acquis	Parliament	9-13 July	
3.4	Oversight role of the Parliament			
3.4.1	Seminar for MPs and parliamentary staff on parliamentary oversight in parliaments of EU Member States	Parliament	16-20 April	
3.4.2	Workshop on the mechanisms and the means of parliamentary oversight	Parliament	14-17 May	
3.4.3	Drafting a set of guidelines for the improved functioning of the legal provisions and practice of committee oversight over the government	Parliament	18-22 June	
3.4.4	Roundtable with representatives of the Ministry for European Integration and the relevant line ministries	Parliament	11-14 June	

Priority 2 - Adopt pending laws requiring a reinforced majority in Parliament

All legal initiatives to change the 6 codes, *Railway Code, Air Code, Maritime Code and Road Code, Civil Code and Penal Code*, have been voted by broad consensus exceeding the required majority.

The law on “Administrative Courts” has been reviewed and approved in principle by the Parliamentary Committee on Legal Affairs. Hearing sessions were held with several interests groups.

With regards to the **voting of qualified majority laws** that are in Parliament or brought to Parliament before the summer recess, please refer to the respective Priorities.

Priority 3 - Appointments Ombudsman, members of the High Court/Constitutional Court

Appoint the Ombudsman, and ensure an orderly hearing and voting process in Parliament for constitutional and high court appointments.

In conformity with the Constitution (Articles 125/1 and 136/1 and their interpretation by the Decision of the Constitutional Court N. 2 of 19.01.2005), the Parliament has carried out an orderly and transparent hearing and voting process for constitutional and high court appointments.

- The candidates are invited to answer in writing questions of the members of the Legal Committee.
- The candidates answer questions of the members of the Legal Committee in public hearing, as established by the Rules of Procedure of the Parliament, Art. 111.
- The candidates are invited to present their CVs, qualifications and scientific publications.
- Information on the professional integrity of the candidates is requested from the Ministry of Justice, the National Chamber of Lawyers, the High Council of Justice, the General Prosecutor’s Office, the Taxation Office, and/or the High Inspectorate for Disclosure of Assets.

Thus, the Parliament has fulfilled its constitutional obligations in relation to the constitutional and high court appointments. The voting process in Parliament is based on the professional qualifications and integrity of the candidates. The Legal Committee of the Parliament estimates that in the future the appointment decrees of the President should be reasoned and based on the fulfillment of clearly stated criteria.

The hearings in Parliament for the remaining Presidential appointment will take place immediately after the scrutiny of the Law on Administrative Court, in April 2012.

With regards to the High Court reform, please refer to the activities planned for Priority 7.

Priority 4 & 5 - Modify the legislative framework for elections in line with OSCE-ODIHR Recommendations; Ensure elections are conducted in line with European and international standards

The Ad Hoc Committee on Electoral Reform established also in November 2011, is tasked to 'draft amendments to the electoral legal framework in line with the recommendations of the OSCE/ODIHR Reports following the general election of 2009 and the local elections of 2011. The Committee consists of members of parliamentary parties, with equal participation between the ruling majority and opposition.

The ad hoc Committee has conducted 4 meetings and has approved amendments concerning election financing, registration of candidates, and media coverage during campaigns and electoral campaigns as well as has held a hearing with representatives of 8 civil society organizations in Albania that represent and advocate women's rights and discussed and approved some amendments presented. Also, the Committee has adopted a number of amendments to the Penal Code regarding violations during the electoral process. In the meantime, in the process of drafting are amendments regarding voter's lists, designation of polling stations and voting process while other matters relating the election's administration, voting process and appeals process are still being discussed.

Highly qualified international experts from OSCE/ODIHR and Venice Commission are supporting the Committee. These experts have adopted a joint Opinion which enfold the details of and further clarifies existing recommendations. Another international expert has been contracted to provide comments on chapters being amended. Currently the expert has provided comments for two of the approved chapters and is expected to provide comments for the two remaining ones.

A roundtable will be organized on March 26-27 with the assistance of the OSCE in order to discuss the issue of electoral administration and voting technology.

From the beginning, the Committee and the group of experts have given a special focus to the quality of the amendments drafted and adopted.

The mandate of the Committee was extended by consensual request, from the end of February to the end of April. There is a clear political commitment from both political sides represented in the Committee to finalize the electoral reform in time for the preparation of the next elections.

Priority 6- Public Administration Reform

Complete essential steps in public administration reform including amendments to the civil service law and strengthening of the Department of Public Administration, with a view to enhancing professionalism and de-politicisation of public administration and to strengthening a transparent, merit-based approach to appointments and promotions.

Key points being addressed

Public administration reform is a main priority for the Albanian government, in terms of strengthening the legal framework and proper law enforcement as well as in capacity building, in order to ensure a professional public administration. In line with the EU's recommendations and based on its priorities, the Government of Albania aims to:

- Undertake amendments to the Civil Service Law;
- Improve the functioning of the public administration, in terms of the functioning of the institutions of the executive;
- Draft by-laws in line with the New Civil Service Law;
- Ensure effective implementation of the existing legal framework;
- Make fully functional the Human Resources Management Information System
- Offer on-going training for effective response to development needs of the Civil Service.

Analysis of situation

The improvement of public administrative capacities in Albania represents one of the key criteria for EU membership. The overall objective of the Public Administration Reform process is that public administration in Albania complies with the principles of the common 'European Administrative Space', that is the development of a modern and professional civil service in order to attract, retain and motivate the personnel needed for an effective public administration.

During years of implementation of the current civil service legislation, the main problems identified by several assessments, might be summarized as follows:

- a) the use of temporary contracts and the lack of transparency and accountability in appointments
- b) Politicization and instability reflected in "politically motivated turnover";
- c) Poor management and control over the civil service law enforcement.

In pursuit of the EU and national objectives and under the Cross-cutting Strategy of Public Administration Reform, 2009 – 2013 the Albanian government with the assistance of SIGMA experts drafted a policy paper exploring various changes to be put in place by means of a new Law on the Civil Service. On this basis, amendments to the Law on the Civil Service were prepared and entailed in a draft-law on the New Civil Service Law.

Amendments proposed for the new Civil Service Law mainly addresses the following:

- a- Extending the scope of the law Status of the Civil Servant: inclusion in the scope of civil service legislation, institutions depending on the line ministers or the Prime Minister, Office of the Prefect, the administration of municipalities.
 - o The new primary law on the civil will be a general law that defines the principles and sets general management standards and responsibilities in accordance with the basic principles of the "European administrative space" for all institutions of public administration.
 - o The new law will provide a homogeneous legal regime for all positions exercising public authority conferred by public law and it will safeguard the general public interest. Technical support functions, employees with the status of the state police, military and armed forces, doctors, nurses, teachers (pre-university education) and the academic staff of universities and other higher education schools will continue to be excluded from the scope of the civil service.
- b- Pool Recruitment: The new law proposes that candidates for “entry level” positions in the civil service should be selected through a group testing (one or two per years) aimed at composing one or more pools with candidates who meet the general recruitment conditions and the specific ones for being recruited to positions with similar requirements and responsibilities in a ministry or institution. The successful candidates will be eligible to be appointed as civil servants. They may stay in the pool for a maximum stand-by period of 2 to 3 three years. Once this period ends the right to be recruited elapses as well.
- c- The establishment of a senior civil service corps. This corps will need a specific employment legal regime and managerial instruments and it should be based on the merit principle. Therefore recruitment to this corps will be carried out through a group testing handled by a national committee made up of individuals with a reputation and a long experience in the field who will rotate in an apportioned way, i.e. the members are renewed partially every year. The appointment to the senior civil service will be open, as a rule, to civil servants only and it will be carried on in a case by case basis.
- d- Mobility The new civil service law provisions of rotation and transfer as the instruments of mobility and of career enhancement. The legal framework for horizontal mobility will recognize rotation as one of the instruments of mobility and, in addition, it will clarify further the principles of application of secondment and transfer within and across public institutions.
- e- Rotation (mainly within the institution but also across institutions) will be added to the instruments of mobility at the disposal of the institution. It will be temporary (3-6

months over a period of 2-4 years) and aims to enable the civil servants to work in different similar positions and understand better the way the institutions works. It will only refer to horizontal mobility of a civil servant to a position with similar functions and with (in most cases) the same class. The rotation will be based upon the initiative of the respective institution (based on an internal human development plan) or upon request of the respective civil servant. In cooperation with different institutions, DoPA will approve plans for rotation across the civil service. If a senior civil service is established, rotation every three or five years will be compulsory for those who belong to the senior civil service corps.

- f- Transfer and secondment: transfer and secondment will also refer only to the horizontal mobility of a civil servant to a position with similar functions and with (in most cases) the same class in the same or a different institution.
- g- Strengthening the CSC's role through the legal changes, which are in process, increasing its capacity, giving to CSC the legal instruments in order to ensure on time the implementation of its decisions?

Through the above mentioned changes the aim is to upgrade and align the civil service system with European standards and best practices in the following areas:

- a) Strengthening the unity and homogeneity of the employment regime of the civil service;
- b) Strengthening the merit principle in recruitment;
- c) Enhancing the mobility and career development within the civil service, by giving priority to existing civil servants.

In relation to a strategy for improving DoPA's authority, we clarify that under the above mentioned amendments, DoPA's role as central policy and management unit in the overall civil service will be strengthened and the draft-law provides adequate instruments for it to fulfill this role. The supervisory role of DoPA will also be strengthened. DoPA will continue to be part of the ministry responsible for the Public Administration Reform (currently the Ministry of Interior) which will assume, together with the Ministry of Finance, the lead with regard to Public Administration Reform and public management.

Another measure undertaken for strengthening the capacities of DoPA is the budget planning and implementation, which currently has been setup as a separate annual budget program.

Specifically, under the new draft-law DoPA will have the following competences:

- a) Prepares and monitors the implementation of the general state policies on the civil service;
- b) Prepares primary and secondary legislation related to the civil service;
- c) Supervises the implementation of the civil service legislation in the state administration institutions;
- ç) Prepares opinions on any draft legislation related to the employment relationships in the public administration;
- d) Approves and supervises the implementation of the civil service training programs;

- dh) Prepares the annual staffing plan for the state administration institutions;
- e) Represents the Council of Ministers, jointly with the Ministry of Finance in the negotiations and consultations with the trade unions and representative of civil servants on the general working conditions in civil service;
- ë) Keeps and manages the Central Registry of Personnel;
- f) Assists and advises the institutions in the proper implementation of this law;
- g) Prepares general guidelines, instructions and manuals to guarantee a homogeneous implementation of the civil service legislation throughout the state administration;
- gj) exercises any other competence attributed by this law or based on it;

Under the new draft-law DoPA is entitled to:

- a) Request and receive any information necessary to fulfil its responsibilities from any state administration institution, independent institution or local self-government unit.
- b) Inspect any file and document related to a decision on the civil service relationship, at the state administration institutions.

As regards the Civil Service Commission (CSS)

According of the daft – law on Civil Service:

- a) The CSC's competencies will be clarified in the area of the complaints solution and supervising.
- b) The law defines the appropriate legal instruments in order to fix the activities not in compliance with the law.

The implementation and the monitoring of the new law of the civil service will be reached through the CSC's strengthening. This process will guarantee the principles on which it is based on such as: non-discrimination, professionalism, independence and integrity, political neutrality, transparency, service to the public, career continuity, accountability and correctness in the application of binding legislation.

However, we clarify that this issue will be reviewed after adoption by the Parliament of the Law on Administrative Court. Depending on the final version of this law, if necessary, will be reviewed the draft-law on Civil Service, in connection with Civil Service Commission.

In addition, in view of changing the administrative culture of the functioning of public administration, a policy paper on a new Law on Organization and Functioning of the State Public Administration and a draft-law were prepared under the assistance of IPA 2008/GiZ project.

This draft law set rules and standards similar to:

- a) The creation of institutions of public administration;

- b) The relationship between public administration institutions (dependency, reporting, communication etc);
- c) Separation of functions for the apparatus of ministries, independent institutions and institutions under the line ministers, or of the Prime Minister.

The above mentioned documents were disseminated and consulted with all stakeholders within the public sector, namely with: public administration institution; education and health trade-unions; professors and personalities involved with recruitment procedures; representatives of national associations of local government; representatives of parliamentary political parties; civil society representatives (Association & Centres that have been involved in activities related to Civil Service issues), etc. These draft-laws are currently being reviewed according to the recommendations and suggestions delivered under the consultation process, while the consultation phase is still on-going.

As regards the remaining challenges in relation to the Human Resources Management Information System/HRIMS:

The Department of Public Administration based on the assessment report and the presentation of the options for transforming the HRMIS, from the IPS project, together with other stakeholders of the Government of Albania chose to convert the HRMIS into Microsoft technology. The hardware solution and licensed software based on an acceptable configuration are installed at the National Agency for Information Society, NAIS datacentre.

From IPA 2008 and GIZ project a local company was contracted in January 2011, to implement HRMIS first component, specifically the Human Resources component. After discussions with all relevant stakeholders, including experts from the World Bank and the European Commission's Delegation in Tirana, the two other modules of the HRMIS, the Payroll Module and the Treasure Interface were decided to be converted with the AMoFIS.

Under the GiZ project 2 contracts for each module were added, while the technical specifications were used from the reports of the IPS project. DoPA decided to pilot the system with 5 institutions.

As such, from the end of **October 2011 DoPA** has in place:

- The HR module fully functional;
- The payroll module in only 5 institutions;
- The link with the treasure system of MoF;
- The capacities of the users for operating with HRMIS.

The piloting phase of 5 institutions will be **6 month, until April 2012**.

During this phase, DoPA will test HR module, payroll module and the treasure interface with the MoF.

Through the implementation of the initiatives addressed by the Action Plan, important elements of the public administration will be improved, which include the achievement of merit-based recruitment and promotion rules, transparent policies with regard to the allocation of temporary contracts and the dismissal of civil servants, the reduction in minimum limits of temporary work contracts, reducing subjectivity; strengthening the capacity of absorbing the best in public administration. Other issues which aim to be improved under the current initiatives include meeting the training requirements for public servants, in order to improve their professional skills and prepare them for the implementation of the New Civil Service Law, as well as the creation of an operational and functional Human Resources Management Information System (HRMIS).

Meanwhile, in terms of training the civil servants, based on the Strategic Plan of the Training Institute of Public Administration, TIPA, a set of priorities have been defined in the Training Plan of 2011 – 2013, which have brought improvements to the existing curricula and new curricula have been drafted for delivering trainings to public administration employees. The Training Strategy of the Training institute of Public administration 2011 – 2013 has been drafted and discussed with all relevant stakeholders. Currently trainings are being delivered according to the above mentioned Training Plan.

In the meantime, another initiative that has been considered important for increasing the capacities of the public administration is the involvement of TIPA in all trainings financed by various projects/donors to employees of public administration institutions. This will help attain more accurate data/statistics in relation to the trainings offered in general to public employees, as well as to replicate various curricula drafted under these projects that can be subsequently used by TIPA in the future.

In addition, under the framework of the Public Administration Reform Strategy, 2009 – 2013 and with the assistance of the French Embassy, DoPA is working on the initiative of establishing the Albanian School of Public Administration. Currently, an expert has been contracted by the French embassy who is drafting a report on the current situation and several proposals on various models to be considered for the establishment of the School of Public Administration in Albania.

In the meantime, another initiative that has been considered important for increasing the capacities of the public administration is the involvement of TIPA in all trainings financed by various projects/donors to employees of public administration institutions. This will help attain more accurate data/statistics in relation to the trainings offered in general to public employees, as well as to replicate various curricula drafted under these projects that can be subsequently used by TIPA in the future.

Action Plan for priority 6

Key priority 6: Complete essential steps in public administration reform including amendments to the civil service law and strengthening of the Department of Public Administration, with a view to enhancing professionalism and de-politicisation of public administration and to strengthening a transparent, merit-based approach to appointments and promotions.						
1. Goal/Expected Outcomes - Undertake Amendments to the Civil Service Law						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
1.1	Adopt the draft law on Administrative Courts.	Parliament	March 2012	Approval of the draft-law	-	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. In process. Adoption of this law requires a qualified majority vote in parliament.
1.2	<u>To draft the law on Civil Service legislation and to organize consultations with all relevant stakeholders.</u> - Consultation of draft with stakeholders, including line ministries, independent institutions, Parliamentary Law Commission, representative of opposition and civil society.	Ministry of Interior (DoPA + TIPPA), DSDC, CSC	April 2012	Approval of the draft-law	13.767.90 Euro	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. In process. During 2012 the following activities are envisaged: The first three months of 2012 include final consultations with all stakeholders (2 consultative meetings with stakeholders in march 2012 and a

conference on 5-th April 2012).

2. Goal/Expected Outcomes - Improve the functioning of the public administration, in terms of the functioning of the institutions of the executive

No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
2.1.	<p>Develop a draft law on the functioning of the public administration, in terms of the functioning of the institutions of the executive. This draft law set rules and standards similar to:</p> <p>The creation of institutions of public administration;</p> <p>The relationship between public administration institutions (dependency, reporting, communication etc);</p> <p>Separation of functions for the apparatus of ministries, independent institutions and institutions under the line ministers, or of the Prime Minister.</p> <p>Organize consultation with stakeholders, as well as submit the draft to parliament following government approval</p> <p>- Consultation of draft with stakeholders,</p>	<p>Ministry of Interior (DoPA + Line Ministries), DSDC, CSC</p>	<p>April 2012</p> <p>June 2012</p>	<p>Approval of the draft-law</p>	<p>13.767.90 Euro</p>	<p>Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.</p> <p>In process</p> <p>During 2012 the following activities are envisaged: April 2012: finalization of consultations with all stakeholders and delivery of final draft text.</p> <p>By June 2012 the document will be submitted to the Parliament for approval.</p>

	including line ministries, independent institutions, Parliamentary Law Commission and civil society. -Reflecting the comments and recommendations proposed by the stakeholders, approval of the document by the CoM and submission of the draft-law to the Parliament.					
2.2	Setting up a special working group under the SAA to monitor public administration reform closely.	Ministry of Interior (DoPA + Line Ministries), DSDC, CSC	September 2012			Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
3. Goal/Expected Outcomes - Draft by-laws in line with the New Civil Service Law						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
3.1	Introduce pool recruitment, as a general recruitment method for public administration, at specialist level; Improve existing testing methods (admission tests) Establish a Body/Group of High Civil Servants Strengthen internal mobility of civil servants (by preferring /selecting internal candidates and programmed rotation)	Ministry of Interior (DoPA + Line Ministries), DSDC	(6 months from adoption of Civil Service Law)	-Number of new by-laws in place -Decrease number of vacancies -Decreased number of temporary contracts -Decreased number of dismissals from the civil service	13.767.90 Euro	In process - these activities will be regulated with secondary legislation; as such they are closely related to the approval of the New Civil Service Law. (The Appendix 6.1 attached) The CSC will change its regulation and its organizational chart

	Improve performance appraisal and evaluation of the individual and the organization, including introduction of self-assessment method.					immediately after the approval of the law, in purpose to fulfil the duties charged by the new law.
4. Goal/Expected Outcomes - Ensure effective implementation of the existing legal framework						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
4.1	Monitor line ministries' work in addressing Prime Minister's Order with measures to improve implementation of civil service legislation and report periodically to the Prime Minister on the progress made in implementing the Order.	Ministry of Interior (DoPA + Line Ministries), Civil Service Commission; DSDC	On-going	-Decrease number of vacancies -Decreased number of temporary contracts -Decreased number of dismissals from the civil service	60.827.37 Euro	On-going - Line ministries report regularly the monitoring data to DoPA, while DoPA reviews and monitors monthly these data, as well as it reports accordingly to the Prime Minister. The process of standardizing the structures will be finished by April 2012. The number of the temporary contracts will be decreased: - 8% - end of april 2012; - 5% - june 2012; - 2.5% - September 2012
4.2	Deliver a report on implementation of decisions of the CSC and court decisions on civil service issues.	All line ministries	On - going	Number of executed decisions	April 2012	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
5. Goal/Expected Outcomes – Supervising the implementation of actual legal framework/Strengthening CSC capacities						

No.	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
5.1	Supervising Line ministries, independent institution and local government work related of actual law implementation.	CSC	On-going	Supervision in the institutions in which the actual civil service law acts. <ul style="list-style-type: none"> - 15 independent and local institutions. - Monitoring the implementation of CSC decisions. - 30 institution supervised by CSC on 2011 will be checked in order to see how they implemented CSC recommendations 	303.260.17 Euro	On-going – CSC operates during the year through the supervising plans that are approved at the beginning of each year. This plan includes the local government, central and independent institutions. The final reports are sent to the Prime Minister office, Parliament, Supreme Audit Institution and International organizations. The CSC has supervised local and central government institutions for 2011 in total 25 institutions.
6. Goal/Expected Outcomes - Implement and monitor the Council of Ministers decision No. 474 date 16.06.2011 on the institutions set-up, in terms of structural and organizational set-up (including line ministries, institutions subordinate to the Council of Ministers or line ministers, as well as independent institutions)						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
6.1	Monitoring the implementation of the decision	Ministry of Interior (DoPA + Line	April 2012	Number of institutions that are standardized according to the CoM	10.864.85 Euro	On – going - The decision provisions a 6 month transition period for all institutions of the executive and a 2

		Ministries), DSDC		decision		year transition period for all independent institutions. Currently the system of the Ministry of Labour, Ministry of Justice, Ministry of Integration, Ministry of Environment, Ministry of Education, Ministry of Interior, Ministry of Agriculture, Ministry of Economy, Trade and Energy and Ministry of Public Work and Transport have been completed and are in line with the CoM decision. While 5 other line ministries are still in the process of standardizing their structures according to the CoM decision.
7. Goal/Expected Outcomes - Make fully functional the Human Resources Management Information System						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
7.1	Complete the piloting phase with the 5 selected institutions	Ministry of Interior (DoPA + Line Ministries), DSDC	April 2012	5 piloting institutions having fully functional the HRMIS	126.203.31 Euro	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. On – going. The piloting phase of 5 institutions will be 6 month, until April 2012. During this phase, DoPA will test HR module, payroll module

						and the treasure interface with the MoF.
7.2	Daft-decision for the procedures of the functioning of HRMIS	Ministry of Interior (DoPA + Line Ministries), DSDC	August 2012	Draft-decision issued	-	
7.3	Make HRMIS fully functional for all institutions	Ministry of Interior (DoPA + Line Ministries), DSDC	December 2013	Number of institutions having fully functional the HRMIS	-	
8. Goal/Expected Outcomes - Offer on-going training for effective response to development needs of the Civil Service.						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
8.1	Implement TIPA's training plan of the period 2011 – 2013	Ministry of Interior (DoPA + TIPA), DSDC	December 2012 and On-going	In view of increasing the following data in comparison to the previous year: -Number of employees trained -Number of courses organized -Participation in mandatory training -The level of assessment	309.540.51 Euro	On-going

				at the end of training -The degree of usefulness of the trainings conducted		
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Priority 7 – Reform of the Judiciary

Strengthen rule of law through adoption and implementation of a reform strategy for the judiciary, ensuring the independence, efficiency and accountability of judicial institutions.

Analysis of situation

Albania has entered a new phase of development and with clear prospects of integration into Euro-Atlantic structures. The Albanian state, applying the law equally and with respect for fundamental principles of a democratic country, will be the guardian of rights and freedoms of citizens and their interests. The guarantee for this will be the good, fair and impartial governance oriented towards the philosophy of law enforcement in order to enable the functioning of society and pave the way to development.

In order to address this issue, the Cross-Sector Justice Strategy is adopted by decision of Council of Ministers no 519 of 20 July 2011. Taking into account the principle of efficiency, the action plan for fulfillment of the recommendation no 7 is drafted considering coherence of its measures with the measures of the Cross-Sector Justice Strategy, published in the Official Gazette no 116 of 18 August 2011 and on the website of the Ministry of Justice.

1. Regarding the independence of the judiciary Albania has started the revision of the current system of appointments for the High Court and the Constitutional Court in order to avoid politicization and to enhance the qualification of judges reaching such high positions. The aim is to increase transparency in the appointment process, to strength the inter-institutional dialogue and to ensure the qualification of candidates voted by the Parliament for a position in these courts. This process should be necessarily reformed by the institution of the President of the Republic to ensure that:

- i. Judges should be decreed through an open process. Transparency in public eyes and for interested ones is of crucial importance and has great impact on independence of the judiciary;
- ii. Judges should be appointed only on basis of merits and according to clear and publicly known criteria. This presupposes significant, relevant and noticeable experience, which can be evaluated and accompanied by concrete and special contribution of the candidate in the duties he is performing/has previously performed. The integrity of the candidate is verified, so that the latter cannot be of political affiliation to threat, imbalance or prejudice its independence.
- iii. Court needs persons with strong character, integrity, high moral integrity and moral courage. In their work, they should prove that they had high moral character and sense of impartiality and integrity. Previous /current employment posts of the candidate must indicate lack of the smallest shortcoming (integrity) in terms of financial transparency, personal approach to political/public pressure, preservation of investigative and judicial secrecy etc.

According to the EU Commission's Opinion on Albania, the lack of clear and transparent procedures within the High Council of Justice for the transfers, promotions and appointments of judges is hampering the independence and damaging the public perception about integrity of the entire justice system. The Commission created in the High Council of Justice, assisted by Euralius Mission, for addressing this issue will introduce results and new and more transparent criteria, and accountability principles to be soon approved by the plenary session of the Council. The knowledge and implementation of the code of ethics of judges will be a priority in the training plan for judiciary approved by the School of Magistrates.

The HCJ is proceeding to finalize the evaluation of judges all over the country. To date, the HCJ Inspectorate has collected the relevant documentation and compiled the preliminary draft-evaluations for the judges of 24 first instance and appeals courts out of a total of 30. Work is being done for the collection of the necessary evaluation documentation at 3 judicial district courts and the evaluation of the three remaining courts will begin by March. In parallel, work is undergoing an accelerated procedure for evaluation of judges who have been candidates in leading positions in courts, for the purpose of their promotion by their merits and in pursuance of the legal framework. After elaboration, the collected material will be submitted for review and decision-making to the High Council of Justice.

The implementation of the evaluation process according to the new rules will be deemed by the HCJ Inspectorate as a positive and effective step under the following orientations:

- reduces the number of stakeholders participating in the evaluation and resizes the evaluation criteria speeding up the procedure;
- narrows the gap of evaluation of the court presidents, avoiding the potential unfair influences in the activity of judges;
- details and specifies the evaluation procedural rules, increasing the objectivity in the course of evaluation.

These factors enable the documentation and "scanning" of the judicial activity within short time-limits and with effectiveness.

2. For what concerns the efficiency of the judiciary, it is to say that the well-functioning of the judicial system, not only as regards the approximation of legislation with the *acquis communautaire* and the best practices, but also as regards the effective implementation of the adopted legislation, through a conversion of the judicial proceedings into efficient and quick proceedings, avoiding the trial delays and reducing the backlog, is one of the key objectives of the rule of law. The situation in Albania shows that the High Court and the courts of ordinary jurisdiction seem to have low transparency and efficacy level, which causes evident lack of public trust in the justice system and in their independence and impartiality. Caseload and delays are the main concerns which have their own impact on the quality of justice and performance of judges and also on the standards of a due legal process. The official statistics of the Ministry of Justice² show the following as regards the prolongation of trials:

²This data are issued by the Cross-Sector Justice Strategy which analyses in detail the problem of delays.

AVERAGE MONTHLY LENGTH OF CIVIL CASES ACCORDING TO THE COURTS

Year	2005	2006	2007	2008	2009	2010
Judicial district	3.0	3.4	4.4	4.5	4.7	5.0
Appeal	6.4	6.4	8.3	10.5	10.5	11.8
High Court	2.7	3.0	3.2	2.7	2.7	1.9

AVERAGE MONTHLY LENGTH OF CRIMINAL CASES ACCORDING TO THE COURTS

Year	2005	2006	2007	2008	2009	2010
Judicial district	3.4	3.5	3.4	3.5	3.6	3.6
First Instance for Serious Crimes	9.8	12.4	12.2	9.3	9.2	11.4
Appeal	3.4	3.5	4.2	4.5	5.4	6.2
Appeal for serious crimes	2	2.8	2.8	2.5	1.9	2.2

One of the reasons impairing efficiency and causing lengthy trials is identified to be the behavior and absence of lawyers in trial which is a defence tactic used by them. In other cases there are claims that the court and the judicial administration fails to comply with the rules on notification of the parties. The delay of court proceedings becomes of great concern when it comes to the cases of juvenile litigants, especially in criminal proceedings, when they are under the precautionary measure of imprisonment. Delay in preliminary investigation and trial make them serve sentence in pre-trial detention centers and this is consequently a violation of the principle that pre-trial detention of juveniles pending trial is the last resort. Moreover, it has to be regulated the legal infrastructure for administration of juvenile justice which is at variance with the law as regards those who have not reached the age of criminal liability. It is needed the improvement of quality and speed of procedures of judicial cooperation in the framework of implementation of civil and criminal conventions to which Albania has acceded. The alternative forms of judicial remedies as a means to reduce the caseload in courts and ensure for the litigants the amicable settlement are not perceived credible by the public. There is a new law on mediation and after the approval of the necessary sub-legal acts this law is being applied in practice, whereas concerning the arbitration it has been prepared the draft-policy and the initial draft of the law which aims at defining the common rules for the regulation of the international and domestic arbitration, through the creation of a necessary legal basis for the exercise of the profession of the arbitrator, the rules of procedures for the conducting arbitration proceedings which are determined by the will of the parties and the legal means used by the arbitration court to state its position.

Moreover the procedure of preliminary verification of complaints in the High Court is ineffective very often and leads to direct consequences in the increase of caseload and trial delay.

On the other hand, there is a need to improve the possibility for justice access mainly in remote areas and within the ethnic minorities. Despite the good scheme in place for the

granting of state legal aid to the vulnerable categories, its successful implementation is needed. Sufficient mechanisms to ensure public access to the courts are missing.

Addressing the problem of the judicial power requires necessarily the further improvement of court proceedings, directing them towards the standards of the due judicial process in order to avoid delays, including here the cases of different application of the law in similar cases, increase of transparency and delayed and ineffective execution of court decisions.

The Cross-Sector Justice Strategy defines the following vision for the justice system:

Albania will enjoy the status of a country integrated into the European and euro-Atlantic structures as a rule of law state, democratic state and guarantor of fundamental rights and freedoms of the individual, transforming the justice system into an open system, building everyone's trust and ensuring justice to all.

In the medium-term period, the challenges that we face cover the drafting and implementation of the justice reform with the objective to implement and improve the system of information technology in the judiciary and also familiarity with the *acquis communautaire* and standards of European Union and consolidation of inter-institutional mechanisms of cooperation between the various institutions of the judiciary; building of capacities of the judicial administration and prosecutor's office administration, creation of the specialized administrative courts. Following this, improvement of the level of execution of court decisions and executive titles, consolidation of performance of the state and private enforcement service and also improvement of the prison and pre-trial detention system in order to guarantee the fundamental rights of the individual, creation of proper conditions for strict fulfillment of all the obligations arising from the existing legal framework are very important aspects covered by this strategy and foreseen to be completed with the medium-term period.

3. In general, the accountability in the judiciary is progressively being improved. The issue of disciplinary proceedings for judges will be addressed through several measures aiming to avoid overlapping of competencies of two inspectorates, to raise the transparency of procedures and to follow up their results. Concerning the definition of competences of inspectorates to control the courts, a technical memorandum was signed on 5 December 2011 between the heads of both inspectorates of the Ministry of Justice and HCJ. The focus of this memorandum is the performance of a preparatory analyzing activity aiming at the drafting of a report with proper recommendations. The technical memorandum will be further used in the signing of a memorandum between the Minister of Justice and the HCJ until October 2012. The implementation of the measures foreseen to address these objectives will be measures through quantitative and qualitative indicators, described in detail in the table of the action plan for the recommendation no. 7. In addition the costs are specified for the implementation of these measures. The necessary funds for their implementation are foreseen in the budget approved for the Ministry of Justice. The necessary human resources are foreseen in the orders of the Minister of Justice for the setting up of working groups for the drafting of the necessary legal amendments. On the other hand, the responsible structures of the Ministry of

Justice will oversee and monitor the implementation of the law through the processing of data and reporting on the effectiveness of the legislation.

The Ministry of Justice will pay attention to the implementation of the Code of ethics for judges, and on remedial action taken in case of breach of the Code. For this purpose rules of ethics will be in the focus of inspections planned to be conducted during 2012.

Problems related with the abuse of procedures by lawyers are causing important delays in trials and reduce the public trust on the justice; therefore the question will be addressed by an amendment of the law no. 9109 on the profession of lawyer focused in the reform of the disciplinary procedures and the enhancement of the powers of judges for violations of the due respect to the court.

The enforcement of court decisions is of particular importance as regards the respect for rights and freedoms of Albanian citizens through the enforcement of court decisions and materialisation of a right granted in a due legal process. To this end it is necessary to avoid bureaucracies for enforcement of court decisions and improve the execution of executive titles. Therefore it is required an efficient and professional judicial enforcement service. Similarly further improvement and amendments to the law on judicial enforcement service are needed. The important part of the measures will be a full legal package. The draft law "On some addenda and amendments to the law no.8730 of 18 January 2001 "On organization and functioning of the Judicial Enforcement Service" will aim at improving the execution of judicial decisions.

The deployment of the private bailiff service is being a success. The Government has amended the law in order to facilitate a drastic reduction of the public service and the increase of the number of private bailiff over the initial 66 licenses. In this sense the national Chamber of Private Enforcement Agents has an important challenge to monitor and control quality of the service of enforcement of rulings. The Ministry of Justice is supporting the chamber in its tasks, by facilitating the implementation of disciplinary proceedings based on European Standards and by deploying the required IT tools in order to increase efficiency and accountability in the sector. Specific attention will be paid by the Ministry of Justice on the implementation of initial and continuous trainings for private enforcement agents. These trainings are planned to be mandatory to ensure the quality of the service.

According to data provided on 11.01.2012 from the Electronic Case Management System of the Judicial Bailiff Service (ALBIS), an electronic centralized system which implementation brings on-line generation of statistics, relevant reports for the Ministry of Justice, General Directorate of Bailiff Service, Chamber of Private Bailiffs and Chiefs of Bailiff offices, it results that: the total number of cases registered until 11.01.2012 is 2152 cases. Among these, 1895 are active new cases, 127 are outstanding active cases since 2010, 5 are active cases reset under execution, 67 are executed cases, 28 are suspended cases, 26 are ceased cases, 4 are transferred cases. These data are not fully accurate and the situation in practice is more positive because ALBIS, as a new electronic system, does not reflect the overall number of treated cases.

Being focused on progress of the enforcement of executive titles by the state bailiffs, it results that out of a total of 32453 cases registered for execution for 2011, 12123 cases have been legally resolved.

Responsible for the fulfillment of the strategic aims and harmonization between the mission and vision of the justice system are the justice institutions particularly responsible for: Ministry of Justice, High Court, Constitutional Court, General Prosecutor's Office, High Council of Justice, School of Magistrates, National Chamber of Private Enforcement Agents, State Commission for Legal Aid, Office for Administration of Judicial Budget and other interested stakeholders.

In concrete terms, the priorities and strategic aims for the justice system in general, to be achieved until 2013 consist in the implementation of the strategic objectives listed below, according to the order of importance, through a classification into very important, important and normal.

1. Consolidation of the independence of the judicial power and justice system bodies as regards the structural, functional and financial aspect (very important).
2. Consolidation of inter-institutional dialogue and cooperation between Ministry of Justice, judiciary, prosecutor's offices, Ministry of Interior, State Police and other bodies contributing in the justice area in order to build and consolidate trust and the necessary consensus among the parliamentary political forces for the justice reform and to improve the performance of the judicial system (important)
3. Consolidation of the accountability of the justice system to be free of impact, impartial, and coherent in ensuring equal legal protection to all parties, as well as to be ready to react to the changing needs of the community on time and qualitatively (very important)
4. Consolidation of the judicial power to make it effective, efficient and open, as well as willing to act in line with the Constitutions, international acts and domestic legislation guided by the principles of the rule of law (very important);
5. Strengthening of international judicial cooperation with regional and international partners in line with the obligations arising from the implementation of the Stabilization and Association Agreement (very important);
6. Consolidation of access to justice bodies in order for such access to be open to any person and to be actively encourage the alternative forms of conflict resolution (important);
7. Consolidation of public trust in the justice system in order for it to be fair and respectful for each and everyone (very important);
8. Consolidation of good governance through the fight against corruption and other negative phenomena which hinder development and integration of the country and guarantee the functioning of the rule of law (very important);
9. Consolidation of the democratic state based on the fundamental human rights and freedoms, through the achievement of full integration of the country in EU after the fulfillment of European standards (important).

10. Improvement of the level of execution of court decisions and executive titles at levels similar to those of the European Union and improvement of the performance of the state and private judicial enforcement service (important);
11. Improvement of the prison and pre-trial detention system in order to guarantee the fundamental human rights, creation of proper conditions for the rigid implementation of all the obligations derived from the existing legal framework, ensuring that all the law enforcement bodies provide for the human treatment in pre-trial detention centers and the conversion of the criminal sentence into a correctional possibility (important);
12. Proper functioning of the system through investments to the infrastructure of courts and working conditions (normal);
13. Improvement of the process of drafting of the legislation including the building of capacities and their professional consolidation, increase of attention to *acquis communautaire* in order to accelerate the process of approximation of legislation (normal).

It enables the strengthening of independence, increase of efficiency and accountability of institutions of the justice system. This document is expected to provide a solution to the most important issues which are:

- Revision of the key-laws in the field of justice
- definition of competences of the control inspectorates of the courts;
- improvement of the infrastructure of the justice system;
- improvement of accountability, transparency and efficiency of the justice bodies;
- improvement of the execution of court decisions.

For improvement of infrastructure of the Justice System (mainly of the Justice System) for 2012, there are foreseen 17.65 million Euro from which 12.75 million Euro are allocated by EU, while 4.9 million Euro are allocated by the State Budget. The funds allocated by the State Budget, destined to improve the infrastructure of the Justice System in 2012, cover approximately 11.9% of the total funds allocated to the Justice System, which constitute 74% of the allocated funds for capital expenses in the Justice System. For improvement of infrastructure of the Justice System (mainly of the Justice System) for 2012, there are foreseen 17.65 million Euro from which 12.75 million Euro are allocated by EU, while 4.9 million Euro are allocated by the State Budget. The funds allocated by the State Budget, destined to improve the infrastructure of the Justice System in 2012, cover approximately 11.9% of the total funds allocated to the Justice System, which constitute 74% of the allocated funds for capital expenses in the Justice System.

Action Plan for priority 7

Key priority 7: Strengthen rule of law through adoption and implementation of a reform strategy for the judiciary, ensuring the independence, efficiency and accountability of judicial institutions.						
1. Goal/Expected Outcomes - Strengthening the rule of law by approving and implementing a strategy for the reform in judiciary, which is to guarantee independence, efficiency and accountability of the judicial institutions (according to the recommendation of European Commission)						
No.	Planned Activities/Measures	Responsible institution	Period/Deadline for implementation	Indicators and measurement methods	Expenses/Costs	Comments
Supervision of strategy implementation						
1.1	Publication of the approved Strategy in the Official Journal and in the website of the Ministry of Justice	MoJ and COP	2011	Accessibility of the Strategy from the public and responsible institutions	State Budget	Completed. The Strategy is published in the Official Journal No. 116, dated 18.08.2011 and in the official website of the Ministry of Justice via the link http://www.justice.gov.al/index.php?fq=brenda&gj=gj1&kid=223
1.2	Establishment of the Monitoring Mechanism of the Strategy implementation and implementation of periodic meetings	MoJ and 14 responsible institutions for the Strategy	2011-2013	Number of reports on the progress of the strategy and respective recommendations	State Budget	Under process. By order of the Minister of Justice No. 24, dated 24.01.2012, it is set up a mechanism for monitoring of the cross-cutting strategy of justice, which is holding periodical meetings.

2. Goal/Expected Outcomes - Consolidation of the independence of judiciary and justice system authorities in the structural, functional and financial respect (according to the strategic objective no 1 of the Justice Strategy)

No.	Planned Activities/Measures	Responsible institution	Period/Deadline for implementation	Indicators and measurement methods	Expenses/Costs	Comments
The Law on the National Judicial Conference to be approved						
2.1	Public discussion on the draft law of the National Judicial Conference	MoJ, High Court, judges and international organizations	June 2012	Number of recommendations for the improvement of the draft law	State budget	
2.2	Reflection of comments in the draft law of the National Judicial Conference	MoJ	July-November 2012	Final draft law	State budget	
2.3	Submission of the draft law of the Judicial National Conference to the Council of Ministers, for the purpose of review and approval	MoJ	December 2012	Approval of the draft law	State budget	
Structural improvement of the High Court for enhancing its impact, authority and integrity						
2.4	Establishment of the working group for examining the area of activity of the High Court “On some additions and amendments to the Law No.8588, dated 15.03.2000 “On organization and functioning of the High Court of the Republic of Albania”, established by virtue of the Minister of Justice Order No.7846, dated 11.11.2011”	MoJ, High Court, EURALIUS and local experts	November 2011	Minister of Justice Order and designation of representatives in the working group	State budget	The Working Group is set up by virtue of the Minister of Justice Order No 7846, dated 11.11.2011 “On examination of the area of activity of the High Court “On some additions and amendments to the Law No.8588, date 15.03.2000 “On organization and functioning of the High Court of

						the Republic of Albania ”
2.5	Analysis of needs and interventions in the draft law “On some additions and amendments to the Law No.8588, dated 15.03.2000 “On organization and functioning of the High Court of the Republic of Albania”	MoJ, High Court, EURALIUS and local experts	April 2012	Submission of the analysis of the working group to the Minister of Justice	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. This initiative will aim to improve the organization and functioning of the High Court, aiming at the protection of citizens’ interests.
2.6	Addressing recommendations deriving from the analysis prepared by the working group	MoJ, High Court, EURALIUS and local experts	Subject to recommendations	Number of implemented recommendations	Subject to the type of recommendations	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. In this stage the purpose will be to address all issues observed during the analysis conducted by the working group.
2.7	Organization of a conference on the reform of the High Court with Albanian experts on major problems of the High Court such as appointment of members, internal organization, reduction of workload and promotion of the function of unification of doctrine	Euralius, EUD and MoJ	June 2012	Recommendations for the improvement of the efficiency of the High Court	Euralius costs	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
3. Goal/Expected Outcomes - Consolidation of the accountability of the justice system to be free of any impact, impartial and consistent in ensuring the legal protection to all parties (according to the strategic objective no 2 of the Justice Strategy)						

No.	Planned Activities/Measures	Responsible institution	Period/Deadline for implementation	Indicators and measurement methods	Expenses/Costs	Comments
The powers of the inspectorates for controlling the courts to be defined						
3.1	Drafting of the Memorandum of Understanding between the General Directorate in the Ministry of Justice and Inspectorate of the High Council of Justice "On harmonization of procedures of judicial inspection and avoidance of overlapping of powers"	MoJ & HCJ	2011	Initial version of the text of the memorandum (draft)	State budget	Completed. The Memorandum is drafted by a common working group with experts of the Ministry of Justice and High Council of Justice
3.2	Consultation of the draft with Euralius III Project	Euralius III Project	2011	Forwarding of the draft for expertise to Euralius III Project	-	Completed. The draft is consulted with experts of Euralius III project assisting the Ministry of Justice during the process of reforming of justice system
3.3	Finalization of the signing of the memorandum	MoJ & HCJ	5.12.2011	Signing of the memorandum by the technical heads of the inspection structures of the respective institutions	State budget	Completed. The memorandum of technical nature foresees: <ul style="list-style-type: none"> - detailed rules on harmonization of the procedure and practice of judicial inspection of both institutions based on the principle of shared roles and responsibilities; - rules on technical cooperation and communication between the inspectorates, focusing on standardization, to the greatest

						possible extent, of the process of registration of complaints; - rules on verification /inspection of complaints, general and thematic inspections, and also joint inspection.
3.4	Publication of the memorandum of cooperation on the official website of the MoJ	MoJ	January 2012	Publication of the signed text on the website www.justice.gov.al	State budget	Completed
3.5	Preparation of the draft of the Manual for Inspections, based on the memorandum of cooperation	MoJ, HCJ and Euralius	May 2012	Submission of the Manual Draft to the senior officials of the MoJ and HCJ	State Budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. Under process. A working group is set up and is operational, with representatives from MoJ, HCJ and Euralius. The Manual outline is approved.
3.6	Mutual exchange of statistics on complaints about judges at HCJ and MoJ and their analysis, in order to avoid overlapping, based on the memorandum of cooperation	MoJ, HCJ and Euralius	Every month until May 2012	Number of common complaints and number of inspections with shared powers	State Budget	Under process. The contact persons are designated and statistics are exchanged for the months of January and February, which are being analyzed.
3.7	Creation of standardized formats of inspection reports of MoJ and HCJ	MoJ, HCJ and Euralius	May 2012	Number of formats standardized and approved by the MoJ and HCJ	State Budget	Under process. A working group is set up and is operational, with representatives from MoJ, HCJ and Euralius. The types of reports

						are identified according to the relevant powers.
3.8	Preparation of the joint report on the implementation of the Memorandum	MoJ & HCJ Euralius	June 2012 – July 2012	Issuance of concrete recommendations from the analysis of implementation	State budget	The parties within 2 months from the last day of implementation will prepare a joint report with concrete recommendations resulting from the analysis of implementation of the Memorandum.
3.9	Drafting and signing of the joint memorandum between the heads of both institutions	MoJ & HCJ	August 2012 – October 2012	Signing of the memorandum of cooperation	State budget	Drafting of the final memorandum between the heads of both institutions will be one of the main recommendations to be issued as a result of implementation of the Memorandum of Understanding
3.10	Implementation of the memorandum through the conduction of inspections with shared competences	MoJ & HCJ	2012 - 2014	Number of inspections conducted in the judicial district courts and court of appeal.	State budget	Inspection services of both respective institutions will conduct joint inspection in the judicial district courts and courts of appeal.
3.11	Establishment of the working group for examination of the area of activity of the High Council of Justice “On some additions to the Law No. 8811, dated 17.05.2001 "On organization and functioning of the High Council of Justice”, as amended ,	MoJ, HCJ, Euralius, Albanian experts	November 2012	Minister of Justice Order and designation of representatives in the working group	State budget	The Working Group is set up by virtue of the Minister of Justice Order No. 7843, dated 11.11.2011” “On examination of the area of activity of the High Council of Justice “On some

	established by the Minister of Justice Order No. 7843, dated 11.11.2011.					additions to the Law No. 8811, dated 17.05.2001 "On organization and functioning of the High Council of Justice", as amended
3.12	Drafting of the analysis on needs and interventions in the draft law "On some additions to the Law No. 8811, dated 17.05.2001 "On organization and functioning of the High Council of Justice"		April 2012	Submission of the analysis of the working group to the Minister of Justice	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. This initiative will aim to improve the organization and functioning of the High Council of Justice.
3.13	Addressing recommendations deriving from the analysis prepared by the working group		Subject to the type of recommendations	Number of implemented recommendations	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. In this stage the purpose will be to address all issues observed during the analysis conducted by the working group
The performance evaluation criteria for judges and prosecutors have to be improved						
3.14	Completion of professional evaluation of prosecutors	GPO	2011 - 2013	Number of evaluated prosecutors	State budget	Regarding the professional evaluation of prosecutors, the evaluation system is expected to be made operational.
3.15	Collection of documentation and formulation of the preliminary evaluation draft-act about judges at 24 first instance	H CJ Inspectorate	February 2012	Number of judges whose preliminary documentation is	State budget	This measure aims at the preparation of the preliminary acts for the judges' evaluation, to be

	and appellate courts (out of a total of 30)			collected		transmitted for review and approval to the HCJ
3.16	Preparation of final draft acts of evaluation for 24 courts		2010-2012	Number of judges for whom the final draft act is prepared	State budget	Under process. Currently, until December 2011 the final draft act has been
3.17	Submission of final draft acts for judges at 23 first instance and appellate courts (out of a total of 30) at the HCJ, for the purpose of review and approval	Inspectorate of HCJ and HCJ	December 2011-December 2012	Number of judges for whom the evaluation at the HCJ is approved	State budget	completed by the Inspector in Chief and is approved by the HCJ for 14 judges of the Judicial District Court of Elbasan. 23 other courts are under process
3.18	Collection of data and preparation of preliminary draft acts of evaluation for 6 other courts	Inspectorate of HCJ	June 2012	Number of judges whose preliminary documentation is collected	State budget	Under process. Currently, materials about judges are being collected at 3 judicial district courts of Tirana, Mat and Kurbin. The collection process for the other three remaining courts of the judicial district of Kruja, Lushnja and the Appellate Court of Tirana, is expected to begin by March 2012.
3.19	Preparation of the final draft act and their submission to the HCJ for review and approval	Inspectorate of HCJ and HCJ	September - December 2012	Number of judges for whom the final draft act is prepared and the number of judges evaluated by HCJ	State budget	
3.20	Effective application of the selection rules	SM	2011-2013	Number of	State budget	

	for the candidates for magistrates, their training and evaluation			qualitative admitted candidates		
3.21	Establishment of the working group for the examination of the area of activity of the School of Magistrates “On some additions to the Law No. 8136, dated 31.07.1996 “On School of Magistrates of the Republic of Albania”, as amended, established by the Minister of Justice Order No. 7844, dated 11.11.2011.	MoJ, SM	November 2011	Minister of Justice Order and designation of representatives in the working group	State budget	The Working Group is set up by virtue of the Minister of Justice Order No 7844, dated 11.11.2011” “On examination of the area of activity of the School of Magistrates “On some additions to the law No. 8136, dated 31.07.1996 “On School of Magistrates of the Republic of Albania ”, as amended
3.22	Drafting of the analysis by the Working Group on needs and interventions in the draft law “On some additions to the Law No. 8136, dated 31.07.1996 “On School of Magistrates of the Republic of Albania ”.		April 2012	Submission of the working group analysis to the Minister of Justice.	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. This initiative will aim to improve the organization and functioning of the School of Magistrates.
3.23	Addressing recommendations deriving from the analysis prepared by the working group.		Subject to recommendations	Number of implemented recommendations	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. In this stage the purpose will be to address all issues observed during the analysis conducted by the working group.
3.24	The Commission on transfers, promotions	HCJ and the	April 2012	The report of		Deliverable identified jointly in

	and appointments of judges will prepare and adopt clear and transparent criteria for merit-based transfers, promotions and appointments and issue a report on measures taken.	Commission on transfers, promotions and appointments of judges		measures taken	State budget	the consultative meeting with the EU Commission services on 6 March 2012.
3.25	Report of Commission on transfers, promotions and appointments of judges to the HCj to demonstrate concrete cases of transfers undertaken according to merit-based and objective criteria.		September 2012	The report on concrete cases	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
The accountability of the justice system to be consolidated						
3.26	Conduction of three thematic inspections at first instance and appeals courts. Rules of ethics will be one of components in the thematic inspections	MoJ	April 2012 June 2012 September 2012	Number of inspected courts, judges and of the judicial administration	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. Inspection will be conducted by the Directorate of Inspection of the Judiciary at the Ministry of Justice.
3.27	Preparation of inspection reports by the end of each inspection and submission to the inspected and concerned subjects	MoJ	May 2012 July 2012 October 2012	Number of recommendations for each completed report	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. By the end of each inspection, the inspection group will compile the respective reports on legal issues and grounds identified with violations during the exercise of

						control and will draft general and special recommendations.
3.28	Analysis of results and follow-up of recommendations of the inspection reports until the filing of requests of the Minister of Justice for disciplinary proceeding to the HCJ, in order to establish a track record on judicial inspections	MoJ	Ongoing	Number of prosecuted judges	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. After filing of claims of each judge against whom violations are found during the exercise of duty, initiatives for disciplinary proceeding will be analyzed and recommended to the High Council of Justice.
3.29	Conduction of inspections at courts on the basis of complaints, depending on the number and type of the submitted complaints. Special attention will be paid to the complaints regarding rules of ethics.	MoJ	During all year	Number of complaints on the basis of which the inspection will be exercised	State budget	In evaluating the complaints, the Directorate of Inspection of the Judiciary at the Ministry of Justice will conduct respective inspections.
3.30	Preparation of inspection reports by the end of each inspection and submission to the controlled and concerned subjects.	MoJ	During all year	Number of reports and of respective recommendations transmitted to the subjects provided by law.	State budget	By the end of the verification of each complaint and group of complaints, the respective reports will be compiled on legal issues and grounds identified with violations during the exercise of control and general and special recommendations will be drafted.
3.31	Analysis of results and follow-up of recommendations of the inspection reports	MoJ	Ongoing	Number of prosecuted judges	State budget	Deliverable identified jointly in the consultative meeting with

	until the filing of requests of the Minister of Justice for disciplinary proceeding to the HCJ, in order to establish a track record on judicial inspections and citizens' complaints					the EU Commission services on 6 March 2012. After filing of claims of each judge against whom violations are found during the exercise of duty, initiatives for disciplinary proceeding will be analyzed and recommended to the High Council of Justice.
3.32	Conduct of three thematic inspections at the prosecutor's office.	MoJ	April 2012 June 2012 September 2012		State budget	Inspection will be conducted by the Directorate of Inspection of the Prosecutor's Office at the Ministry of Justice.
3.33	Preparation of inspection reports by the end of each inspection and submission to the Head of the Prosecutor's Office where the inspection is exercised, the Attorney General, the President of the Republic and the complainant/s.	MoJ	May 2012 July 2012 October 2012	Number of recommendations for each completed report	State budget	By the end of each inspection, the inspection group will compile the respective reports on legal issues and grounds identified with violations during the exercise of control and will draft general and special recommendations.
3.34	Analysis of results and follow-up of recommendations of the inspection reports until the requests of the Minister of Justice for disciplinary proceeding of prosecutors	MoJ	Ongoing	Number of prosecuted prosecutors	State budget	Informing the President about the position of the Attorney General on the reported violations and recommendations for the initiation of disciplinary proceeding of the prosecutors.
3.35	Preparation of annual report on inspections exercised by the Ministry of Justice at the	MoJ	Early 2013	Number of reported violations, number	State budget	The Ministry of Justice will submit to the Parliament the report

	prosecutor's office.			of prosecutors for whom the initiation of disciplinary proceeding is recommended, number of given recommendations and other issues identified during the inspection.		on inspections carried out during 2012, on the basis of the legal framework regulating the exercise of the activity of the Ministry of Justice and of the Prosecutor's Office.
3.36	Drafting and submission to the Attorney General, of annual recommendations on behalf of the Council of Ministers for the fight against criminality	MoJ/CoM	March 2012	Approval of recommendations at the CoM and submission to the General Prosecutor's Office	State budget	This initiative aims at the division and balance of powers.
4. Goal/Expected Outcomes - Consolidation of effectiveness of the judicial power to be effective, efficient and transparent, as well as strengthening the international judicial cooperation (in accordance with the strategic objective no 4 of the Justice Strategy)						
No.	Planned Activities/Measures	Responsible institution	Period/Deadline for implementation	Indicators and measurement methods	Expenses/Costs	Comments
The transparency and efficiency of justice authorities to be improved						
4.1	Establishment of the working group for preparing the draft law "Criminal Procedure Code"	MoJ, International Consortium	October 2011	Minister of Justice Order and designation of representatives in the	State budget	The Working Group is set up by virtue of the Minister of Justice Order No. 7419, dated 31.10.2011 "On establishment of working

				working group		group for preparing the draft law “Criminal Procedure Code”
4.2	Preparation of the analysis by the working group in respect of needs and interventions in the Criminal Procedure Code	MoJ, International Constortium	April 2012	Submission of the working group analysis to the Minister of Justice.	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. This initiative will aim to improve the provisions of the Criminal Procedure Code, at the best European standards in this field, aiming to protect the citizens’ interests.
4.3	Addressing recommendations deriving from the analysis prepared by the working group.	MoJ and recommended institutions	Subject to the type of recommendations	Number of implemented recommendations	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. In this stage the purpose will be to address all issues observed during the analysis conducted by the working group.
4.4	Drafting the law “On some addenda and amendments “On the profession of the lawyer in the Republic of Albania” following consultations with stakeholders in order to eliminate delays by the defense counsels	Ministry of Justice / Council of Ministers / Parliament	September 2012	Adoption and entry of the law into force	Costs/administrative expenses	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. The aim of this draft law is to address the problem of adjournment of court sessions because of absence of lawyers

						through a definition by law of the disciplinary proceedings against them by the court by imposing new rules in the law on lawyers as regards disciplinary proceedings and also introducing some amendments to the rights and duties of the lawyer, which are identified by the Ministry of Justice in cooperation with the National Chamber of Advocacy.
4.5	Drafting and approval of the draft law “On some addenda and amendments to the Civil Code”	Ministry of Justice / Council of Ministers / Parliament	Adopted by the Council of Ministers and deposited with the Parliament	Adoption and entry of the law into force	Costs/administrative expenses	Completed. The initiative deposited with the Parliament has governed in its content: - decriminalisation of defamation; and also - issues related to corruptive agreements
4.6	Approval by the Parliament of the Law "On organization and functioning of the Administrative Courts", as well as supplementing it with by-law acts	Parliament	June 2012	Adoption and entry of the law into force	State budget	Under process. Discussion of the draft law at the Law Parliamentary Commission has already begun
4.7	Establishment of the working group for preparing the draft law “Code of Administrative Procedures of the Republic of Albania”	MoJ	October 2011	Minister of Justice Order and designation of representatives in the working group	State budget	The Working Group is set up by virtue of the Minister of Justice Order No. 7419, dated 31.10.2011 “On establishment of working group for preparing the draft law “Code of Administrative

						Procedures of the Republic of Albania”
4.8	Drafting of analysis by the working group in respect of needs and interventions in the Code of Administrative Procedures	MoJ	April 2012	Submission of the working group analysis to the Minister of Justice.	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. This initiative will aim to improve the provisions of the Code of Administrative Procedures, at the best European standards in this field, aiming to protect the citizens’ interests.
4.9.	Addressing recommendations deriving from the analysis prepared by the working group.	MoJ and recommended institutions	Subject to recommendations	Number of implemented recommendations	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. In this stage the purpose will be to address all issues observed during the analysis conducted by the working group.
4.10	Provision of maintenance and improvement of the Case Management System by the MoJ, including the extension of the implementation of ICMIS system at all courts through the maintenance and transfer of ARKIT data	MoJ	2012 and following	Number of courts using the ICMIS system	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. Ministry of Justice has contracted and is managing the process of maintenance and development of the ICMIS software application by

						the end of 2011 and following. Technical maintenance is ensured for all the courts daily and during 24 hours
4.11	Monitoring of results of the electronic lot	MoJ	2012 and following	Number of cases per judge by the end of one year period	118,961.51 EUR+ State budget of HCJ on Documentation Center	The module of the electronic lot is under continues monitoring process in order to ensure an equal, random and transparent allocation of cases to be tried.
4.12	Improvement of the access of the citizen to the data of the court cases (Monitor & information desk)	MoJ	2012 and following			This module is being developed currently and it will offer to the citizen the necessary information of the calendar of court cases, results of the last electronic lot through its display in the monitors installed in the information rooms for the public attached to the courts.
4.13	Module for inspections in the court (HCJ inspectorate, MoJ)	MoJ	first semester of 2012	Period of compiling of the final document of inspection results		Online inspection is one of the new functionalities provided by ICMIS. Both inspectorates, MoJ and HCJ will have full access to the judicial file from their workplaces thus accelerating to the maximum the time required for compiling reports and evaluating inspected cases.
4.14	Interaction between the database of courts of	MoJ	first semester of	Maximum		In order to facilitate the work, the

	first instance with the courts of appeal		2012	shortening of the period required for registration, and consequently, shortening of the period required for the drawing of the lot and scheduling of the first court session.		process of the transfer of the files between the instances of the judicial system will be made electronic. The data of a file completed by a certain court will be used by the court that will re-try the case. This will lead to the shortening of the period required for registration and processing of a case. This will be made possible because the data entered for a court case by the forwarding court will be enabled electronically for revision and processing by the next instance court, thus storing the history (background) of the proceedings.
4.15	Restructuring and development of the portal gjykata.org (court.org) and the automatic uploading of data of interest to the citizens, including the publication of judicial decisions	MoJ	first semester of 2012	Number of visitors of the website will be an accurate indicator for the interest that this online information service will have.		The portal, gjykata.org, is being developed further with new rubrics and numerous information for the public in aggregate and analytical form in order to increase the access of the public to the judicial data and to have a more transparent judicial process.
4.16.	Updating of judicial decisions in the Documentation Centre of HCJ , enabling the publication of judicial decisions	HCJ	Every three months	Number of decisions published every three months		Currently, about 170 thousand judicial decisions of the first instance and appeals courts are published at this Documentation

						Center.
4.17	Development of the statistics module	MoJ	first semester of 2012	on time publication of the annual statistics report		This module will be reconsidered by ICMIS in order to provide to the users in MoJ, HCJ or other stakeholders the possibility of issuing statistics and reports according to the several search criteria thus enlarging the scope of all the indicators that have been used so far.
4.18	Starting the process of audio-recording of court sessions, initially Lezha District Court	MoJ, JUST, USAID, OAJB, HCJ	March 2012	Audio registering of judicial hearings.	229,943.97 EUR	<p>Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.</p> <p>Ministry of Justice is holding talks with USAID on the implementation of the audio system within the ICMIS system. According to the provisions of the project that is carrying out the implementation, the system is expected to be ready by the second quarter of 2013</p> <p>The process of implementation by USAID of the audio recording of the court sessions is being carried out in coordination with the Ministry of Justice, OAJB and</p>
4.19	Four trainings of Lezha court administration personnel, judges, MoJ personnel on the new module of audio recording	MoJ, JUST, USAID, OAJB, HCJ	March 2012	Number of trained persons and number of training sessions		
4.20	Continuation of module of audio recording attached to the ICMIS system to the following courts: <ul style="list-style-type: none"> - Appeals Court of Korça: Judicial District Court of Korça, Judicial District Court of Pogradec and Appeals Court of Korça - Appeals Court of Durrës: Judicial District Court of Durrës, Judicial District Court of Elbasan, Judicial 	MoJ, JUST, USAID, OAJB, HCJ	<p>March-June 2012</p> <p>June-October 2012</p>	Number of courts audio registering the judicial hearings		

	District Court of Kavaja, Appeals Court of Durrës					H CJ”
4.21	Continuation of module of audio recording attached to the ICMIS system to all remaining courts	MoJ, JUST, USAID, OAJB, HCJ	December 2013	Number of courts audio registering the judicial hearings		
4.22	Training of court administration personnel, chancellors, judges, MoJ personnel on the new module of audio recording		March-December 2013	Number of trained persons and of training sessions		
4.23	Video monitoring of court sessions in the courts of Tirana (Pilot project)	MoJ	second semester of 2012	Number of audio registered judicial hearings	30,180.15 EUR (State budget)	It is being considered the possibility to install a camera system in the courtrooms, in cooperation with OAJB and NAIS.
4.24	Approval of Amendments to the Criminal Code by the Parliament with regard to the Recommendations of GRECO and MONEVAL	Ministry of Justice / Council of Ministers / Parliament	Adopted by the Council of Ministers and deposited with the Parliament	Adoption and entry of the law into force	Costs/administrative expenses	Completed This initiative has governed in its content issues: - arising as obligations from the MONEVAL and GRECO recommendations and also - related with intellectual property; - domestic violence; - reduction of sanctions on libel and offense
4.25	Continuous Training for Judges and Prosecutors, including High Court, focusing on human rights, domestic violence, ethics,	School of Magistrates	2011-2013	Number of trainings and number of judges and	State budget (School of Magistrates)	

	commercial cases, SAA and <i>acquis</i> , European law, ECHR case law, case law of the European Court of Justice, alternative forms of dispute resolution, discrimination, CODE OF ETHICS, and new developments in legislation			prosecutors trained		
4.26	Continuous revision of curricula of the School of Magistrates in order to fit to the new developments and needs of the justice system	School of Magistrates	2011-2013	Approvals of revised curricula by the Steering Committee of the School	State budget	
4.27	Consolidation of the School of Magistrates through ToT, improvement of physical conditions and revision of its organigramme	School of Magistrates	2011-2013	Number of ToT and the approval of revised organigramme	State budget (School of Magistrates)	
4.28	Establishment of the working group for the examination of the area of activity of the judicial administration”, established by virtue of the Minister of Justice Order No. 7811, dated 11.11.2011,	Ministry of Justice	November 2011	Approval of the Minister of Justice Order and designation of representatives in the working group	State budget	The Working Group is set up by virtue of the Minister of Justice Order No. 7811, dated 11.11.2011” “On examination of the area of activity of the judicial administration”
4.29	Drafting of analysis on needs and interventions in the draft law “On organization and functioning of the judicial administration”	Ministry of Justice	April 2012	Submission of the working group analysis to the Minister of Justice.	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. This initiative will aim to improve the organization and functioning of the judicial administration

4.30	Addressing recommendations deriving from the analysis prepared by the working group.	Ministry of Justice	Subject to recommendations	Number of implemented recommendations	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. In this stage the purpose will be to address all issues observed during the analysis conducted by the working group.
4.31	Drafting and approval of the continuous training program for judicial administration	MoJ and Euralius	2011	Issuance of the Minister's Order and publication of the order and program	Euralius costs and state budget	Completed. Approved by virtue of the Minister of Justice Order No. 9024 of 30 December 2011 "On the approval of the training program of the administration"
4.32	Continuous training of the judicial administration starting with: <ul style="list-style-type: none"> - Management of the court and relations with other chancellors; - Budget and financial issues; - Relations with the Ministry of Justice and other bodies; - Holding of a meeting; - Relations with litigants and the public; - Relations with the press and the media; - Ethics and conflict of interest. 	MoJ, courts' administration, Euralius project III and other interested institutions	2012 and following	Number of trainings organized and number of trained administrative staff. More concretely, the training program will include: <ul style="list-style-type: none"> - 30 chancellors (21 chancellors in courts of first instance, 6 chancellors in courts of appeal and 2 chancellors in serious crimes 	Administrative budget= 9146.02 EUR	Under process. This program will be implemented with the assistance of Euralius Mission

				<p>court [total 40 chancellors]);</p> <ul style="list-style-type: none"> - 300 judicial secretaries, 50 of which chief secretaries; - 5 experts of the staff of the Ministry of Justice [total: 15]; - 30 experts of the budgetary units [total: 40]; - 30 IT experts [total 40]; - 30 experts of the archive units [total: 40]. 		
4.33	<p>Establishment of the working group for the examination of the area of activity of OAJB “On some additions and amendments to the Law No. 8363, dated 01.07.1998 “On creation of the Office of Administration of Judicial Budget”, established by virtue of the Minister of Justice Order No. 7842, dated 11.11.2011,</p>	Ministry of Justice	November 2011	Approval of the Minister of Justice Order and designation of representatives in the working group	State budget	<p>The Working Group is set up by virtue of the Minister of Justice Order No 7842, dated 11.11.2011”</p> <p>“On examination of the area of activity of OAJB</p> <p>“On some additions and amendments to the law No. 8363, dated 01.07.1998 “On creation of the Office of Administration of Judicial Budget”,</p>
4.34	Drafting of analysis in respect of needs and	Ministry of	April 2012	Submission of the	State budget	Deliverable identified jointly in

	interventions in the draft law “On some additions and amendments to the Law No. 8363, date 01.07.1998 “On creation of the Office of Administration of Judicial Budget”	Justice		working group analysis to the Minister of Justice.		the consultative meeting with the EU Commission services on 6 March 2012. This initiative will aim to improve the organization and functioning of OAJB.
4.35	Addressing recommendations deriving from the analysis prepared by the working group.	MoJ and recommended institutions	Subject to the type of recommendations	Number of implemented recommendations	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. In this stage the purpose will be to address all issues observed during the analysis conducted by the working group.

5. Goal/Expected Outcomes - Appropriate functioning of the system through investments into the infrastructure of courts and working conditions
(according to the strategic objective no 3 of the Justice Strategy)

No.	Planned Activities/Measures	Responsible institution	Period/Deadline for implementation	Indicators and measurement methods	Expenses/Costs	Comments
5.1	Construction of the Palace of Justice	MoJ, OAJB	2015	Construction of the new building of the Palace of Justice / Reduction of the court backlogs / Improvement of	13,882,867.15 EUR (EU + State budget)	This project will be funded by IPA 2012 (after the signing of the financing agreement by the European Commission and Council of Ministers of Albania). Ministry of Justice has acquired

				service to the citizen/ Increase of justice access		ownership of the site where the Palace of Justice will be built. Moreover, the European Union has prepared the terms of reference for the revision of the existing project and its adaptation with the chosen site.
5.2	Investments for the drafting of projects of implementation for the construction of new buildings and reconstruction of existing buildings: - Judicial District Court of Gjirokastra - Court of Appeal of Tirana - Judicial District Court of Fier - Judicial District Court of Kukës - Judicial District Court of Lezha - Judicial District Court of Përmet - Judicial District Court of Tropoja	OAJB and courts	2012 2013	Quarterly reporting to the Ministry of Finance Quarterly assessment analysis on implementation of the activities, derogations from the provisions of the timeframes and main reasons for non- implementation.	66,324.46 EUR	New activities.
5.3	Investment for improvement of the judiciary infrastructure through the building of new building: - Court of Appeal of Shkodra - Judicial District Court of Elbasan, - Judicial District Court of Shkodra, - Judicial District Court of Kukës	OAJB and courts	2013-2014	Quarterly reporting to the Ministry of Finance Quarterly assessment analysis on implementation of the activities, derogations from the	5,211,320.78E	Postponed from 2012-2013 to 2013-2014. Foreseen to start in 2014.

	- Judicial District Court of Berat. - High Court		2014	provisions of the timeframes and main reasons for non-implementation.	UR	Foreseen to be part of the Palace of Justice.
5.4	Investment for improvement of the judiciary infrastructure through reconstruction of the building of: Judicial District Court of Vlora Judicial District Court of Pogradec Investments for accommodation of the Administrative Chamber of the District Court and Court of Appeal of Tirana. - Drafting of the draft-estimate for the reconstruction of the building of the Administrative Chamber of the Judicial District Court of Tirana. - Adaptation of the building of the former Institute of Zoo technical Research in Lapraka for the Administrative Chamber of the Judicial District Court of Tirana. - Reconstruction of the Court of Appeal of Tirana	OAJB and courts	2012-2014 2010-2011 2011-2012 2011 2012-2013	Quarterly reporting to the Ministry of Finance Quarterly assessment analysis on implementation of the activities, derogations from the provisions of the timeframes and main reasons for non-implementation.	2,022,788.36 EUR	It is completed the reconstruction and additions of the building for this court. Foreseen to be completed in 2012. Reconstruction of these buildings is a new activity included in this action plan. It is completed and it is ready for implementation the drafting of a draft-estimate for the Administrative Chamber of the Judicial District Court of Tirana Reconstruction of this court aims

	Judicial District Court of Puka Judicial District Court of Gjirokastra Judicial District Court of Fier		2012-2013 2012-2013 2013-2014 2014			at improving the service to the public and ensuring conditions for the functioning of the Administrative Chamber. Reconstruction of this building is a new activity included in the action plan. Postponed from 2012-2013 to 2013-2014. Investment foreseen to start in 2014.
5.5	Investment for improvement of the electronic infrastructure of courts	OAJB and courts	2012-2014	Quarterly reporting to the Ministry of Finance Quarterly assessment analysis on implementation of the activities, derogations from the provisions of the timeframes and main reasons for non-implementation.	596,417.17 EUR	Foreseen to be implemented the partial replacement of existing equipments and meeting of the needs for computers and other electronic devices in support of other projects implemented in the courts. During 2012 investment will cover 25 courts, in 2013 26 courts and in 2014 25 courts.
5.6	Investment for improvement of the working	OAJB and	2012-2014	Quarterly reporting	524,559.68	Investment is combined with

	conditions and service of courts through the furnishing of offices, courtrooms and installation of security elements therein.	courts		to the Ministry of Finance Quarterly assessment analysis on implementation of the activities, derogations from the provisions of the timeframes and main reasons for non-implementation.	EUR	interventions in the infrastructure of the court buildings. During 2012 investment will cover 21 courts, in 2013 10 courts and in 2014 6 courts
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6. Goal/Expected Outcomes - Consolidation of access to justice authorities to be open to any person and be actively committed to encourage the alternative forms of conflict resolution (According to the objective no 5 of the Justice Strategy)

No.	Planned Activities/Measures	Responsible institution	Period/Deadline for implementation	Indicators and measurement methods	Expenses/Costs	Comments
6.1	Effective application of the legislation on legal aid	SCLA/ Ministry of Justice	During 2012 through regular quarterly report: - March 2012; - June 2012; - October 2012; - December 2012.	Processing of data and reporting on the application of legislation	Costs/administrative expenses	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. Ministry of Justice will ask for regular reporting by the SCLA to measure the application of the legislation on legal aid.

	Report on work carried out by the State Commission for Legal Aid to the Minister of Justice, Minister of Finance and National Chamber of Lawyers	Legal Aid Commission, MoJ, MoF and NCL	Annually	Number of reports	Costs/administrative expenses	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. Completed for 2011 Legal Aid Commission has reported for 2011's activity on 05 th of March 2012.
6.2	Drafting and approval of the draft law "On arbitration"	MoJ	First semester of 2012	Entry into force of the draft law.	Costs/administrative expenses	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. Currently, it has been approved the draft policy of this draft law and it has been prepared an initial draft of the draft law which is expected to be subject to external consultation.
6.3	Licensing and registration of mediators in application of the new law on mediation.	Mediators Licensing Commission attached to the Ministry of Justice.	2012 onward	Number of natural and legal persons licensed and registered.	State budget	Ongoing. By order no.3720/20, dated 13.10.2011 "On appointment of representatives of the Ministry of Justice in the composition of the Mediators Licensing Commission", it is set up the Mediators Licensing Commission that has started its work during December 2011. 9 natural persons and one legal person are licensed until the

						beginning of March 2012. This process is ongoing.
	Report on the implementation of Law on Mediation from the Mediators Licensing Commission to the Minister of Justice	Mediators Licensing Commission, MoJ	April 2012	Deliverance of the report to the Minister of Justice	Costs/administrative expenses	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
6.4	Training of mediators on conflict resolution	MoJ & USAID	2012 and following	Number of organized trainings and number of trained mediators	USAID costs and state budget	
6.5	Training and enhancement of the capacities of the role of free professions with regard to European standards and legislation developments	MoJ, SCLA, OPC and other interested stakeholders	2011-2013	Number of organized trainings and number of trained mediators	Administrative costs	Ongoing
6.6	Improvement of the role of free professions (notaries, lawyers, mediators, arbitrators) through strengthening of their capacities and continuous monitoring	MoJ, SCLA, OPC and other interested stakeholders		Number of trainings and number of inspections.		Ongoing
6.7	Enhancing the role and capacities of the State Advocate through training, improvement of working conditions.	MoJ, SCLA, OPC and other interested		2011 - 2013		Number of trainings and number of investments.

		stakeholders				
7. Goal/Expected Outcomes Consolidation of the democratic state based on the fundamental rights and freedoms of individuals, improving the enforcement of judicial judgments (according to strategic objective no 7 of the Strategy)						
7.1	Implementation of the electronic system approved by DCM “On establishment, registration, functioning, administration, inter-action and security of the electronic case management system of judicial enforcement (ALBIS)”.	MoJ, GDE, Chamber of Private Bailiffs;	2011-2013	Number of data entered in the system and generation of statistics.	State budget	Ongoing
7.2	Generation of some on-line statistics and reports about the enforcement service.					
7.3	Setting up the Disciplinary Commission of Private Bailiffs.	MoJ, Chamber of Private Bailiffs. And National Chamber of Advocates,	2011	Approval of the Order of the Minister of Justice.	State budget	Completed By order no. 5591, dated 05.08.2011 of the Minister of Justice, the Disciplinary Commission of Private Judicial Bailiffs is set up.
7.4	Drafting and approval of regulation of the Disciplinary Commission of Private Judicial Bailiffs.	Euralius	2011	Entry into force of the regulation.	State budget	Completed By order no. 5949/5, dated 29.12.2011 of the Minister of Justice, it is approved the regulation on organization and functioning of the Disciplinary Commission.
7.5	Expansion of private bailiff service against	MoJ, General	2012-2013	Entry into force of	State budget	Deliverable identified jointly in

	state bailiff service through amendment of law and certification of private bailiffs.	Directorate of Bailiffs, National Chamber of Private Bailiffs.		legal amendments and number of certified private judicial bailiffs.		the consultative meeting with the EU Commission services on 6 March 2012. Ongoing. Draft law on certification of state bailiffs to private bailiffs without competition is being discussed in the parliamentary commissions. Actually, 64 private judicial bailiffs are certified by competition.
7.6	Development of 4 thematic inspections in the private bailiff service.	MoJ	August 2011 May 2012 September 2012 December 2012	Number of controlled private bailiffs.	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. Ongoing. Actually inspections are conducted on progress of enforcement of judicial decisions against budgetary institutions through which, 5 private bailiff companies and 3 private judicial bailiffs are controlled for 14 cases.
7.7	Preparation of inspection reports in the end of every inspection and their submission to controlled subjects and those interested.	MoJ	September 2011 June 2012 October 2012 January 2013	Number of recommendations for every completed report.	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. At the end of every inspection, the inspection group shall draft the relevant reports on cases and legal

						causes identified to be violated during the exercise of control and shall draft general and special recommendations.
7.8	Analysis of results and follow-up of recommendations of inspection reports until deposit of requests of Minister of Justice for disciplinary proceedings at the Disciplinary Commission.	MoJ	In continuance	Number of judicial bailiffs subject to proceedings.	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. After completion of each report initiatives for disciplinary proceedings at the Disciplinary Commission shall be analyzed and recommended against bailiffs found with violations during the exercise of duties. In January 2012 this Commission was required to proceed with the results of inspection conducted in August 2011.
7.9	Drafting a continuous mandatory training program for private judicial bailiffs.	National Chamber of Private Judicial Bailiffs and Euralius	February 2012	Deposit of program	Euralius costs and expenses of the National Chamber of	Completed. Program is drafted for a sustainable scheme of training in the future
7.10	Continuous mandatory training of private judicial bailiffs based upon of the approved program.	MoJ, Euralius, National Chamber of Private Judicial	2012 and following	Number of trainings and trained bailiffs.	Private Judicial Bailiffs.	During 2011, there are held 14 days of sessions in working groups with National Chamber of Private Bailiffs and General

		Bailiffs		Assessment of the quality of trainings made by the trainees who pay for the trainings		<p>Directorate of Enforcement.</p> <p>After approval of the program and planning of the budget, 6 trainers (ToT) shall be trained in 2 weeks within 2012 supported by Euralius, so that the training program can be continually sustained by the National Chamber of Private Judicial Bailiffs itself.</p>
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Recommendation 8- Anti-corruption strategy and action plan

Effectively implement the government's anti-corruption strategy and action plan, remove obstacles to investigations, in particular of judges, ministers and Member of Parliaments; develop a solid track record of proactive investigations, prosecutions and convictions in corruption cases at all levels.

Analysis of situation

Full implementation of the Strategy on Prevention and Fight against Corruption and Transparent Government - endorsed by DCM No 1561 of 03.10.2008 - constitutes one of the key commitments in combating corruption. Annual action plans were drafted (2008 and 2009) to facilitate implementation. A 3-year action plan (2011-2013) was adopted by IMWG, aiming to achieve the remaining objectives and ensure a uniform planning of objectives in the coming years. In drafting this plan, a number of seminars, workshops with all stakeholders, independent institutions and civil society were organized.

Key points

To address the above-cited recommendations, the short-term measures will focus on:

- Implement the Anti-corruption strategy and action plan efficiently, placing priority on areas of concern;
- Complete the legal framework addressing GRECO recommendations and concerns over the unlimited immunity of high-level public officials;
- Address the issue of transparency in political party funding through necessary legal changes;
- Take measures to improve administrative inspections system to ensure integrity and transparency in administrative practice, both in legal and organizational terms;
- Take measure to strengthen cooperation between different institutions involved in fighting corruption outside the JIU;
- Develop reliable statistics and a solid track-record of investigations and convictions in corruption cases at all levels.
- Develop further the system of public procurement
- Strengthen HIDAA capacities in order to better investigate cases of conflict of interests and declaration of assets as well as to fostering institutional cooperation with other state institutions.
- Organize awareness campaigns of the legal framework and mechanisms in place to fight corruption, at all levels and outside the central institutions. Also, these campaigns will focus on strengthening public knowledge of the duties of certain institutions towards citizens.

In order to improve coordination in the implementation of the Anti-corruption strategy and enhance DIACA capacity, the Prime Minister's Order No 173 of 27.09.2010 on the

establishment and organization of an Inter-ministerial Working Group to monitor implementation of the Anti-corruption strategy, was amended in 2010.

Rules of Procedures for the functioning of IWG, ITWG, and IWG Secretariat, were also adopted in 2010, detailing functions and tasks of each and every working group. Particularly important was the definition of functions and duties of the IWG Secretariat, which no longer consists only of DIACA representatives, but now includes representatives from Ministry of Innovation & IICT, DSDC, Ministry of Justice and Ministry of European Integration. Reshuffling of the technical secretariat and increased number of staff helped to improve its functionality and performance. Inclusion of representatives from institutions with specialised know-how on anti-corruption, strategies, justice and Albania's integration agenda was considered necessary for enhancing of DIACA's human capacities. During the drafting process of these regulations, due account was taken of PACA recommendations that helped improve the draft regulations.

Besides, Secretary Generals of each line ministry were charged to coordinate internal reporting over the progress of implementation of the annual action plans. This aimed at improving coordination issues within line ministries.

Actually, the annual reviewing of the AC action plan (2011-2013) and the monitoring of its implementation through the publication of annual implementation reports remain a challenge and as such are foreseen as concrete actions in the actual action plan.

Albania has made serious efforts to address the recommendations issued by GRECO in the Third Round Evaluation Report (Evaluation Reports adopted at the 42nd session on 11-13 May 2009). During GRECO' 50th Plenary Meeting held on March 2011, the 3rd Round Compliance Report on Albania was adopted and it is publically available. The results achieved were the following: Out of 7 recommendations on Transparency of Party Funding, 6 are fully implemented, and 1 partly implemented. Out of 5 recommendations on Incriminations, 1 is fully implemented and 4 partly implemented.

Important draft laws on amendments of the Criminal Code of RoA were drafted and adopted by DCM during the years 2010-2011, introducing new provisions on corruption related offences; foreseeing increase penalties (DCM No 833 of 27.10.2010) for some of them and in order to fulfil GRECO recommendations. Moreover, amendments on the "persons related to a public official" (art. 257 / a CC), in cases when they refuse to disclose private interests, making a false statement or concealing property in their name, were also adopted by the Government.

The draft - law amending the Albanian criminal Code has been recently adopted by the National Assembly on 1st of March 2012. For this reason, Albanian authorities consider GRECO recommendations' fully implemented and it was estimated not introduce other measures in the below presented action plan.

As regards to the transparency of political party funding, this issue was addressed by the amendments introduced in the Electoral Code during 2008-2009 as well as by the

implementing legislation issued by CEC. Moreover, the Law no 10.374 “On some addenda and amendments to the Law no 8580, dated 17.02.2000 “On political parties” was approved in parliament and entered into force on 10.02.2011. The later aimed at implementing GRECO recommendations. It provides detailed rules on party funding outside the electoral period, lays down an independent oversight mechanism for party funding outside the electoral period, ensures overall party funding control and monitoring by a single body (CEC), both inside and outside the electoral period, enhances control standards for party funding through licensed accounting experts (inside and outside the electoral reform), and introduces effective, dissuasive and proportionate sanctions in case of violation of this legislation, etc. Therefore, this law enhances transparency in party funding outside the electoral reform by imposing application of the same standards, terms and criteria as those laid down in the Electoral Code, whose relevant provisions were assessed positively by GRECO.

Besides, CEC assisted by PACA is working for fulfilment of GRECO last recommendation remaining partially implemented. CEC decision No. 3 dated 18.01.2012 “On standardised forma and nomination of audits on the monitoring of party funding” has been issued (as envisaged in this plan) and CEC staff has been trained by PACA experts in order to implement correctly the legal amendments of the law on Political parties. **In this action plan, the CEC as a responsible institution has foreseen specific measures (reflecting the suggestions of the European Commission) for the concrete or practical implementation of new legislation regarding transparency and supervision of party funding. Therefore, the efficiency of the system could be proved.**

As regards immunity of high-level officials, it is directly sanctioned in the Constitution and the organic law. For certain public officials i.e. members of parliament, models from different EU countries have been analyzed to see if they can be applied and adapted in Albania. As a result, a group of 7 MPs of the Democratic Party’s Parliamentary Group proposed the initiative for limitation of MP immunity and proposed amending the Article 188 of the Assembly’s Rules of Procedure. The Assembly reviewed the draft decision on limitation of parliamentary immunity in the plenary session of 24 February 2011 and adopted the Decision No 89 of 24.02.2011 “On the limitation of parliamentary immunity and the conditions for the authorization to initiate criminal proceedings”. It stipulates limitation of MPs immunity to initiate investigations related to active and passive corruption as defined in the Criminal Code. According to this Decision, limitation of immunity for corruption offences can be initiated only if the concerned MP submits a written consent notice for this purpose, valid until the end of the legislature.

Actually, legal opinions and possible solutions to the immunity are issued on 12 of April 2011, as foreseen in the Action plan, and two round table were organised by PACA in cooperation with DIACA and with the participation of General Prosecutor, head of High Council of Justice, members of the Legal Commission of the National Assembly, Council of Ministers, President’s office as well as different NGO’s and international organisations (OPDAT/USAID, Open Society Foundation/Soros, OSCE etc.). Albanian authorities are showing their will to continue discussing the issue of limitation of immunity for corruption offences. Therefore through PACA assistance the authorities aim to organise events (as

foreseen in the AP) in order present legal opinions and possible solutions to the immunity issue followed by experts drafting sessions.

This action plan takes into account European Commission observations by including new institutions as part of the anti-corruption work such as HIDAA, APP, and CEC etc. They role has been active in drafting and engaging themselves to implement specific measures in order to address the key priorities.

In order to ensure a better investigation of declaration and control of assets as well as conflict of interests and for that reason budgetary resources of HIDAA have been constantly increased. Also the legal proposed amendments as foreseen in the Action plan, which are recently being discussed by the relevant authorities, provide for the improvement of the operational capacities.

Law enforcements agencies have committed themselves to pro-active investigation of corruption cases as well as declaration of assets and conflict of interests. HIDAA is committing to increase its administrative investigation by 5% during 2012 meanwhile State Police and Internal Service Control are foreseeing a 6% of increase.

Concrete measures are foreseen in order to create a consolidated system of data relating to registration of the investigation, prosecution and convictions. It is foreseen the establishment of a inter-institutional working group with participation of GPO, State Police, ISC and Ministry of Justice that will come out with concrete proposals regarding the system to be developed.

Moreover in order to improve and fasten the exchange of information between JIU/ General Prosecutor Office and other state institutions keeping data electronically, it is foreseen the establishment of a inter-institutional working group with participation of GPO, DIACA and Commissioner for Personal Data Protection aiming to assess actual practices of exchange of information, identifying problems and obstacles, and make recommendations' for addressing this issue.

During 2011 and with PACA assistance, a large group of activities have been organised in order to improve the effectiveness of financial investigation on corruption cases as well as on financial crime. Therefore, a number of measures have been taken and other activities have been conducted during 2010-2011 such as the adoption of "Guidelines for investigation and prosecution". Manual on Investigation of Economic Crime completed and launched, followed by training provided (October 2010). Proposed Guideline for adoption by the Serious Crimes Prosecution Office for its activities in implementing the Anti-mafia Law – finalised in November 2011. Training of trainers for law enforcement/prosecutors/judges (Investigation of Corruption and Money Laundering, Tracking/Seizure of Proceeds from Crime, and International cooperation). The biggest PACA training activity, contracted to Basel Institute – 3 trainings, followed by observation of two trainings of peers by the (9) trained trainers. For the above-mentioned reason no further activities have been specifically foreseen in this Action Plan. However, Albanian authorities are exploring the possibility to continue training the relevant structures through TAIEX assistance.

Measures are foreseen from Agency of Public Procurement in order to further strengthen the public procurement system as well as improving institutional and operational capacities of HIDAA and its practical cooperation with other institutions such as law enforcement agencies.

Regarding priority no.8, in the revised document the most of the recommendations which emerged from the consultative meeting with the European Commission of the 6-7 March 2012 have been reflected. Out of 17 recommendations 12 have been reflected satisfactorily and 5 partially due to difficulties posed in some specific issues. As regards to comments received by the Parliamentary Committee for Integration, from the total of 5 recommendations 3 have been reflected and the other 2 cannot be address due to practical aspects.

Action Plan for priority 8

Key priority No. 8: Effectively implement the government's anti-corruption strategy and action plan, remove obstacles to investigations, in particular of judges, ministers and Member of Parliaments; develop a solid track record of proactive investigations, prosecutions and convictions in corruption cases at all levels.

1. Goal/Expected Outcomes - Implementation of Strategy and Fight against Corruption and for Transparent Governance

No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
1.1	Drafting/ Reviewing of the Action Plan 2012 - 2013	-Technical Secretariat of the IWG - Line Ministries - IWG	June 2012 June 2013	Revised Plan published in the website	716.82 EUR	During 2011 the IWG approved a 3 – year Action Plan for the implementation of the Anti-corruption Strategy that was published in the DSDC internet page.
1.2	Reporting on the implementation of the 2011 Action Plan according to the standardized format.	-Technical Secretariat of the IWG - Line Ministries - IWG	June 2012 June 2013	2011 Report, published in the website	716.82 EUR	During 2011 the IWG approved the Report for the implementation of the Action Plan 2010 in the framework of the Anti-corruption Strategy and was published in the DSDC internet page.

2. Goal/Expected Outcomes - Revision of the legal framework, on high-level public officials and judges concerning unlimited immunity

2.1	1or 2 workshops or round tables:	PACA	April-	Round tables/	PACA + State Budget	Organize the round table/
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	<p>- Summon a round table/workshop with representatives of the Albanian parliament (Law Commission), Prosecution General Office, DIACA, High Council of Justice etc.</p> <p>- Organise 1 or 2 workshops/round tables to present legal opinions and possible solutions to the immunity issue followed by experts drafting sessions</p> <p>- Joint conclusions of the above mentions activities to be addressed accordingly</p>	DIACA MoJ Parliament MP of both political sides	May 2012	workshops organised		<p>workshops , presenting legal opinions on immunity and collecting feed-back from political parties on the proper way to address the immunity issue, (Depending on political will for Constitutional changes or organic laws)</p> <p>April – May 2012</p> <p>Deliverable agreed upon on the consultative meeting with the EU Commission of 6 March 2012</p> <p>Regarding the timing and the proper means of addressing it depends on the will of political actors involved</p>
3. Goal/Expected Outcomes - Strengthen the fight against corruption through legislative measures						
3.1	Approval of Amendments to the Criminal Code by the Parliament with regard to the Recommendations of GRECO and MONEVAL	Ministry of Justice / Council of Ministers / Parliament	Adopted by the Council of Ministers and deposited with the Parliament	Adoption and entry of the law into force	Costs/administrative expenses	<p>Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.</p> <p>Completed</p> <p>This initiative has governed in its content issues:</p> <p>- arising as obligations from the</p>

						MONEYVAL and GRECO recommendations; and - improvement of criminal offences on declaration of properties
4. Goal/Expected Outcomes - Strengthening the fight against corruption in the judiciary enhancing the accountability of the justice system, defining the powers of the inspectorates and improving the evaluation system of judges						
4.1	Implementation of activities of Cooperation Memorandum between MoJ and HCJ in respect of: - Preparation of the draft manual of inspections ; - Standardization of reports and acts Exchange of statistics and their analysis, especially in relation to complaints containing data on corruption and ethics of judges.	MoJ, HCJ and Euralius	May 2012	Submission of draft manual ; Number of reports and standardized acts Conclusions on exchanged and analyzed statistics	State budget and Euralius costs	Memorandum is signed on 05.12.2011 and 3 working groups are set up in application of it . Measures for the implementation of this activity are detailed in the action plan for recommendation no. 7.
4.2	Preparation of the joint report on the implementation of the Memorandum	MoJ & HCJ Euralius	June 2012 – July 2012	Issuance of concrete recommendations from the analysis of implementation	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. The parties within 2 months from the last day of implementation will prepare a joint report with concrete recommendations

						resulting from the analysis of implementation of the Memorandum.
4.3	Follow-up and implementation of recommendations of the final joint report.	MoJ, HCJ and Euralius	September and onward	Subject to the kind of recommendation.	State budget	
4.4	Finalization of the assessment of judges of all courts according to the following stages: <ul style="list-style-type: none"> - Collection of the preliminary documentation in 30 first instance and appeal courts ; - Preparation of the preliminary draft assessments according to the collected documentation; Preparation of the final draft assessment by the chief inspector; Review and approval of assessment by HCJ in the plenary sessions.	Inspectorate of HCJ, Chief Inspector of HCJ and HCJ	2011 and onward	Number of judges for whom the final draft act is prepared and the number of judges evaluated by HCJ	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. To date, the HCJ Inspectorate has collected the relevant documentation and compiled the preliminary draft-evaluations for the judges of 24 first instance and appeals courts out of a total of 30. Work is being done for the collection of the necessary evaluation documentation at 3 judicial district courts and the evaluation of the three remaining courts will begin by March. In parallel, work is undergoing an accelerated procedure for evaluation of judges who have been candidates in leading positions at courts, for the purpose of their promotion by

						their merits and in pursuance of the legal framework. After elaboration, the collected material will be submitted for review and decision-making to the High Council of Justice.
4.5	The Commission on transfers, promotions and appointments of judges will prepare and adopt clear and transparent criteria for merit-based transfers, promotions and appointments and issue a report on measures taken.	HCJ and the Commission on transfers, promotions and appointments of judges	April 2012	The report of measures taken	State Budget ³	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
4.6	Report of Commission on transfers, promotions and appointments of judges to the HCj to demonstrate concrete cases of transfers undertaken according to merit-based and objective criteria.		September 2012	The report on concrete cases	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
5. Goal/Expected Outcomes - Increase of transparency in the services offered to the public						
5.1	Improve the efficiency, safety and reliability of judicial system through development and improvement of new modules of the ICMIS system and	MoJ & Euralius, USAID & Courts	2012 - 2013	Installation of ICMIS system in all courts and audio recording for all civil and	USAID	Ministry of Justice is in the process of developing a full range of activities, described in details in the action plan for addressing

³ Financial cost to perform an inspection of the court / prosecution office for 1 inspector / for 1 day is calculated to be approximately: inside the city of Tirana, is estimated at: 30.07 EUR; districts (when the service is completed in a day) is estimated at 37.24 EUR; districts (when the service ends the next day / overnight) is estimated at 76.66 EUR.

	audio/video registration in the courts. - training of the relevant staff shall be held for these cases.			criminal cases		the recommendation no. 7 under the objective "The transparency and efficiency of justice authorities to be improved".
5.2	Reduce corruptive acts in the registration of property titles system. ⁴	MoJ & IPRO & National Chamber of Notaries	First half of 2012	Drafting and approval of the sublegal framework of the new changes in law no. 7829/1994 "On notary", as amended	1075.23 EUR	Pursuant to law no. 10,491, dated 15.12.2011 "On some amendments to Law no. 7829, dated 01.06.1994 "On Notary" as amended, which shall enter into force on March 1, 2012, is foreseen the digitization of notary's activities system and in particular the creation of an online application system for the registration of immovable properties.
		MoJ & IPRO & WB	June 2012	Digitalization of existing archival documents (legal documents, files and indicative maps of registration) for local registration offices in Tirana and Durres	LAMP Project (5690255.47 EURO)	Digitalization of the property registration system is in process in the LPRO of Durres while it is completed in the LPRO of Tirana.

⁴ For further details on the functioning of this system please refer to Recommendation no. 10 "The Strategy and Action Plan for property rights"

			2012-2013	Number of transactions based on the notary's online access in the electronic system of the local registration offices of Durres and Tirana	State Budget (2508.86 EURO)	
			2013 - 2014	Number of transactions based on the online applications from notaries and other interested parties (operators) in the electronic systems in other local registration offices.	Funds to be ensured	
6. Goal/Expected Outcomes - Increase the performance of law enforcement mechanisms in the fight against corruption						
6.1	Increase the professional level of judges and prosecutors in the trial of corruption cases.	School of Magistrates & Local and Foreign donors	2012 - 2013	The number of trainings conducted by the School of Magistrates with a thematic focus on the	State Budget ⁵ & foreign donors	In process. The fight against corruption theme is one of the regular topics of the Continuous Training Program of the School of

⁵ Approximately the cost for a training session with 30 participants (judges and prosecutors) is estimated to be 4933.14 EUR (in this sum is included: per Diem allowance, accommodation, and transportation, stationary as well as payments to the translator when the training is performed by foreign experts).

				fight against corruptive actions in the judiciary.		Magistrates. The SoM is currently finalizing the 3-year Training Program which began in 2009. However, the fight against corruption in all its forms will also be included in future training programs of the SoM, starting with the new program that will begin to be drafted soon. Please find the programmed activities by the SoM until the end of 3-year Thematic Programme 2009 – 2012 in the attached Annex.
6.2	<p>Continues training of the Judicial Administration on:</p> <ul style="list-style-type: none"> - Court management and relationship with other chancellors ; - Budgetary and financial issues; - Relationship with Ministries and other institutions; - Conducting a meeting - Relationship with the interested parties in a judicial process and the public; - Relationship with the press and media; - Ethics and conflict of interest. 	MoJ & SoM & HCJ & Courts & Euralius III Mission	2012 - 2014	<p>Number of trainings conducted and number of administration employees trained. Specifically, the training program are scheduled to include:</p> <p>30 chancellors (21 chancellors in courts of first instance, 6 chancellors in the appellate courts and 2 chancellors in the serious crimes courts [max: 40]; 300 judicial secretaries</p>	Administrative Budget = 9123.66 EUR	<p>In fulfilment of this provision the Minister of Justice by order no. 9024, dated 30.12.2011 "On the approval of the training program of the administration" has adopted a training program for the judicial administration for the period 2012 -2014. In this program are included topics affecting corruption such as ethics and conflict of interest.</p>

				of which 50 head-secretaries; 5 experts of the Ministry of Justice [max: 15]; 30 experts of the budget units [max: 40]; 30 IT experts [max: 40]; 30 experts of the archive units [max: 40].		
7. Goal/Expected Outcomes - Strengthening and improving the capacity of HIDAA						
7.1	Conduct field verification of assets and private interests of officials abroad in cooperation with counterpart Offices.	HIDAA	2011 the following	Type and number of checks performed	Average 9123.66 EUR per case	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. Strengthening of the investigative function of a deep and transparent control At the budget of 2012 there are foreseen 140 field (administrative) investigations in and outside of the country
7.2	Involvement of independent Peer	HIDAA	2011 the	-Number and type	Average 286.73 EUR	Deliverable identified jointly in

	Review (Review of real estate, accounting, etc.) in an administrative investigation procedures HIDAA		following	of administrative investigation procedures conducted with the participation of experts -Number of experts involved in the issue	per case	the consultative meeting with the EU Commission services on 6 March 2012. Improving quality control by performing a full scan of the comprehensive and thorough collection of evidence in the investigation process At the budget of 2012 there are foreseen the conduct of 15 specialized expertises
7.3	Continuous training of staff (30 officers) of HIDAA	HIDAA in cooperation with TIPA and foreign experts	Yearly	30 officials were trained.	17.92 EUR / person per day	Until april 2012 it is foreseen the organisation of HIDAA staff training seminar by PAMECA experts
7.4	Training and study visits to obtain the best practices of the administrative investigation.	PAMECA and HIDAA	Yearly	The number of trained officials, collection of best practices and their implementation within the existing legal framework.	In cooperation with donors	19-24 Mach 2013, study visit to organized in Germany and Spain in order to obtain the relevant experience on conducting successful investigations on declaration and control of assets and conflict of interests cases

8. Goal/Expected Outcomes - Strengthening the operational capacity of HIDAA

8.1	Amending the Law nr.9049, date. 10.04.2003 "On declaration and control of assets.." and the Law nr., 9367 dt.7.4.2005 "For prevention of conflicts of interest in the exercise of public functions", through the respective proposals	HIDAA	Deadline/ Date 2013	Proposals submitted	Approximately 2738.25 EUR	Amendments aiming to increase and strengthen HIDAA's operational capacity on administrative investigation
8.2	Amending the law nr.9049, date. 10.04.2003 "On declaration and control of assets.." and the law nr., 9367 dt.7.4.2005 "For prevention of conflicts of interest in the exercise of public functions", through the respective proposals	HIDAA	2013	Proposals submitted	Approximately 2738.25 EUR	Amendments aiming to increase and strengthen HIDAA's operational capacity on administrative investigation
9. Goal/Expected Outcome - Objective: Increase HIDAA cooperation with other institutions and law enforcement agencies in order to verify the effectiveness of the disclosure of assets and conflicts of interest						
9.1	Organization of work tables in order to improve the exchange of data with key institutions and decision information quickly and directly access the data.	CIPRO GDRTS ALUIZNI	2012	Organization of work tables and out-come of these tables to find the best ways of collaboration (MoU et c)	No Cost	Improving communication and sharing of data related to the process of disclosure and control of assets and liabilities. HIDAA has direct access to data GDRTS, ALUIZNI
9.2	The signing of cooperation agreements between	HIDAA- CIPRO		MoU signed	No Cost	By finalizing the full digitalization of real

	the HIDAA and CIPRO, GDRTS, ALUIZNI.	GDRTS, ALUIZNI				estate data, HIDAA in collaboration with CIPRO, will exercise full control physical ownership documentation for certain cadastral areas under a risk analysis, which takes into account market development plans, and other trends in the real estate sector etc. HIDAA periodically compiles a list of officials and persons connected with them (husband / wife, adult children, parents and the wife of an officer), that under Article21 of Law 9367, dt.7.4.2005, is absolutely prohibited to benefit from a pair of contracts on public institution (Public procurement, auctions, concessions and subsidies from the state, etc.) And submits the PPA for verification.
9.3	Design and delivery of list of persons is absolutely forbidden to benefit from a pair of contracts on public institution (public procu	HIDAA and APP	2012-2013	Drafting of lists and publication of them.	No cost	

	rement) in order to strengthen cooperation HIDAA with APP towards timely prevention of cases of conflict of interest in public procurement					
9.4	Signing of MoU between HIDAA and the Supreme Audit Institution (SAI) in order to increase the effectiveness of the verification of cases of abuse of public funds, conflicts of interest and shock among the corrupt acts of public administration.	HIDAA and SAI	February- March 2012	MoU signed. The number of cases sanctioned for public contracts relating to conflict of interest and cases of criminal charges	No cost	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. MoU has been signed the 1st of March 2012 Approximately, there are 35 cases being addressed jointly
10. Goal/Expected Outcomes - Awareness of civil society and citizens on issues of denunciation of cases of declaration of assets or conflicts of interest						
10.1	Meetings and round tables with the media and civil society.	HIDAA and civil society, media	November 2012	Number of round tables carried Participating institutions	Donor	The active role of civil society, media and the public in combating acts of corruption. April- September : 2 round tables are to be organised with media representatives and civil society organisations in order to improve cooperation and ensure more efficient administrative investigations
10.2	Periodic lectures for students of public and	HIDAA	2012 -	Number of	Donor	Prospective students

	private universities of economic and justice (faculties that have a number of potential future administration officials on the issue of declaration of property, conflicts of interest and corruption among public administration)		2013	lectures / meetings conducted with students		and officials of public administration, recognized by law, the practice competencies of HIDAA, with issues of conflict of interest and corruption.
10.3	Awareness campaign of advertising spots on television and print media, which constantly presented HIDAA free number 0 800 9999, to denounce cases of corruption and conflict of interest and other forms of public communication opportunities with HIDAA.	HIDAA	2012 - 2013	Spots, television advertising carried.	About 6451.36 EUR (implementation and transmission of spot)	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. Increasing the number of administrative investigations initiated by denunciations of citizens, civil society. In 2012 it is expected to have 5% increase of investigations based on denunciations of citizens and other institutions
11. Goal/Expected Outcomes - Increase HIDAA direct cooperation with central and local institutions under the prevention of conflicts of interest.						
11.1	Draft Manual No. 5 - On the Duties and Responsibilities of Authorities Responsible for the Prevention of Conflicts of Interest.	HIDAA with OSCE	March-April 2012	Manual adopted for responsible authority. Number of copies distributed to public administration	OSCE/ Donor	

				n		
11.2	Continuous training to all authorities responsible for preventing conflict of interest (on issues of management, treatment, resolution of conflict of interest situations and their role in this process), the introduction of the manual.	HIDAA and TIPA with the support of the OSCE-Presence in Albania	2012-2013 (continuous)	Number of trainings realized by the responsible central authorities and local institutions. Number of persons trained.	17.92 EUR per person / day	In compliance with art. 41 of law no.9367, dt.7.4.2005 more then 580 responsible authorities on prevention of conflict of interests are established and function (A.P) at central and local level (including subordinate bodies) During 2012-2013 specific training are going to be organised in all AP
12. Goal/Expected Outcomes - Improve public administration capacity to prevent and resolve conflict of interest						
12.1	Train secretaries general of central and local public institutions on prevention and handling of conflict of interest	TIPA HIDAA	October 2011	Number of secretaries general trained	State budget 3584.09 EUR	
12.2	Train competent officials in all public administration institutions on prevention and handling of conflict of interest	HIDAA TIPA	September -October of each year (2012, 2013)	Number of officials trained in each institution	State budget 5376.14 EUR	
12.3	Train officials of procurement units in all public administration institutions on prevention and handling of conflict of interest	HIDAA PPA TIPA	December 2011	Number of procurement-units officials trained; number of units not	State budget	

				trained		
12.4	Train staff in any public institution on conflict of interest	TIPA Appointed staff of competent authorities	Each year (2012, 2013)	Number of staff trained in each institution for each year Percentage of staff operating under the Law on Conflict of Interest that are trained in each institution for each year	State budget 7168.18 EUR	
13. Goal/Expected Outcomes - Further develop and improve the electronic procurement system						
13.1	Enforce master/framework agreements in electronic format.	Public Procurement Agency	First half 2012	Framework agreements developed electronically	European Bank of Reconstruction and Development 240 000 EURO	
13.2	Conduct electronic concession procedures until the bid opening stage (online publication of concession procedure documents and electronic bidding)	Public Procurement Agency	First quarter 2012	Concession procedures conducted electronically in the system	NA	
14. Goal/Expected Outcomes - Further align public procurement legislation to <i>acquis communautaire</i>						
14.1	Submit to the Council of Ministers proposed amendments to the Public Procurement Law	Public Procurement Agency	First half of 2012	Proposed amendments to the Public Procurement Law	IPA 2008 Project "Support for the strengthening of the	Proposed amendments drafted under IPA 2008 Project "Support for the strengthening of the

				submitted to the Council of Ministers	Albanian Public Procurement, Concessions and Public Auctions systems“	Albanian Public Procurement, Concessions and Public Auctions systems“
15. Goal/Expected Outcomes - Further upgrade institutional capacity at central and local level						
15.1	Deliver training on correct implementation of public procurement law and e-procurement system in the light of introduced changes and improvements	Public Procurement Agency	Underway	Number of training activities organized	State budget For 2012: 4659.32 EUR	
16. Goal/Expected Outcomes - Improve supervision over political party funding outside the electoral campaign						
16.1	CEC shall prepare and approve a standardised format for political parties' audit reports	CEC PACA	January 2012	Standard format approved	PACA Project	
16.2	Train CEC staff on how to draft standard formats/templates	CEC	December 2011	7 persons trained	PACA Project	
16.3	Draw lots for the selection of auditors to perform audits of political parties' funding	CEC + audits	January - February 2012	List of selected audits published on CEC website	No costs	
16.4	Appoint licensed auditors for the annual financial audit of political parties	CEC+Audits +Political Parties Representatives	February 2012	A licensed auditor appointed for each political party	No costs	

16.5	Check annual funding reports of political parties			Parties' reports Parties' financial documents	No costs	
17. Goal/Expected Outcomes - Improve supervision over political party funding for the 2011 local elections						
17.1	CEC shall prepare and approve a standardised format for political parties' audit reports during the electoral campaign	CEC PACA	January 2012	Standard format approved	No costs	
17.2	Draw lots for the selection of auditors to perform audits of political parties	CEC + audits		List of selected audits published on CEC website	No costs	
17.3	Appoint certified auditors to perform financial audit of electoral campaign for each electoral subject	CEC +audit+electoral subjects			No costs	CEC Decision No 1232 of 07.11.2011
17.4	Check audit reports of the electoral campaign	CEC audits			No costs	
17.5	Collect and publish on CEC website the reports of political party funding outside the electoral campaign	CEC		Reports published	35840.92 EUR	
17.6	CEC shall take decisions and publish penalties imposed	CEC		Decision (No... of.....) approved Penalties published	No costs	
18. Goal/Expected Outcomes - Register/publish inventory of medical equipment/devices in hospitals and health institutions in order to reduce the level of abuse and prevent their deviation to private clinics						
18.1	Prepare a template form for the registration	MoH	Sep-	Template Form	State budget	

	of medical equipment		December 2012	drafted	501.77 EUR	
18.2	Make an inventory of equipment	MoH	Sep-December 2013	Pieces of equipment inventoried	State budget + donors to be engaged	
19. Goal/Expected Outcomes - Keep up efforts to determine real costs to be paid by patients in order to institutionalise formal payments						
19.1	Calculate cost of services	MoH HII	IV quarter 2012	Number or % services with already calculated costs	State budget: 18816.48 EUR	
20. Goal/Expected Outcomes - Increase transparency, awareness and information of patients and the public						
20.1	Post/Place the rights of patients as well as services delivered to them by healthcare institutions and real costs of these services paid by patients	MoH	II Quarter 2012	Rights and duties of patients as well as services posted	7168.18 EUR	
20.2	Publish the list of drugs/medicaments on the hospitals' official website	MoH	II Quarter of each year	List of drugs/medicaments published	35.84 EUR /year List of medicaments published	
20.3	Establish a database and provide access to the public to consult the updated list of medicaments and medical materials available in hospitals	MoH	IV Quarter 2013	Database established	State budget + donors	
21. Goal/Expected Outcome -: Ensure professionalism in schools						

21.1	Elaborate Code of Conduct and Professional Standards for school teachers	MoES and its subordinate agencies	2012 - 2014		0	Code of Ethics indicates allowed and non-allowed activities in school premises; the Code prevents corruption
21.2	Recruit and appoint teachers in public schools through open competitions for all vacancies	Albanian Competition Authority (ACA) MoES	2012	Regulation on organization of professional practice / internship for teacher's regulated professions	0	
21.3	Teacher's professional practice	ACA MoES		1300 interns planned to perform professional practice	279559.14 EUR	Acquainting to the professional ethics in school premises
21.4	Competitions of regulated professions	ACA		Computerised exam tests drafted by the Competitions Commission	97487.29 EUR	Quality assurance of state exams
22. Goal/Expected Outcomes - Improve transparency and quality assurance in education system						
22.1	Print, distribute and sell text-books for pre-university schools (Altertekst)	MoES RED/EO	Sep-Dec 2012		1792045.79 EUR	Aid provided to students in need on the basis of requirements defined by local government, not by MoES
22.2	Electronic Management Information System (EMIS) in pre-university and university education	MoES	2012 - 2014		695313.77 EUR	EMIS boosts efficiency and transparency of academic and financial management in the whole system, from the school

						level to the central level
22.3	Install electronic management system for State Matura and university admission exams	ACA MoES	2012 - 2014		162717.76 EUR	It facilitates and improves transparency on: application procedures for Matura exams, enrolment to faculties and continuing of higher education
22.4	Financial reform in higher education: funds for public universities in Albania will be allocated on the basis of students needs (money follows the student); Financing of higher education will be based on the output/product resulting from the number and performance of students in each university	Public universities; Ministry of Finance	End of 2012	Financial reform encourages transparency and accountability of public universities: each university will report annually on its work and academic activity, and on its administrative management and will be subject to annual audit by external assessors	910359.26 EUR	Financial reform encourages quality assurance in Albanian universities
22.5	Matriculate diplomas (State Matura and University Diplomas); National Database for pupils and students	MoES, ACA, Universities	End of 2012	Data of pupils and students in Albania will be entered into the online national database; database will serve for identification of pupils and students, for their	1433636.63 EUR	

				registration in universities, for allocation of student's loans, and for handover of diplomas upon completion of studies		
23. Goal/Expected Outcomes - Facilitate administrative procedures						
23.1	Facilitate licensing procedures for education institutions as well as approval procedures for study programmes of non-public higher education	MoES NLC	2012-2013	Licensing deadlines reduced to 3 months, and number of documents to be submitted for licensing purposes reduced (bureaucratic facilitations)		
24. Goal/Expected Outcomes - Institutionalise external inspection and assessment in education institutions (public and private schools and universities)						
24.1	Perform frequent controls/inspections at schools	MoES / National Inspectorate of Pre-University Education	2012 - 2014	Number of inspected schools (30% in the first year) Number of licenses revoked for significant problems		

		(NIPE)				
24.2	Conduct institutional evaluation of HEIs by the Albanian Accreditation Agency for Higher Education	MoES and Albanian Accreditation Agency for Higher Education (AAAHE)	2012-2013	Under the Higher Education Law, each university will be subject to external evaluation and accreditation	32256.82 EUR	
24.3	Improve the regulatory framework for quality assurance / accreditation	MoES / AAAHE/ Accreditation Council	2012 - 2014	Penalties imposed in institutions for non-compliance with legal provisions		
24.4	Improve internal quality assurance units	MoES / AAAHE/ Accreditation Council	2012 - 2014	New accreditation quality standards of institutions implemented		
24.5	Ensure participation of foreign experts in the external evaluation	MoES / AAAHE/ Accreditation Council	2012 - 2014	Two international experts in the Accreditation Council	28672.73 EUR	
24.6	Prescribe penalties by law	MoES / AAAHE/ Accreditation Council	2012 - 2014	Amendments to Higher Education Law and Private Education introduced.	Prescribe penalties by law	
25. Goal/Expected Outcomes - Increase of capacities on investigation of corruption						
25.1	Increase of number of registration of	GDSP	2012 -	Number of the	State Police budget	Deliverable identified jointly in

	criminal proceedings in the prosecution office for criminal acts of corruption and of number of proactive investigations in this area.		2013	criminal proceedings referred to the prosecution office and number of proceedings with proactive investigation		the consultative meeting with the EU Commission services on 6 March 2012. Directorate against Financial Crime and the subordinating structures in the 12 Directorates of Police in regions are the responsible structures in the fight against corruption Number of proceedings with proactive investigation to be increased by 6 %.
25.2	Carrying out of periodical and joint analyses with the prosecution office for the progress of investigation of corruption	GDSP and prosecution office	2012-2013	No of joint analyses	State Police budget	
25.3	The most effective use of special investigation techniques for the provision of evidences and the impingement of corruption	GDSP and prosecution office	2012-2013	No of investigated cases and the relative conclusions on the efficiency of usage of the special investigative techniques.	State Police budget	
25.4	On-going training of the specialists of the fight against corruption for the introduction and implementation of the techniques and the methods of investigation of corruption	Department of Police Training, PAMECA III, Project	2012 - 2013	No of trainings and generalizations for the best practices. Concrete results of the training level of usage of new techniques.		It will be followed with priority the plan of trainings of the Department for Police training for the structures of investigation of the financial crime for the year 2012 and the planned trainings

		PACA ICITAP, Prosecution office Twinning Project of AL-2009-JB- JH-03 “support for the Investigation Structures of Money Laundering and Financial Crime, twinning, etc				by PAMECA III, ICITAP, The project against corruption PACA, The twinning project AL-2009-JB-JH-03 “support for the Investigation Structures of Money Laundering and Financial Crime, twinning, etc.
26. Goal/Expected Outcomes - increase of public confidence in the structures of the fight against corruption						
26.1	Increase of integrity and improvement of working standards of employees of state police	GDSP Directorate of professional standards	2012 - 2013	Number of periodical inspections by the Directorate of Standards and the number of breakings and the employees penalized by the Directorate of Professional Standards	State Police budget	Inspections and disciplinary measures have impact on the reduction of corruption in the Police

26.2	Promoting the best practices and police operations finalized for the impingement of corruption	GDSP	2012 - 2013	Number of media announcements for the best practices, police operations and the results of the fight against corruption	State Police budget	GDSP introduces continuously the cases and best practices for the fight of corruption
27. Goal/Expected Outcomes - Establishment of a consolidated data system in relation to the registration of investigation, criminal proceedings and convictions in the corruption field (State Police)						
27.1	Establishment of a working group with the participation of the law enforcement agencies for the analysis of the matter	MD MoI (State Police ICS) General Prosecution Office	2012	Working group established with the MoU or instruction of Minister/ General Prosecutor Office	Budget of Institutions	The working group will discuss the establishment of a consolidated data system for the criminal acts by defining the necessary criteria and procedures.
27.2	Depending on the analysis of the working group and its report, the sending is to the relative authorities of the concrete proposal for the establishment of the data system (ex. software).	MD MoI (State Police ICS) General Prosecution Office	2012	Sent report	State Budget	
27.3	Drafting of 3-monthly statistics for criminal acts and their authors according to the adopted model coordinating every month with the prosecution office for the progress of the criminal proceedings	GDSP	2012 - 2013	Three monthly statistics according to the revised model	Budget of Police	According to the revised model the state police will draw 3 monthly statistics through the coordination with the regions judicial prosecution offices

27.4	Analysis and studies related to the fight against corruption	GDSP	2012 - 2013	Annual periodical analyses and the study of criminal tendencies	Budget of Police	Directorate against Financial Crime carries out 3-monthly analysis, where work priorities are defined for the on-going period.
28. Goal/Expected Outcomes - Improve and enforce the self-control mechanisms of ICS.						
28.1	Draft and adopt the standard working procedures of the Internal Control Service	Ministry of Interior. ICS	During 2012	Instruction of the General Director of ICS for the adoption of standard working procedures.	No costs	
28.2	Plan and carry out the 3-monthly, 6-monthly periodical and annual controls in the local structures of ICS.	ICS	During 2012	No of Acts – controls with the assessment on the implementation of standard working procedures by the employees of ICS. Concrete measures on the infringements, identified	From the annual budget of ICS	
29. Goal/Expected Outcomes - Increase the efficiency in cooperation with citizens for detecting corruption and other infringements by the employees of the State Police						
29.1	Publication of the Annual Report 2011 of ICS in the internet page (Web) of the	MoI ICS	First Quarter of	Annual report 2011, with concrete results	From the annual budget of ICS	-

	Ministry of Interior, link of ICS www.moi.gov.al		2012	achieved during this year. Statistics on criminal references, inspections, complaints, etc.		
29.2	On-line publication and fulfilment of the complaint format application by the citizens, in the web of ICS, at the Ministry of Interior.	MoI ICS	During 2012	No of complaints made by the citizens through internet (on-line)	From the annual budget of ICS	-
29.3	Preparation and introduction of spots on TV media of high audience (Albanian Public Television and Private television) where Albanian citizens are invited to report cases of corruption of the state police employees and other breakings committed by them.	MoI ICS	During 2013	Broadcast the spots on TV media of high audience	From the annual budget of ICS	-
29.4	Increase of number of proceedings for criminal acts of corruption and of number of proactive investigations in this area.	ISC	2012	Number of proceedings with proactive investigation will be increased by 6 %	Budget of ICS	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
30. Goal/Expected Outcomes - Implement the performance assessment system of the State Police Structures						
30.1	Drafting and adoption of the annual calendar of the inspections carried out by the Directorate of inspection of ICS, in the State Police structures	MoI ICS	During 2012	No of inspections planned in the annual calendar of the work	From the annual budget of ICS From the 114690.93 EUR fund	

				No of performed inspections during this year. Results and recommendations provided through these inspections.		
30.2	Control of the implementation of recommendations that are left in the inspection reports carried out during 2011, in relation to the training of persons accompanied and arrested by the police.	ICS	During 2012	Results performed by the controls carried out by the Directorate of Inspections of ICS	From the annual budget of ICS From the 114690.93 EUR fund	
30.3	Advanced training of revisory staff of ICS for inspection	MoI ICS PAMECA -3 ICITAP	Jan – Feb 2012	No of employees trained Themes and modules of training	Financed by ICITAP	
31. Goal/Expected Outcomes - Strengthen the capacities and resources for the use of special investigation techniques during investigation of corruption cases						
31.1	Drafting and adoption of the regulation for the functioning of the operational structures of ICS	MoI ICS	The first 6 month of 2012	Instruction of Minister of Interior for the adoption of the new regulation for the functioning of the operational structures	No costs	

				of ICS		
31.2	Investments for the purchase of technical equipment for use by operational structures of ICS	MoI ICS	During 2012	Number of added equipment (not detailed inventory due to the secret of investigation)	From the annual budget of ICS From the 114690.93 EUR fund	
31.3	Drafting and adoption of the joint instruction with the General Prosecution Office for the special measures for the collection of data and the usage of special techniques of investigation in the cases of corruption by the employees of the State Police.	MoI ICS General Prosecution Office	During 2012	Joint Instruction	No costs	
31.4	Training of the employees of ICS in the collage of Police in Scotland, for “the basic diploma for trainers” Training of the operational unit of ICS	MoI ICS	05 – 23 March 2012 July – August 2012	Number of trained employees and assessment of their skills as trainers for the operational unit of ICS Number of trained employees Themes and modules of training Assessment of trained employees	Financed by OSCE Financed by OSCE In the amount of 50 thousand euro	
32. Goal/Expected Outcomes - Develop the skills and capacities to carry out the test of integrity						

32.1	Ongoing training of the investigating personnel of ICS Short-term training of staff of the analysis on the 2 analytic programmes. Training of the personnel of investigation of ICS for the test of integrity	MoI ICS ICITAP PAMECA ILEA Police Education Centre Kosova	During 2012 - 2013	No of staff investigating employees of ICS, trained Themes and modules of training No of cases when test of integrity is carried out Results performed during the carrying out of test	Financed by the ICITAP mission American Embassy in Tirana	
33. Goal/Expected Outcomes - To improve and harmonize statistics on corruption cases and track-record system						
33.1	Setting up an inter-institutional working group for harmonization of statistics on corruption cases (and track record system)	PACA MoJ, MoI and GPO	March 2012	Approval of the joint order and designation of representatives	State budget PACA	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
33.2	Provision of initial data, historical background on corruption cases (track record on corruption cases) by being investigated, prosecuted criminally and/or in court through a standardized format.	PACA MoJ, MoI and GPO	April 2012	Number of collected data	State budget PACA	
33.3	Submission of the first table in relation to concrete investigated, prosecuted corruption	PACA MoJ, MoI and	April 2012	Filling of the first table	State budget PACA	

	cases until the delivery of the judicial decision.	GPO				
33.4	Implementation of integrated statistics in cases of corruption/ comparable statistics, submission of integrated data for the historical background (track record on corruption cases) by being investigated, prosecuted criminally and/or in courts by final decisions.	PACA MoJ, MoI and GPO	September 2012	Number of collected statistics	State budget PACA	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
34. Goal/Expected Outcomes - improve the exchange of information between Law enforcement agencies / JIU and state institutions which have electronic registers or data bases						
34.1	Setting up an inter-institutional working group for assessing actual practices of exchange of information, identifying problems and obstacles, recommend improvements in order to speed procedures	DIACA GPO Commissioner for Personal Data Protection	April- May 2012	Working group set up Report on problems and solutions	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
35. Goal/Expected Outcomes - Unification of internal/financial procedures in order to prevent the abusive acts and corruption in the consulates of Ministry of Foreign Affairs (MFA)						
35.1	Establish an on-line software programme for all missions in order to be linked timely and to control direct accounting.	MFA Directorate of Audit and Directorate of	2012	Through this measure it will be avoided the control after several years when the auditing group will go,	State budget	

		TI		where neither documentation nor the persons responsible can be found who have committed these actions.		
35.2	Establish a working group for drawing the draft on the amendment of the joint instruction no 445 prot, of 44.10.2007 of the MFA and no 6985 prot, of 26.9.2007 of Ministry of Finance “On the implementation of DCM no 495, of 01.08.2007, for the technical staff of every diplomatic mission”.	MFA and MoF	2012	This measure will avoid taking of two part time salaries for the accomplishment of the two jobs in the mission, which is in opposition to the law.	Administrative expenditure	
35.3	Propose to establish in the MFA the procurement unit, which will deal with the purchasing over the maximal ceiling of the mission’s needs. This Unit will draw the tendering documents for the good that will be procured, as the mission will deliver in written form some of the essential characteristics of the type of good that will be procured.	MFA and Directorate of Audit	2012	This measure will avoid the non-qualified procurements, as the result of missions’ staffs being in reduced number and not qualified for the various procurements.	Administrative expenditure	
36. Goal/Expected Outcomes - Reduction of the administrative barriers (METE)						
36.1	Analyze the authorizations and licences which at present are not treated by NCL	METE - QKL, Line	2012-2013	Final report of assessment of the	State budget	

	(Annex II, DCM no 538, of 26.05.2009 “On licences that are handled by or through the National Centre of Licences (NCL) and some other legal joint amendments”, as amended) and the assessment of the opportunity to include a part of them in Annex I of DCM no 538.	Ministries		opportunity to include a part of the licences and authorizations of Annex II in Annex I		
36.2	Coordinate the work with the line ministries on the absorption of licences by NCL	METE_NCL, Line Ministries	2013	Inter-institutional meetings organized case by case	State budget	
36.3	Amend sectorial legislation in force for the inclusion of a part of authorizations and licences of annex II in the annex I.	METE _,Line Ministries	2013	Legal amendments adopted	2738.25 EUR	
37. Goal/Expected Outcomes - Improve service in the NRC windows at the municipalities and communes (MoETE)						
37.1	Drafting of the draft law “On some amendments and addenda to the law no 9723 of 03.05.2007 “On the National Registration Centre” for the centralization of the procedures for the recruitment of personnel in the service NCR windows in regions”.	METE - NCR	2012-2013	Draft law “On some amendments and addenda to the law no 9723 of 03.05.2007 “On the National Registration Centre” for the centralization of the procedures for the recruitment of personnel in the service NCR windows	2738.25 EUR	Centralization of the personnel recruiting procedures in the NRC windows in regions. Service of the windows in the municipalities and communes to be executed as a direct function and not as a delegated function

				in regions” as amended. Level of centralization of procedures for the recruitment of personnel in the service NCR windows in regions		
38. Goal/Expected Outcomes - Informatization of data for the administration of material values or resources, aiming at evidention of misuses and abuses (MoD) 275 450 €						
38.1	Prepare the document in order to take the certificate of property for objects provided for use to the Ministry of Defence.	Ministry of Defence (MD) Headquarters Logistics Brigades METE (assistance where appropriate)	2013	Process Completion, Coordination with IPRO.	Prepare the document in order to take the certificate of property for objects provided for use to the Ministry of Defence.	Ministry of Defence (MD) Headquarters Logistics Brigades METE (assistance where appropriate)
38.2	Improve legislation to the law “On administration of material resources in Armed Forces”.	MoD	2013	Legislation adopted in CoM	Improve legislation to the law “On administration of material resources in	MoD

					Armed Forces”.	
38.3	<p>Follow with transparency the legal procedures on capital transferring of property taken under the administration of MD, not included in the Distribution Plan of Armed Forces.</p> <p>Ensure a soft relevant programme for the management of material resources (or values).</p> <p>Standardize all annual consumable material values.</p> <p>Financial support by MoD for the Informatization of materials and resources in the property of MoD.</p> <p>Establish an on-line system for digitalization, control, inventory and accounting of logistics materials</p>	MoD	2013	<p>Establish the working groups by the two ministries for the fulfilment of the process.</p> <ul style="list-style-type: none"> - Establish the working group for the standardization of the military materials - Soft - put in operation - Support provided item by item on purchase, installation and staff training dealing with this programme. - Information access on-line 	<p>Follow with transparency the legal procedures on capital transferring of property taken under the administration of MD, not included in the Distribution Plan of Armed Forces.</p> <p>Ensure a soft relevant programme for the management of material resources (or values).</p> <p>Standardize all annual consumable material values.</p> <p>Financial support by MoD for the informatization of materials and resources in the property of MoD.</p> <p>Establish an on-line system for digitalization, control,</p>	MoD

					inventory and accounting of logistics materials	
39. Goal/Expected Outcomes - Improve staff awareness related to matters on combating corruption. Recognition of military criminal code, criminal code, manual of professional military ethics						
39.1	<p>Develop info-briefings and various terms with personnel of AF on the forms of fight against corruption.</p> <p>Short-term seminars of responsible personnel related to legal obligations arising from criminal code, military criminal code, and manual of professional military ethics on combating corruption.</p>	<p>Directorates of MoD</p> <p>Directorates of HAF,</p> <p>Commandos of AF</p> <p>MIS,</p> <p>Military Police</p> <p>HIDAA (assistance when asked for)</p>	2012	<p>Number of indo-briefings and number of participants in them.</p> <p>-Two training seminars with HIDAA</p> <p>- Four training seminars with the Juristic Directorate on introduction of criminal code and military criminal code, as well as the laws to Armed Forces.</p>	5734.55 EUR	
39.2	<p>Identification of the forms of demonstration of phenomena and corruption affairs in AF.</p> <p>Information of respective structures and</p>	<p>Directorates of MoD,</p> <p>Directorates</p>	2012			

	<p>commands related to the presence of phenomena and corruptive affairs</p> <p>Exchange and distribution of information in time of the responsible structures.</p> <p>Assessment of risk and recommendations provide for the risks coming to AF.</p> <p>Increase of opportunities for denouncing of cases of abuse and corruption through the increase of the number of the control points.</p>	<p>of HAF (Headquarter s...),</p> <p>Commandos of AF,</p> <p>MIS (Military Intelligence Service),</p> <p>Military Police,</p> <p>HIDAA (assistance when asked for)</p>				
40. Goal/Expected Outcomes - Increase public transparency in the decision-making process and legal initiatives MEFWA						
40.1	<p>Integrate in all draft-legislations the provisions that set out public consultation process as a prerequisite for the adoption of decisions</p>	<p>MEFWA</p> <p>Line</p> <p>Ministries</p> <p>Local</p> <p>Government</p>	2012-2013	<p>2 draft-laws for the ratification of Multi-lateral Environmental Agreements and 19 Instructions of the Minister for the adoption of the new hunting areas.</p>	13261.14 EUR	
40.2	<p>Implement public consulting procedures, as well as with interested parties related to</p>	MEFWA	October 2012	<p>Study and Draft DCM for the proclamation of</p>	39425.01 EUR	5 workshops

	proclamation of Protected Areas.			the enlargement of Tomorri National Park as a natural ecosystem. Number of workshops held.		
40.3	Enforce cooperation with Public Information Centres in regions for public awareness and publication of information on the process of Environmental Impact Assessment. (EIA)	MEFWA	2011-2013	Number of visits publicised and number of comments/complaints made in the websites by the public related to Environmental Impact Assessment	3584.09 EUR	
40.4	Publicise in the electronic web page of MEFWA the non-technical summaries, EIA reports and Aarhus Convention (The UNECE Convention on Access to Information, Public Participation in Decision-making and Access to Justice in Environmental Matters).	MEFWA Directorate for the Protection of Environment Department of PDHP & IT	2011-2013	Number of projects related to environmental matters Number of projects on Environmental Impact introduced in the report and those publicised.	716.82 EUR	
<p align="center">41. Goal/Expected Outcomes - Strengthen chronological controls exercised continuously for activities in the Environment, Forestry, Fishing and Waters (MoEFWA)</p>						

41.1	Verification of subjects equipped with an environmental permit to fulfil the obligations and conditions stipulated in the environmental permits.	MoEFWA and REA network	2012-2013	Number and type of administrative measures versus the number of verifications and recommendations arising from the verification	387.08 EUR	Verification of subjects equipped with an environmental permit to fulfil the obligations and conditions stipulated in the environmental permits.
41.2	Verification of the entities that operate in forests and pastures, the fulfilment of contract conditions and abusive denunciation of cases.	MOEFWA	2012-2013	Number and type of administrative measures and we report the illegal prosecution for damages.	186.37 EUR	Verification of the entities that operate in forests and pastures, the fulfilment of contract conditions and abusive denunciation of cases.
41.3	Undertake audit and inspections of detention for periods of use of river gravels on the basis of a program Chronological and abusive denunciation of cases	MOEFWA	2012-2013	Number and type of administrative measures and to report the prosecution for illegal uses.	136.20 EUR	Undertake audit and inspections of detention for periods of use of river gravels on the basis of a program Chronological and abusive denunciation of cases
41.4	Verification of the entities that operate in the area of fishing activity, fulfilment of contract conditions.	MOEFWA	2012-2013	Number and type of administrative measures and cases of confiscation of fishing gear for the violations identified.	107.52 EUR	Verification of the entities that operate in the area of fishing activity, fulfilment of contract conditions.
42. Goal/Expected Outcomes - To reform the system of Internal Audit to implement best practices (MF)						

42.1	Submitted to the Council of Ministers the draft decision regarding the criteria for the establishment of Internal Audit structures in public	Ministry of Finance	January - March 2012	DCM is approved EU Reports	State budget	D / CMD is sent for opinion to the Ministry of Justice
42.2	Strengthening of capacities and performance of Central Harmonisation Unit for Internal Audit	Ministry of Finance	February 2011	This structure is adapted to the role and mission of the CHU / IA According to EU requirements	State Budget	The General Directorate of Audit is transformed into a Central Harmonisation Unit for Internal Audit by order No. 9, the Prime Minister dated 02.02.2011 "On approval of the organizational structure of Ministry of Finance" Organizational Structure of the Central Harmonization Unit for Internal Audit consists of 15 employees on functions as below: 1. Director General 1. Assistant Director-General Department's methodology, monitoring and evaluation of quality are a Director and 7 specialists, Directory of professional development and analysis with a Director and four specialists.
42.3	Ensure that IA units in public institutions be restructured in order to meet the criteria established under the Decision, or set up units (where does not exist) when eligible under	All public institutions of central and local government	Continuous process based on changes th	AB units created under the criteria set out in DCM EU Reports	State budget	

	applicable laws		at are reflected occasionally by the actors of PIFC system			
42.4	CHU / IA will review the internal audit staff to ensure that they meet the employment criteria of internal audit as defined in the Internal Audit Law (as amended)	All public institutions have audit units	Continuous process based on changes that are reflected from time to time by the actors of the PIFC system	The audit results are published Were taken and corrective measures are reported EU Reports	State budget	
42.5	Develop methodologies / guidance specific to audit at any audit structure that is set up and functions in each ministry or central institution of local	All public institutions with audit unit	Continuous process based on changes that are reflected from time to time by th	Are drafted and approved methodologies / guidelines specific EU Reports	State budget	

			the creation of new internal audit. (new units)			
42.6	Manual pursuant to AB and the Council of Ministers Decision criteria for the establishment of Internal Audit structures in public institutions, drafted MF Order "On the criteria and selection standards for contracting service providers of internal audit in public sector"	Ministry of Finance	Year 2012-2013	Drafted order of Minister of Finance	State budget	
42.7	Structures of AB implement audits in accordance with the AB standards and recommended measures to improve systems	All public institutions	Continuously supported the annual plan for each engagement / audit mission	Internal audit reports on findings, including cases of violations and their consequences	State budget	
42.8	Pursuant to AB Manual Command submitted to the Minister of Finance "On Procedures for conducting the activity of AB in the public sector."	Ministry of Finance	January - July 2012	Delivery of Instruction for approval to the Minister of Finance	State budget	
42.9	Submitted for approval, Methodology for external quality control and evaluation of public	Ministry of Finance	January - July 2012	Delivery of Instruction for approval to the Minister of Finance	State budget	

	sector structures AB.					
42.10	Submitted for approval, the Code of Ethics and standards for professional practice in public sector AB.	Ministry of Finance	March - October 2012	Delivery of Instruction for approval to the Minister of Finance	State budget	
43. Goal/Expected Outcomes - To maximize the transparency of tax laws and procedures, development of an flexible and efficient information model for taxpayers (taxation)						
43.1	Implementation of the system for on-line payments	General Directorate of Taxation (GDT)	2012 - 2013	Continuous updating of the IT system for online payments.	State budget	Payments of taxes to be made via web site www.tatime.gov.al .
43.2	Creation and improvement of infrastructure for the annual declaration of personal income (ADPI).	GDT / Ministry of Finance	2012 - 2013	Implementation of Law 8438 of 28 December 1998, amended by Law 10343 of 28 October 2010.	State budget	ADPI – annual declaration of personal income.
43.3	Implementation and adoption of the assessment and collection manual according to legal changes and reforms to electronic declarations.	GDT	2012 - 2013	Manual's compliance with laws and bylaws.	State budget	Clarification and uni standardization of assessment and collection procedures.
43.4	Clarification and timely updating of the electronic debt register by ensuring compliance with accounting data.	GDT	2012 - 2013	Update and maintenance of the outstanding debts system (DEPA)	State budget	DEPA – Outstanding debts.

43.5	Preparation of the necessary documentation for the purchase of a new tax system (centralized) for IT.	GDT	2012 - 2013	Improvement of the tax system.	State budget	Intended expansion of the managing capacities for tax information.
44. Goal/Expected Outcomes - To improve tax inspection procedures ('Auditing') in order to reduce their vulnerability to corruption and make the tax system less sensitive to the taxpayer.						
44.1	Development of risk management system and procedures that govern tax inspections after selection of subjects for inspection	GDT	2012 - 2013	Inclusion of other data in risk analysis, e.g. data of fiscal devices, records of purchases and sales, etc.	State budget	The inclusion of new elements in the selection formula for the control of taxpayers.
44.2	Changes proposed to improve the tax procedures, laws and bylaws, or other acts of GDT pursuant to their implementation, in order to maximize transparency and tax inspection procedures.	GDT, Ministry of Finance	2012 - 2013	The GDT's involvement in the development of initiatives for changes and improvements to normative acts.	State budget	Legal gaps identified during tax inspection operations.
44.3	Development of administrative capacities to improve tax inspection procedures.	GDT	2012 - 2013	Monitoring and supervision of operations and tax inspection procedures.	State budget	
45. Goal/Expected Outcomes - To improve the efficiency of investigations						
45.1	Improvement of techniques and methods of obtaining intelligence information on tax evasion.	GDT	2012 - 2013	Improvement of procedures and investigation	State budget	Increase in the effectiveness of investigation of tax evasion cases.

				techniques.		
45.2	Preparation of a training strategy for investigation inspectors.	GDT / Ministry of Finance	2012 - 2013	Training strategy framed	IPA Project 2007	
45.3	Increase in the efficiency of investigation and prosecution until the end of the case on trial.	GDT	2012 - 2013	Establish a database of data relating to registration of investigations, prosecutions and convictions.	State budget	More dynamic tracking of corruptive and evasive cases, and the circulation of information.
46. Goal/Expected Outcomes - To conduct the Strategic Assessment on the Threat of Corruption in the field of Customs						
46.1	The Strategic Assessment on the Threat of Corruption	General Directorate of Taxation (GDT)	2012	Strategic Threat Assessment conducted	State budget Approx. 2150.45 EUR	Strategic threat assessments not yet complete. Expected to be completed within 2012.
46.2	Framing and adoption of policies/ measures to implement the recommendations of the Evaluation	GDT	June 2012	Policies and measures for the implementation of the VSRR recommendations adopted.	State budget Approx. 2437.18 EUR	Depending on the assessment, policies and measures for the fight against will be framed.
47 Goal/Expected Outcomes - Customs legislation and procedures to be harmonized with the standards (customs)						
47.1	Changes proposed to ensure alignment, including the establishment of authorized	GDT /Ministry of	June 2012	Changes proposed	State budget	Procedural changes proposed to Ministry of Finance through the

	economic operators and simplified procedures.	Finance		Approval of changes	IPA Project 2.000.000 Euro	IPA twinning project. According to this project the whole Customs Code alongside with the violations and their verification part of will be submitted to the Ministry of Finance within the first half of 2012. The aim is to facilitate procedures, simplify them and register authorized economic operators. Total cost from IPA Project 2 million Euros.
47.2	Approval of submitted changes	Council of Ministers	2012	Changes adopted EU Reports	State budget 1433.64 EUR	
48. Goal/Expected Outcomes - Improve / strengthen customs inspection systems, to reduce opportunities for corruption and to reduce the number of physical inspections (customs)						
48.1	Revision of the criteria for the selection of subjects for physical inspection	Risk Analysis Unit	Every six months	Revision completed	State budget	
48.2	Revision and application of criteria	GDC	Every six months	Criteria have been revised Statistics have been extracted for: the number of physical inspection; the results	State budget	Newly revised criteria will apply in 2012. The risk model for 2012 is aimed at 12% whereas for 2013 the aim is to reach the European mean of 5-12%. 49834 customs declarations selected at Red Channel.

				of inspections		Based on the module of selectivity for 2011, the number of risk customs declarations was 12.9% and for 2012 is aimed at 12%, whereas for 2013 and onwards the aim is to reach the EU mean of (which varies from 5-12%.
49. Goal/Expected Outcomes - Improve management of human resources to make customs officers less vulnerable to corruption						
49.1	Legal changes proposed to establish compulsory rotation for customs officers	GDC and Ministry of Finance	June 2011	Legal changes have been proposed by the Ministry of Finance	State budget	
49.2	Approval of proposed changes	Council of Ministers	July 2011	Changes submitted to Parliament	State budget	
49.3	Framing and adoption of The Integrity Plan for the Customs Administration, based on the translation of the model by the World Customs Organisation.	GDC	March 2011	Integrity plan adopted and an action plan framed	State budget Approx. 2150.45 EUR	Detailed Integrity plan for 2012 will be drawn up
49.4	Preparation and implementation of the training plan for the Training Academy of Customs and Taxes	GDC	2012	Training Plan adopted and implemented	State budget	The new plan for 2012-13 aims at the training of anti-corruption staff in the field of administrative investigation and special investigative techniques.
50. Goal/Expected Outcomes - Set up a system to monitor effectively on-duty customs officers						

50.1	Installation of system cameras in all customs offices	GDC (with assistance from IPA 2008)	March 2012	The system of cameras has been installed	State budget	A total of 310 cameras installed (244 for surveillance, 50 for license plate reading, 18 PTZ cameras and 16 for reading the numbers of containers) in the customs points of Hani i Hotit, Bajzë, Morinë, Vlorë, Qafë-Thanë, Kapshticë, Kakavijë, Tre-Urat, Himarë. Pending the completion of the installation and testing of cameras at all border points by March 2012
50.2	Establishment of the operative monitoring centre	GDC (with assistance from IPA 2008)	2012	The operative centre has been established and is functional.	State budget 2.000.000 Euro	The system is nearly complete. During 2011, the online surveillance of the three customs points at Tre Ura, Kakavijë and Kapshticë has been operational. In 2012, the operative centre will enable the online surveillance of all customs points. Total cost: 2 million Euros.
51. Goal/Expected Outcomes - To increase transparency and public awareness of customs procedures and complaints channels						
51.1	Online publication of all customs laws and procedures	GDC	2012	All laws and procedures have been	State budget	Specifically, the Nomenclature of Goods 2011-2012, origin

				published in the online webpage of the GDC.		roadmap and part of the new Customs Code have been published. Also, work is under way to summarise all legal act relating to customs by 2012.
51.2	Publication of information on the hotline and set up of e-mail address for complaints/notifications (leaflets, instructions, legal changes, guidance on procedures, bulletins on achievements)	GDC	December 2011	Information has been published on the hotline and email address set up: antikorrupsion@dogana.gov.al	State budget	Also, the green phone is operational and has been published online on the GDC webpage and starting since 2011 there are three cases/complaints that are under verification. In 2012 and onwards there will be enhanced cooperation with the civil society and economic operators and the online webpage of the GDC will be further updated with denunciation material.
52. Goal/Expected Outcomes - Continuation of the allocation system reform of EA (economic aid), disability benefits and care services (aimed at a greater coverage and more precise targeting with EA of the poor and disabled) MoLSAEO						
52.1	Amendment to law No. 9355 of 10 march 2005 “on aid and social services”	Directorate of Social Services Policy MoLSAEO	January 2012 January 2013	Draft-law	10035.46 EUR	
52.2	Starting the piloting of criteria on which to	Directorate of	2012 -	1. Entering of the all	11469.09 EUR	The draft-decision has been

	benefit EA according to the pointed formula of Economic Aid	Social Services Policy MoLSAEO	2014	the data of applicants. 2. Calculation of points to determine the eligibility of applicants to receive EA. 3. Writing of reports on the number and economic and social conditions of applicants.		drawn up.
52.3	Framing of the draft law “on the control of Social Care Services” and control of EA.	Directorate of Social Services Policy MoLSAEO	2012	2 draft decisions	3584.09 EUR 3584.09 EUR	By order of the Minister of LSAEO and in frame of the regulatory reform on inspection, two working groups have been set up for the draw up of the draft-decision on the control of social care services and allocation of EA.
53. Goal/Expected Outcomes - Improve the efficiency of the EA scheme and disability benefits (through the application of a computerized system of social assistance that monitors the validity and accuracy of EA indicators)						
53.1	Development programmes (including the procurement of software and hardware) for IMS (information management system) of EA	Directorate of Social Services Policy MoLSAEO /	2012-2014	Programmes (including procurement of software and hardware) for IMS	1433.64 EUR	In the frame of improving the efficiency of social assistance programmes, the MoLSAEO in collaboration with the WB is framing the reference terms for a

		World Bank		(information management system) of EA conducted		project that aims to encourage horizontally the premiums of transparency and support to the reform of the EA scheme.
53.2	Preparation and development of training sessions with local administrations, Regional Offices of the staff of the SSS and the MoLSAEO on the use of IMS to manage EA	Directorate of Social Services Policy MoLSAEO / World Bank	2012-2014	Number of prepared and conducted trainings with local administration, Regional Offices of the staff of the SSS and the MoLSAEO on the use of IMS for to manage EA		
53.3	Training of social inspectors on the enforcement of penalty policies for EA, aimed at the improving the monitoring of the allocation of EA and disability benefits	Directorate of Social Services Policy MoLSAEO / World Bank/SSS	2012-2014	The number of social inspectors trained on the enforcement of penalty policies for EA	27697.86 EUR	This measure aims to strengthen the system of intelligence and correction of errors or fraud (both for the EA scheme and disability benefits)
54. Computerise the information management in employment offices and consolidate the databases for the labour market						
54.1	Publication on the internet of the lists of beneficiaries entitled to unemployment benefits.	MoLSAEO (DEP) NES	2012 - 2013	The number and manner of publications of job vacancies on the internet or other means.	507.000 Euro financed by the Swedish government – SIDA	All employment offices now have a register for all subjects that seek to declare themselves. This register is incomplete because not all subjects come to the EOs.

						With the completion of the process of computerisation of services through the implementation of the second phase of the project financed by SIDA, during 2012-2013 the information will be more complete.
54.2	Periodic publication on the internet of databanks of job vacancies.	MoLSAEO (DEP) NES	2012-2013	The number and manner of publications of job vacancies on the internet or other means.	Same as above	
55. Goal/Expected Outcomes - To reduce corruption in the allocation of funds for the encouragement of employment and vocational training through improvement of the procedures and criteria of fund openings, allocation, adoption and complaint.						
55.1	Evaluation and monitoring of employment encouraging programs with independent experts, to see their effectiveness and impact on the labour market.	MoLSAEO (DEP) NES	2012 - 2013	Application procedures for the selection of experts to conduct the evaluation of employment encouraging programs - Number of subjects applying for projects in each of encourage employment programme	3584.09 EUR to cover payment of the independent expert	During 2012, employment promotion programmes 2009-2010 will be evaluated and the resulting conclusions and recommendations of the expert will be taken in account to enhance effectiveness in implementation of these programmes.

				- Number of programmes approved by NES and Regional Directories - Assessment of encourage employment programme applied during 2011 - Number of complaints from businesses and interested subjects		
55.2	Information on programmes of the public and interested subjects	MoLSAEO (DEP) NES	2012-2013	Information in continuity of the public through the official web page	None	
55.3	Improvement of complaints procedures from subjects not entitled to encourage employment programme, in relevant regulations.	MoLSAEO (DEP) NES	2012-2013	-Reduction of complaints from subjects not entitled to encourage employment programme		
56. Goal/Expected Outcomes - Improving the functioning of regional directorates of public vocational training through the reforming of the training process in order to increase effectiveness and reduce abuse						
56.1	Improving the legal and regulatory	MoLSAEO	2012 -	Adoption of the draft	716.82 EUR for the	By improving the legal

	<p>framework governing the activities of the Regional Directorates of Public Vocational Training and more specifically: Draft decision "On the revision of Decision of the CoM no. 675 of 25 September 2003," on establishing the procedures of creating, organizing and closing of vocational training institutions, under the jurisdiction of the Ministry of Labour, Social Affairs and Equal Opportunities"</p> <p>Revision of directive for the selection criteria of instructors in the public vocational training centres.</p> <p>Adoption of a new directive for cooperation between the Regional Employment Offices and the Regional Directorate of Public Vocational Training, where special attention will be paid to the procedures for people attending courses, which have reduced fees, and which are free of charge.</p>	(DEP) MES NES	2013	<p>decision</p> <p>Increase of the number of qualified persons</p> <p>Increase the types of professions offered by RDPVT.</p> <p>Creation in the ministry of the public complaints line (publication)</p> <p>New approved directive</p>	improvement of the legal framework	<p>framework the aim is to increase the effectiveness of training centres and improve the level of instructors who will be employed in public vocational training centres.</p> <p>Increased cooperation between the Regional directorates of Public Vocational Training and Regional Employment Offices to increase the number of unemployed job seekers that train in vocational courses occupations and stricter procedures by the employment offices to reduce abusive cases of people attending courses reduced fees and free.</p>
57. Goal/Expected Outcomes - Improve system of inspection in order to reduce the inspection burden on business costs and abusive cases (labour inspection)						
57.1	Draft law "On some amendments to Law no. 9634, dated 30.10.2006 "On inspection of Labour and State Labour Inspectorate"	MOLSAEO PHI Directorate General	The second quarter 2012	Presentation of draft DCM at the CM "on the adoption of the draft", "On some amendments to Law	2738.25 EUR	Continue the revision of the legal sector with the adoption of Law no. 10433, dated 6.6.2011 "On inspection of the Republic of Albania"

				no. 9634, dated 30.10.2006 "On inspection of Labour and State Labour Inspectorate"		
57.2	Draft DCM "On the establishment and organization of the State Inspectorate MOLSAEO"	MOLSAEO PHI General Directorate	First quarter of 2012	Presentation of draft DCM at the CM "On the establishment and organization of the State Inspectorate MOLSAEO"	N/A as the drafting process is over	This act comes under Article 11, paragraph 1 of Law nr.10433, dated 16.06.2011 "On inspection of the Republic of Albania".
57.3	Draft DCM "On the rules of organization and functioning of the State Inspectorate of MOLSAEO"	MOLSAEO PHI General Directorate	First quarter of 2012	Presentation of draft DCM at the CM "On the rules of organization and functioning of the State Inspectorate MOLSAEO"	716.82 EUR	This act comes under Article 11, paragraph 2 of Law nr.10433, dated 16.06.2011 "On inspection of the Republic of Albania.
57.4	Draft DCM "On the organization of the organ of the State Inspectorate of MOLSAEO"	MOLSAEO PHI General Directorate	First quarter of 2012	Presentation of draft DCM at the CM "On the organization of organ for the State Inspectorate MOLSAEO"	716.82 EUR	This act comes under Article 51, paragraph 3 of Law nr.10433, dated 16.06.2011 "On inspection of the Republic of Albania

58. Goal/Expected Outcomes - Increase of institutional capacities of labour inspectors.

58.1	Training of inspectors and controllers of work regarding the current inspection problems.	Central Directorate Regional Directorates	March-October 2012	110 trained inspectors 12 Directorates	716.82 EUR	Conducted once a year to update information
58.2	Support with legal consultancy the labour inspectors.	Central Directorate Regional Directorates	During year 2012	12 Directorates	573.45 EUR	Giving legal technical assistance according to experienced problematic.
58.3	Training of labour inspectors to investigate serious accidents.	Central Directorate Regional Directorates	Second semester of 2012	3 Directorates	358.41 EUR	Improve knowledge of conducting accident investigations
58.4	Prepare practical guide for labour inspectors on risk assessment in different sectors with high risk.	Central Directorate Regional Directorates	Year 2012 During year 2012	Practical guide designed	358.41 EUR	Design and use of practical guides for inspectors affects the improvement of inspection process
59. Goal/Expected Outcomes - Improving the inspection process and making it more efficient, in line with contemporary standards						
59.1	Constant orientation of the Central Directorate to Regional Directorates for the inspection priorities based on the specifics of the regions and time periods.	Central Directorate Regional Directorates	Year 2012	Correspondence between central and regional level	286.73 EUR	
59.2	Performing with priority the inspections to subjects with high-risk of occupational accidents and occupational diseases.	Central Directorate Regional Directorates	During year	30 inspections	358.41 EUR	

59.3	Increasing the number of inspections in the agricultural sector.	Central Directorate Regional Directorates	April-October 2012	40 inspections	358.41 EUR	Strengthening control in agriculture to reduce informality
59.4	Increase the number of controls with the subject of children's work through inspections from 5 regional directorates	Central Directorate Regional Directorates	During summer	Inspections of the big 5 Regional Directorates	358.41 EUR	Strengthening of control to most exposed sectors to informal employment and of child labour in this period.
60. Goal/Expected Outcomes - Minimize the undeclared work						
60.1	Controlling of 4000 subjects who operate in agriculture, fisheries, tourism and construction sectors as the most exposed sectors to seasonal informal employment	Central Directorate, Regional Directorates	During summer: 2012,	Controlling of 4000 subjects	716.82 EUR	Strengthening of control to services sectors, especially during the touristic season to eliminate forms of employment that are in violation of the labour legislation.
60.2	Cooperation with the taxing authorities, to evidence the undeclared workers from the subjects, exercising joint controls at least once a year.	Central Directorate, Regional Directorates	Monthly	Lists of undeclared employees in the social security scheme	358.41 EUR	Delivery of lists each month at tax offices
60.3	Rising of preventive measures through awareness, and strengthen the measures to and the sanctions for violations of labour relations legislation.	Central Directorate, Regional Directorates	During year	Informing the employers of the updated labour legislation	716.82 EUR	
61. Goal/Expected Outcomes - Handling of Complaints						

61.1	Handling of complaints that will be presented during the year addressing IPH regarding harassment cases, corruption, or violations due to enforcement of labour legislation.	Central Directorate, Regional Directorates	During year	Number of handled complaints	358.41 EUR	
61.2	Publication of telephone number, and posting of the website to directly write the complaints related reporting the violation.	Central Directorate Regional Directorates	During year	Number of handled complaints	358.41 EUR	Cooperation between the structures of IPH, for treatment and timely verification of complaints received by the public.
62. Goal/Expected Outcomes - Institutional cooperation in the central and regional level in order to exchange information and realization of joint inspections						
62.1	Collaboration with other inspectorates in the context of inspection reform	Central Directorate Regional Directorates	During year	Number of inspections	716.82 EUR	Collaboration with other inspectorates in the context of inspection reform to reduce the cost of barriers to business
62.2	Planning and conducting professional inspections by the Regional Joint Health Institute, in collaboration with other inspectorates whenever it may become necessary.	Central Directorate Regional Directorates	During year	Number of inspections	1075.23 EUR	Conducting joint inspections according to government priorities
62.3	Exchange of information at regional level.	Central Directorate Regional Directorates	During year	Number of information	143.36 EUR	Exchange of information at regional level whenever it is needed.

Priority 9 – Fight against organized crime

Strengthen the fight against organised crime, based on threat assessment and proactive investigation, increased cooperation with regional and EU partners and better coordination of law enforcement agencies. Develop a solid track record in this area.

Analysis of situation

One of the main priorities of the government remains the fight against organized crime. Our main commitment is the further deepening of positive results achieved in this field.

To address the above recommendation with concrete measures, the main focus in the short term will be:

- Strengthening of inter-institutional coordination in the fight against organized crime, in partnership with EU and regional actors;
- The wide use of modern methods and techniques in the fight against organized crime;
- Further deepening of the measures in the fight against serious and organized crime;
- Further deepening of the measures in the fight against the trafficking of drugs and human beings;
- Further deepening of the measures in the fight against money-laundering;
- Improvement of the institutional framework in the fight against terrorism;
- Making full use of legal opportunities for the sequestration of assets that are a product of organized crime;
- Create a solid track record of statistics.

Progress achieved, as well as commitments and future activities.

The new Action Plan foresees a considerable numbers of activities, which will address the recommendations and problems, with the required indicators. Also, activities are clearly focused on inter-institutional coordination and regional and international cooperation in the fight against organised crime.

In the strengthening of inter-institutional coordination in the fight against organized crime 14 new activities against 3 in 2011 are planned. Most of these activities are represented by the subscription of inter-institutional cooperation agreements. This includes drafting and implementation of joint inter-institutional plans in the fight against trafficking of stolen vehicles and works of art.

To continue and enhance international and regional cooperation with foreign law enforcement agencies, 22 main activities against 10 for last year are planned where it is worth mentioning, the initiation of negotiations and the signing of the operational cooperation agreement with EUROPOL.

Priority was given to the measure “To implement the National Action Plan for the Fight against Trafficking in Human Beings and the National Action Plan for the fight against trafficking in children and the protection of children victims of trafficking 2011-2013”, on the realization of which 6 actions are planned.

Importance was given also to a plan to improve the capacities for the detection of cases in the region through specific trainings with specialists from the illegal trafficking sectors.

An increase in the number of proceedings in the area of money laundering will be achieved through a series of planned activities which will have measurable performance indicators attached.

Implementing the recommendation of the Progress Report of October 2011 added a new measure relating to the strengthening of the Witness Protection Directorate where 2 planned activities have been designated

In addition, an important role in the new plan is the measure relating to “It should be strengthened the fight against organized crime, based on the threats assessment and proactive investigations” through the implementation of new actions.

The focus of the structures who investigate criminal assets will be to increase the number of property investigations, which brings about an increase of seizures and confiscations.

For more information please find attached the Action Plan table with the planned activities and the required indicators⁶.

Progress achieved through the monitoring of quantifiable indicators by authorities

Cooperation with Prosecutor’s Office, FIU, and other Law Enforcement agencies, for the exchange of information has continued. FIU has submitted 160 suspicious cases of laundering of proceeds for further investigation, while the Albanian State Police has submitted to FIU, 80 requests for verification of banks accounts or different bank transactions.

Structures against money laundering of the State Police, have reported and registered, to the prosecutor’s office, 84 cases for laundering of proceeds and one case for financing of terrorism. Out of these cases 14 were based on proactive investigations. The approximate value of the assets sequestrated in six of these proceedings is 7 000.000 Euro, in cash, bank accounts and assets (cars, land, apartments, commercial premises etc).

The General Directorate for the Prevention of Money Laundering (GDPML) enforces the law through inspections. During this period, there are inspections carried out in categories such as

⁶ The revised AP has been considerably developed and elaborated in certain areas, including information and details on capacity building measures

notaries, banks, estate agencies, gambling, construction companies, financial experts, financial consultants, travel agencies, insurance companies, motor vehicle trading companies, exchange offices. During 2011 in collaboration with the Supervision Unit of the Games of Chance 10 companies which deal with the organization of gambling activities were inspected. In cooperation with the Bank of Albania 4 commercial banks and 6 exchange offices were also inspected. Besides the on-site inspections, supervision is carried out on requests sent to individuals to send their self-reports and also inspections of online verification reports and information received from banks.

In view of the legal requirement for electronic reporting of information, appropriate action is taken, to supervise and inspect the drafting and practical implementation of the reporting modules in electronic format. These are based on instructions set by the Minister of Finance and as a result over 95% of the required reports are received on-line.

Asset investigation with a view to sequestration and confiscation has continued intensively. During 2011, asset investigation structures have reported, to the prosecutor's office, 47 cases, 20 of them have been registered while for 27 of them are still under preliminary investigation. Investigations have been concluded for 11 cases, for which investigation had started in 2010.

Approximate value of the assets sequestrated and confiscated, with court decisions, during 2011, as a result of "Anti-mafia" Law, appears as follows:

- 5 cases of confiscation at 259.830.519 ALL or 1.854.078 Euro
- 11 cases of sequestration at 757.600.138 ALL or 5.406.023 Euro

Compared to the value of the confiscated assets during 2010, this is an increase of 200%.

The Ministry of Justice as the central authority for international judicial cooperation in 2011 was focused on the fight against organized crime, in application of:

- the Constitution,
- Conventions of the Council of Europe and UN Conventions in Criminal Matters,
- Bilateral Treaties on Extradition or Mutual Legal Assistance in Criminal Matters,
- Criminal Procedure Code and Law No.10193, dated 03.12.2009 "On Jurisdictional Relations with Foreign Authorities in Criminal Matters",

As for the criminal offences of trafficking of women and human beings, provided for in articles 114/b and 110/a of the Criminal Code, there have been 2 rogatory letter from abroad, 26 rogatory letters sent abroad, 9 extraditions from abroad, 3 extraditions abroad and 1 transfer of proceedings sent abroad. As for the criminal offence of trafficking of narcotic substances provided for in article 283/a of the Criminal Code, there have been 4 rogatory letters from abroad, 18 rogatory letters sent abroad, 7 extraditions from abroad, 2 extraditions abroad and 1 transfer of proceedings from abroad. As for the commission of criminal offences by a criminal organization, provided for in articles 333/a and 334 of the Criminal Code, there have been 34 rogatory letters sent abroad and 1 extradition from abroad. As for

the criminal offence of laundering of crime proceeds provided for in article 287 of the Criminal Code, there have been 4 rogatory letters from abroad, 18 rogatory letters from abroad, 7 extraditions from abroad, 2 extraditions abroad, 1 transfer of proceedings from abroad.

Based on the compared statistical data from 2010 to 2011 with reference to the criminal offence of “Trafficking in narcotic substances”, there has been an increase in the number of extraditions toward other states, mainly to Italy after the strengthening of the Bilateral Agreement with Italy on 01.08.2011 as an Addendum to the European Convention on Extradition of 13 December 1957 and European Convention on Mutual Legal Assistance in Criminal Matters of 20 April 1959 and with Kosovo and other border countries. There has been a significant increase in requests for extradition from other states toward Albania as well as an increase in the number of requests for legal assistance from the Albanian judicial authorities addressed to foreign authorities for the criminal offence of “trafficking in narcotic substances”.

In comparison with year 2010 statistics are as follows:

As for the criminal offences of trafficking of women and human beings, provided for in articles 114/b and 110/a of the Criminal Code, there have been 7 rogatory letters from abroad, 13 rogatory letters sent abroad, 8 extraditions from abroad and 3 extraditions abroad. As for the criminal offence of trafficking of narcotic substances provided for in article 283/a of the Criminal Code, there have been 1 rogatory letter from abroad, 19 rogatory letters sent abroad, 6 extraditions from abroad, 3 extraditions abroad and 1 transfer of proceeding abroad. As for the commission of criminal offences by the criminal organization, provided for in articles 333/a and 334 of the Criminal Code, there have been 5 rogatory letters abroad and 1 transfer of proceedings abroad. As for the criminal offence of laundering of criminal proceeds provided for in article 287 of the Criminal Code, there have been handled 20 rogatory letters sent abroad, 2 rogatory letters from abroad, 7 extraditions from abroad, and 1 extradition from abroad.

Capacity building training measures, as well as their monitoring and evaluation,

Joint training with the prosecutor’s office and other law enforcement agencies has continued, based on the joint training plan with the prosecutor’s office and also in the framework of the implementation of several projects. There have been 47 joint trainings conducted with other law enforcement agencies, with 471 participants from the State Police. 18 of these training have been conducted with prosecutor’s Office.

During this period there have been 23 trainings conducted for asset investigation in cooperation with PAMECA III and the Prosecutor’s Office for Serious Crimes, ICITAP, OPDAT, Ministry of Finance, and PACA Project. 7 of these have been specific on asset investigation.

Trainings conducted during 2011 have been a positive factor for the enhancement of the professional capacities of the Albanian State Police in their fight against organised crime. During 2011 structures against organised crime have benefited from 141 training where 1828 officers, or 36% of the staff, have participated.

Training regarding the international aspect of organised crime has been conducted. It is worth mentioning the conduct of two training exercises, during 2011. One for “controlled delivery” and one for “cross border surveillance” conducted in the framework of the implementation of Vienna Convention and the other one organised by OSCE Mission in Kosovo, where 8 countries of the region have been involved. British SOCA has conducted trainings for “undercover and infiltrated agents “in operations of “stimulated purchase”. Office of FBI in Bulgaria has also conducted training on “management of informant in long and complex investigations” where police officers from countries in the region have participated.

General Directorate for the Prevention of Money Laundering (GDPML), in its role with the Financial Intelligence Unit continues its efforts to prevent "money laundering" and the fight against terrorism financing. The coordination with other law enforcement agencies in the country and with international counterparts and institutions remain the main priorities for GDPML, including programs to increase public awareness.

Along with the Bank of Albania, during this period there has been training regarding the investigation of currency Exchange Offices. 119 officers from all over the country took part.

Trainings focused on the free professions such as notaries; where carried out during this period. Notaries form the Chambers of Notaries in Shkodra, Korca and Gjirokastra were trained, in close cooperation with the National Chamber of Notaries.

Furthermore, there are plans for important trainings with financial experts in collaboration with the Project of the Fight against Corruption in Albania (PACA).

Threat assessment capabilities

For the first time, structures of criminal information analysis have published the “Organised Crime Threat Assessment Report 2011” and also the Report “On Strategic Assessment of Organised Crime and Serious Crime”, which has been recognised to be an excellent tool for the fight against organised crime. This enables the identification of the most serious criminal threats and focuses effort against them.

Regarding the strengthening of institutional coordination in the fight against organized crime, the positive results in this field, especially in recent months, show good cooperation between law enforcement structures. In this connection the National Committee for Coordination of Fight Against Drugs, Committee Secretariat and The National System Office of drugs data are still functioning, which will guarantee a better coordination of institutions, as well as collection and data analyses regarding drugs at a national level.

The General Prosecution Office in cooperation with Ministry of Interior, Ministry of Defence, Ministry of Finance, Ministry of Environment and other institutions that have at their dependency Judicial Police forces, also assisted by EURALIUS experts, have established joint working groups for the drafting of sub-legal acts which have represented an obligation for the implementation of the law no 8677 of 02/11/2000 "On the organization and functioning of Judicial Police" amended with the law no. 10301, of 15/07/2010, "On some amendments and additions to the law no 8677 of 02/11/2000".

These sub-legal acts have been drafted and signed by the General Prosecutor:

- "Criteria for the definition of the difficulty, during the job of the Judiciary Police Officer"
- "Criteria for the reward for special merits for the officers of Judiciary Police, nominated by the General Prosecutor";

There have been signed:

- Joint instruction between the Minister of Interior, with prot. no. 3602/7 dated 24.02.2011 and the General Prosecutor, with prot. no. 2974/6 dated 15.12.2011 "On initiation of disciplinary proceedings".
- Joint Instruction between the Minister of the Interior and the General Prosecutor, No. 2, dated 07 November 2011, "On performance and completion of investigation of cases reported directly to the prosecution office or generally initiated by it".
- The draft agreement "On the continuous training of judicial police agents and officers", between the General Prosecution's Office, Ministry of the Interior and the School of Magistrates. General Prosecution and the Ministry of Interior have approved the draft agreement. Pending the approval by the School of Magistrates.

There have been drafted and sent for an opinion these sub-legal acts:

- Draft joint instruction of the General Prosecutor, the Minister of Interior, Minister of Defence, Minister of Finance and Minister of Environment, Forests and Water Administration, "On the competition procedures for appointment to the sections of the Judicial Police." The Ministry of Interior has sent its opinion to the General Prosecutor's Office, the letter no.58 / 3 prot., Dated 21 February 2012. It is expected delivering of the final draft from the General Prosecution's Office for its signing.
- Draft Instruction of the General Prosecutor "On the method of evaluation of individual job performance of officers of sections of the Judicial Police." In a letter no.4860 / 4 prot., Dated 19 January 2012, the Ministry of Interior has sent its opinion to the General Prosecutor's Office.

- It has been sent for an opinion to EURALIUS the sub-legal act “On appointment of the organigramme in the sections of Judiciary Police”

Implementation of the National Action Plan for combating the trafficking in human beings, focusing on aspects beyond law enforcement, such as mechanisms for early identification and medical and psychological assistance to victims, information, interpretation services, etc.,

Structures against illicit trafficking have developed evidence of 72 cases of exploitation of prostitution, where 90 people have been identified, 17 have been arrested, and 64 are prosecuted on bail while 9 have been declared wanted. 17 cases for trafficking of women have been evidenced during 2011, 24 perpetrators have been identified, 11 of them have been arrested 11 are prosecuted on bail and 2 have been declared wanted.

Mechanisms for early identification:

The National Action Plan on Combating Trafficking in Persons 2011-2013 provides for a large number of activities aimed at identifying and referring the greatest number of victims/potential victims of trafficking. Upon identification and referral VoTs/potential VoTs obtain rehabilitating and reintegrating services, despite their intention to cooperate with law enforcement authorities.

Fifty eight (58) victims of trafficking have been identified: (37 adults and 21 children), all Albanian nationals. The identification and referral process has been in full compliance with the *Procedures for the Identification and Referral of Victims of Trafficking*. The Procedures have been adopted by the Decision of the Council of Ministers no.582, dated 27.7.2011 “*On the adoption of standard operating procedures for the identification and referral of potential victims/victims of trafficking*”.

Currently, the Office of the National Coordinator on Trafficking in Persons is conducting trainings in 12 regions throughout the country, with the participation of representatives from: State Police (Sector on the Fight against Illicit Trafficking), Border Police, Sector on the Protection of Minors and Domestic Violence, State Social Services, Sectors on the Prevention and Investigation of Crimes, Regional Directorates of Public Health, Regional Directorates of Education, State Inspectorate of Labour.

Currently, Office of the National Coordinator on Trafficking in Persons is working on the revision of the *Agreement*, as a result of the new dynamics of the phenomenon.

Government support for the anti-trafficking shelters:

In Albania, there are four shelters that provide services for victims/potential victims of trafficking: National Receptive Centre for Victims of Human Trafficking-Tirana; Different and Equal Non-Profit Organization – Tirana; “Vatra” Non-Profit Organization Vlora; “Tjeter Vizion” Non-Profit Organization, Elbasan.

The Ministry of Labor, Social Affairs and Equal Opportunities administers the National Receptive Centre for Victims of Human Trafficking. The Centre offers assistance for the rehabilitation and reintegration of victims of trafficking. For the year 2011, 40,9 million ALL (2931786.91EUR) were allotted to the Centre; during year 2010, the Centre received funding in the amount of 28.4 million ALL (2035764.01 EUR).

The Ministry transfers funds (for food expenses) to the Social Protection Program for victims of trafficking beneficiaries, who receive social services from providers of non-government shelters. In Albania there are three non-government shelters that provide services for victims/potential victims of trafficking: Tjeter Vision, Different and Equal, Vatra. Shelters have benefited these funds throughout the year 2011. The allocation of funds is made based on the information of the number of beneficiaries provided by shelters.

Services provided in shelters:

Upon identification and referral in the shelter, the multidisciplinary team of the shelter carries out an evaluation of the situation of the victim and his/her needs. The victim/potential victims of trafficking receive various services within the shelter or at home. All the victims/potential victims of trafficking identified (58 in total) have received the following services:

-Psycho-social assistance/counselling: Shelters have carried out more than 500 individual counselling sessions with beneficiaries.

- Legal Assistance: The shelters carry out legal evaluations for all new beneficiaries that are accommodated in them. In addition to the legal evaluation, the shelter's lawyers follow processes of girls that have filed charges, and inform the beneficiaries about different legal issues, in full cooperation with law enforcement authorities.

- Medical Assistance: During their stay in the shelters, the beneficiaries undergo continuous examinations by the shelters by doctors and respective specialists. The health services are provided in full cooperation with the Regional Directorates of Public Health. To improve on these services ONAC has established a working group, by *the Joint Order No.2551/3, dated 28.7.2011 "On the Establishment of a Working Group"*. The group will analyze and recommend ways to facilitate further the receiving of medical services.

- Education: The shelters, in cooperation with the regional educational directorates have made it possible for a number of beneficiaries to enrol in schools and continue their education. 30 victims/potential victims of trafficking have been enrolled in school.

- Employment: the shelters in cooperation with the Regional Employment Directorate have made possible for the employment of 35 beneficiaries. Eight small businesses have been established during the last two years by beneficiaries of the shelters.

- *Assistance for the children of the beneficiaries:* The shelters offer care for children whose mothers are victims of trafficking.

- *Financial support and long-term accommodation:* Shelters report that 33 beneficiaries and 11 children were given assistance during the second and third stages of the program. Of these, 26 cases and 10 children were assisted in apartments. 7 cases and 1 child were assisted in families. 4 new beneficiaries and their 3 children have entered the program and have been immediately assisted with apartments. 8 empowered beneficiaries have moved to the third stage of the program, living independently.

- *Shelters also provide: Social activities outside the shelter: Occupational activities: Reunion with families: Monitoring and follow up of cases*

Detection and investigation of drugs trafficking

In terms of the further deepening of the measures in the fight against drugs, it should be noted that there have been many positive results. During 2011, the structures against narcotics have carried out 49 operations where special investigation techniques were used, against 48 carried out during 2010. 48 criminal groups involved in drug running have been dismantled, while 47 have been dismantled during 2010. There were evidenced 653 cases of drug-related crimes while 533 have been evidenced during 2010. 962 perpetrators have been identified of whom 730 arrested/detained, while during 2010, 812 perpetrators have been identified 631 of whom have been arrested / detained.

Compared to 2010 there is an increase by 22.5 % of seizure of drugs; there is an increase by 18.5 % of the number of perpetrators identified; the number of arrested/detained persons has increased by 15.7 %; the amount of heroine seized has increased 38 %; the amount of marijuana seized has increased by 5.4%, while there has been a decrease in seizure of cocaine by 32.8 %.

In the field of prevention on narcotic plants cultivation the relevant action plan has been implemented. During 2011 Crime Prevention Structures have conducted 89 police operations where 21,267 cannabis plants have been destroyed, 79 persons have been criminally prosecuted, 47 of them have been arrested. 32 airborne operations have been conducted, for the identification of fields with narcotic plants. 1300 police officers have participated in the above mentioned operations.

Progress has been made by the State Police in strengthening of border control for the prevention and repression of drug trafficking. Purchase of new equipment for border police, 7 vessels for the control of blue border and 4 fully equipped 4x4 cars for the control of green border have been delivered to the Border and Migration Police, which are fully operational. The training of border police staff on risk analysis, ways and techniques of checking vehicles and passengers have been conducted. Trainings which have been organised on vehicle checks at BCP-s Morine, Bllate, Kapshtrice and Kakavija have continued.

The new national strategy against drugs for 2012-2015 is finalized and within the month of January 2012 additional comments were requested from relevant ministries. Within the first trimester of 2012 it is expected to be adopted by Council of Ministers and signed by Prime Minister. The document is accompanied by a detailed financial plan.

National Drugs Information Centre is already established as an office within the Department of Epidemiology and Health Systems at Institute of Public Health. Two specialists will work full time and two others will be involved part time in its activities. Structural adaptations are proposed to Minister of Health and its approval is expected within the first trimester of 2012. The appropriate infrastructure is provided and refurbishment is underway. Hardware and software technology is provided by UNODCS. Capacities are being developed in collaboration with EMCDDA.

Other important measures undertaken include the following:

- The first full National Report on drugs is prepared
- All epidemiological standards are adopted in Albanian
- First ESPAD survey in Albania is developed
- A detailed operational plan for national drug information systems is developed.

Establishment of a reliable system of statistical reporting and the consolidation of a track record in the fight against organised crime

The European Union funding, through IPA has extended 2.2 million euro for the Case Management to the General Prosecutor's Office for Computerization. The implementation of this investment will last till 2013 and it includes programming and installation of equipment. At the moment our Office has drafted technical specifications of hardware equipment (platform upon which CMS will be installed) and technical specifications of CMS software program. There are also drafted terms of reference for this project.

The coordinators of EU have contracted 2 foreign experts for a period of 2 months who will be present at the General Prosecutor's Office to assist in drafting and designing the Rules of CMS project. This is the last phase after which will be held the tender for the said project. Case management will help us and the Police Services to generate better statistics, compatible with each other.

Another important aspect is the improvement of the MEMEX system and the purchase of more licenses. 28 new licenses have been purchased in order to expand the use of this system. The training of all operators and users of MEMEX was finished. "Patriarch" the new System, has started and will be cascaded down. The registration system of data which are administrated in manual format in criminal archives, in MEMEX is an ongoing process; there have been 85 % of them registered, while the process is expected to finish in March 2012.

In the field of regional cooperation, the performance of State Police is increased by the improving the use of intelligence led policing throughout the structures against serious and

organized crime. During the reporting period, international cooperation against drug trafficking has been enhanced. International cooperation in the fight against organised crime continues. 37 joint operations have been successfully conducted, 29 against trafficking of narcotics - one of them “controlled delivery” type - with 42 persons arrested in Albania, and 7 against illicit trafficking with 16 persons arrested.

Cooperation with EUROPOL has been strengthened. During 2011, the secure communication links with EUROPOL has been established and the agreement for the interconnection of computer system has been signed, while work is ongoing to implement it. EUROPOL conducted the audit for the state of play of data protection in Albania. The report is due to be published. The decision of EUROPOL JSB is expected in order to start the negotiations for the signing of the operational cooperation agreement. A cooperation agreement was signed with EULEX. A cooperation agreement in the fight against narcotics has been signed with the Federation of Russia.

In pursuance of international acts, the Ministry of Justice is determined to successfully implement all requests for international judicial cooperation both from foreign and domestic authorities. Such implementation will be made possible either through the extension of the international judicial cooperation or the improvement of the existing one.

The FIU has actively participated in meetings organized by MONEYVAL and Egmont Group, with a particular focus to the plenary sessions and the exchange of best practices among member countries.

Regarding further strengthening of data protection in the police, the “The regulation for data security and protection in the State Police” has been adopted by order of the Minister of Interior No. 330, dated 04.07.2011. Training of the police officers continues. There have been three training sessions conducted with the participation of 35 police officers. During February-March 2011 the audit for the collection, processing and distribution of personal data in Regional Police Directorate of Vlore, Tirana, Kukes and Shkoder have been conducted. The reports of the audit have been published in April and also distributed. During October – December 2011 the audit for the collection, processing and distribution of personal data in Regional Police Directorate of Korce, Fier, and Shkoder in General Directorate have been conducted. The reports are due to be published by mid February 2012.

Action Plan for priority 9

Key priority 9: Strengthen the fight against organised crime, based on threat assessment and proactive investigation, increased cooperation with regional and EU partners and better coordination of law enforcement agencies. Develop a solid track record in this area.						
1. Goal/ Expected Outcomes - Strengthening of inter-institutional coordination in the fight against organized crime						
No.	Planned measures/ activities	Responsibility / Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
1.1	Signing of cooperation agreements/memorandums with FIU, Customs Administration, Tax Administration, General Directorate of Road Transportation, General Directorate of Civil Registry and Office for Registration of Immovable Properties for the common use of databases of these institutions.	MoI MoF MoJ GDSP MoYSC	End of 2012	1. Signature of agreements/memorandums. 2. Installation of an electronic program in 35 Immovable Property Registration Local Offices, which monitor the reporting of transactions 43009.10 EUR, data being transferred to the Directory of Money Laundering Prevention	Administrative Costs	IPRO has the status of the Institution for Reporting of data on the creation of a joint database.

				database		
1.2	Strengthening of institutional coordination in the fight against (organized) crime.	GDPML GDSP GPO Ministry of LSA Ministry of Tourism	First six month of 2012	Signature of MoU	Administrative Costs	<p>In the EU progress report of 2011 it is specifically estimated the strengthening of institutional cooperation of GDPML precisely because of its proactive activity to return in time the replies on the directed requests, to refer the information for allegations to the GP, for sending additional information, initiating meetings for analysis in general as well as for special cases. Addressing in every case of the problems that are encountered in this collaboration in order to improve them.</p> <p>The efforts will still follow to sign a MoU with;</p> <ul style="list-style-type: none"> - GDSP for the electronic exchange of information and the access to TIMS. - The Ministry of Labour and Social Affairs and the Ministry of Tourism, as supervising authorities of certain categories of entities.

						We would suggest again the creation and adoption of specific guidelines in the framework of the implementation of MoU for the establishment of JIUs, in the function of a more effective coordination for following the cases detected by GDPML and referred to in JIU.
1.3	Active participation in the meetings of Egmont Group, MONEYVAL Committee and the sharing of best practices with international partners.	GDPML MoJ	During the year 2012	Participation in the organized meetings and the relevant reports	Administrative costs	Reflect best practices in the action plan for the implementation of Moneyval. Recommendation
1.4	Increase training and inspection of institutions, in order to increase the online reports as well as the number and quality of suspicious activities reports. In cooperation with BoA, 3 joint trainings and 5 other trainings with AFSA, GC and Chamber of Notaries with the participation of 150 participants.	GDPML BoA AFSA GC Other Supervising/Licensing Authorities	During the year 2012	Organization of trainings and inspections of the subjects of law	Administrative costs	Increased number of inspections. Improvement in the number and quality of Currency and SARs reports. On-line reporting of all transactions
1.5	Continuous control not only by GDPML but also by the supervising authorities of the subjects of law. Increasing 10% joint inspections with Supervising Authorities.	GDPML BoA, AFSA, GC, other Supervising/Licensing	During 2012	Joint inspections with the Supervising/Licensing Authorities	Administrative costs	Improvement and increase of the number of reports.

		Authorities				
1.6	Strengthening of the professional standards of law enforcement agencies.	All the institutions involved	During the year 2012	Raising the level of financial and criminal investigation for the cases of money laundering.		<p>Even during 2011, GDPML has actively participated work analysis in JIUs or joint workshops. We have requested feedback on the submitted cases, (on the way they are treated and evaluation for the quality of their analysis), presenting not only written reactions for not adequate solutions of the referred cases (for which we have received information), demanding the unification of practices, their treatment, the decisions that are taken.</p> <p>It is required a more active participation in activities of the twinning project with Spain in order to benefit as much as possible from it in order to raise the level of financial and criminal investigation for the cases of money laundering.</p>

1.7	Nationwide risk assessment in the field of money laundering and terrorism financing.	GP GDSP GDPML GDC GDT BoA SIS	November 2012	The drafting of document	Administrative costs	Impact on increasing the detection capabilities and the quality of supervision
1.8	Establishment of a joint inter-institutional Working Group for the monitoring of the fight against the theft and trafficking of works of art and culture, with the participation of every relevant institution.	MoI GDSP MoTCYS GDC	First six month of 2012	Monitoring of the fight against theft and trafficking of works of art and culture		
1.9	Signing of inter-institutional cooperation agreements to grant access to the database of NCCAI (National Centre of Cultural Assets Inventory) for the rapid and correct exchange of information for every object of cultural heritage.	MoI GDSP MoTYSC NCCAI Institute of Archaeology	July 2012	Signature of agreements		
1.10	Unification of the catalogue of losses in the database of NCCAI with ASF 2 Interpol in order to have correct and timely information at international level and to fill in data on the lost objects according to Interpol format.	MoI GDSP MoTYSC GDC	2012-2013	Unification of the catalogue of losses in the database of NCCAI with ASF 2 Interpol		
1.11	Delivery of joint trainings for the prevention and combat of the trafficking of works of arts.	MoI GDSP MoES MoTYSC	During 2012	Delivery of 2 joint trainings with 30 participants as per the approved plan		
1.12	Approval and implementation of the	MoI	April 2012	Monitoring of the	According	

	additional National Action Plan for the prevention and combat of the trafficking of motor vehicles.	MoF MoETE		implementation of the measures defined in the action plan	to PBA	
1.13	Establishment at central level of the Task Force for the monitoring of the implementation of tasks of the National Action Plan and analysis of trend developments in the trafficking of stolen motor vehicles. - Delivery of joint trainings on the prevention and combat of the trafficking of motor vehicles.	MoI MoF MoETE MoI MoF MoETE	April 2012	Training of 40 police officers according to the plan		
1.14	Analyses and joint monitoring of the implementation of the relevant strategies and actions plans.	Technical Secretariats or Committees where relevant institutions are part of.	September 2012	In every three months, it will be developed analyses for monitoring results.		
1.15	Adoption of the joint order for the "Definition of the National Focal Point in the framework of SELEC	MoI MoJ GPO MoF	March 2012		Administrative costs	
2. Goal/Expected Outcomes - Improving the criminal justice regarding the avoidance of delays in criminal proceedings.						
2.1	Completion of the activities specified in the	MoJ and	2012 and	the respective	costs of the	

	Action Plan for Recommendation no. 7 on efficiency, accountability and transparency of the judicial	responsible institutions for the Rec no 7	following	indicators Determined for the measures of recommendation no. 7	measures provided for in recommendation no. 7	
3. Goal/Expected Outcomes - Continuance of joint trainings with Prosecutor Office and other law enforcements agencies, in order to enhance the cooperation between police and prosecutor office						
3.1	Drafting of a joint training plan with the Prosecutor's Office on investigation of organized crime. - Delivery of joint trainings with the Prosecutor's Office and other law enforcement agencies.	MoI GPO MoI GPO MoF	February 2012 During 2012	Delivery of 10 joint training courses according to the plan		
3.2	Signing of the agreement "On the continuous training of judicial police agents and officers"	GPO MoI Magistrates' School	March 2012			
3.3	Organization of the first meeting of the board of continuous training of judicial police.		Within April 2012			
4. Goal/Expected Outcomes - Development of specialised training courses on international aspects of organized crime						
4.1	In cooperation with the Secretariat of SEE Police Cooperation Convention (Vienna	MoI MoJ	2012			

	Convention), needs for international training “on the implementation of this Convention” will be identified”	GPO				
4.2	Delivery of a regional training in the framework of the Project CoE Cyber Crime and IPA in the area of cyber crime.	MoI	During 2012	15-20 Police officers		This activity will be accomplished in cooperation with CoE.
4.3	Delivery of two training courses on the fight against drugs, international trafficking routes, special investigation techniques, including simulating actions.	GDSP	19.01.2012 07.09.2012	Delivery of two courses with 44 participants from police according to the plan.		
4.4	Continuing of the implementation of the Twinning Project AL-2009-IBJH-03 with Spain and Bulgaria for structures against money laundering, financial crime and Organised Crime.	GPO GDSP ASKA	During 2012	12 courses for State Police according to the plan, component 4 and 10 joint ones with other LEAs		
4.5	Regional training on techniques of undercover policing	GDSP	May 2012	10 participants from ASP		Participants from Montenegro, Kosovo and BiH will participate also. The training will be delivered by experts of US law Enforcement Agencies
5. Goal/Expected Outcomes - Enhancement of data protection within police						
5.1	Drafting and approval by the Personal Data Protection Commissioner of the Instruction “On period of keeping the personal data by	CPDP GDSP	The first 3 months of the year 2012	Approval of Instruction	Administrative Costs	This Project/Instruction has been prepared with the support of the project EU-IPA 2009

	police units". (This act will be completed in cooperation with GDSP, based on the draft prepared by foreign experts in the framework of the Project EU-IPA 2009 "Strengthening of the Office of Personal data Protection Commissioner").					"Strengthening of the Office of the Commissioner for Personal Data Protection", within the European best practices in this field (the model used by EUROPOL) and in accordance with the law No. 9887, dated 10.03.2008 "On protection of personal data".
5.2	Signing of a "Cooperation Agreement with General Prosecutor's Office".	CPDP GPO	Deadline until October 2012	Signature of agreements	Administrative Costs	The Commissioner for the Protection of Personal Data by assessing the importance of personal data processed by the Prosecutor, and starting from the suggestions by the project EU-IPA 2009 and EURALIUS, consider as necessary the signing of this bilateral agreement. The purpose is to contribute on issues related to personal data protection, prevention and avoidance of cases of law violations, etc.
6. Goal/Expected Outcomes - Wider use of special investigative methods						

6.1	Drafting and adoption of standard procedures for Monitoring Room of secret police operations.	GDSP (Department against Organised Crime and Serious Crimes)	March 2012	Adoption of standard procedures for Monitoring Room of secret police operations		
6.2	Enhance of technical capacities operations' structures, the purchase of new equipment.	GDSP (Department against Organised Crime and Serious Crimes)	During 2012		93186.38 EUR	
6.3	The number of operations using the special investigative methods will increase by 5 %.	GDSP (Department against Organised Crime and Serious Crimes)	During 2012	Increase by 5 % of the number of operations in 2012 as against 2011 (during which 118 operations were conducted)		
7. Goal/Expected Outcomes - Increase of forensic police capacities, include DNA examination						
7.1	Establishment of data bank of DNA in cooperation with PAMECA and OSCE.	GDSP (Forensic Police Directorate)	Until December 2014			Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.

7.2	Accreditation procedures for DNA laboratory, aiming at meeting the required standards	GDSP	Until the end of 2014			This activity will be accomplished in cooperation with Donors (PAMECA, ICITAP, OSCE)
8. Goal/Expected Outcomes - Establishment of a reliable statistical reporting system						
8.1	Preparation of necessary legal acts, adoption for implementation of the Project “Management of the statistical analysis by means of digital maps”.	GDSP	July 2012			Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
8.2	Implementation at Tirana Police Directorate of the Pilot Project for supplementary events’ reports.	GDSP GPO	During the year 2012			Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
9. Goal/Expected Outcomes - Drafting and adoption of national strategy for fight against narcotics in 2011, based on the gained experience						
9.1	Approval of the new strategy and its action plan.	MoH MoI MoJ MoF MoES MoAFCP MoEFWA MoD GPO	June 2012			The draft Strategy is sent to the line ministries for final consultations.

		SIS				
10. Goal/Expected Outcomes - Further reduction of cannabis sativa cultivation						
10.1	Reduction of the cultivation of narcotic plants, by implementing the National Strategy against Drugs, the relevant Action Plan, the Action Plan for the Prevention of the Cultivation of narcotic Plants, as well by increasing the number of police operations.	MoI GDSP Local Government	September 2012	Implementation of the action plan will lead to the reduction by 5% of the cultivation of narcotic plants The planned 150 police operations will enable the destruction of the cultivated plants and arrest of the growers.		Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
10.2	Drafting of the Action Plan “On the prevention of the cultivation of narcotic plants and taking to Court the offenders”. - Organisation and holding of meetings of the Central Staff at MoI and of the 12 regional boards for the fight against cultivation of narcotic plants.	MoI GDSP Local Government	March 2012 March-April 2012	Action Plan Holding of 13 regional and national conferences will raise the awareness in the community and other actors in		

	<ul style="list-style-type: none"> - Organisation and holding of regional conferences and of the National Conference on the fight against the cultivation of narcotic plants. - Organisation and holding by local police structures of meetings with representatives of government institutions, bodies of local authorities, chairmen of quarters/villages to assign tasks and responsibilities in the fight against the cultivation of narcotic plants. - Perform air- monitoring by helicopters to evidence the parcels planted to narcotic plants. - Conduct operations to destroy the plots planted to narcotic plants and crush in continuity the criminal individuals/groups, deploying 10-15 officers and 2-4 vehicles for each operation. 		<p>April 2012</p> <p>April-June 2012</p> <p>June-August 2012</p> <p>June - September 2012</p>	<p>the area of prevention.</p> <p>Holding of 300 meetings of police structures with representatives of the local government will assign more obligations and responsibilities in the area of prevention.</p> <p>Conduct 20 airborne monitoring missions.</p> <p>The planned 150 police operations will enable the destruction of the cultivated plants and arrest of the growers.</p>		
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10.3	Drafting of the Operational Plan “To control, monitor, evidence, destroy the plots planted to narcotic plants “Cannabis sativa” and taking to Court the offenders”.	GDSP	May 2012			
10.4	Drafting of the Operational Plan “On air-monitoring by helicopters to identify the areas planted to narcotic plants “cannabis sativa”.	GDSP	June 2012			
10.5	Delivery of training at all 12 Regional Police Directorates for officers engaged in the investigation and prevention of crimes on procedures to deal with the cases of narcotic plant cultivation.	GDSP	April-May 2012	Training of 40 participants according to the Matrix		
10.6	Provision of technical assistance by INTERFORCA Mission and Ministry of Defence in the fight against narcotic plants and provision of equipment for the identification of areas planted to narcotic plants, like cameras, binoculars, photographing apparatus, etc.	MoI GDSP MoD	April-September 2012			
11. Goal/Expected Outcomes - Further strengthening of border control for the prevention and repression of drug trafficking						
11.1	Continue with the training of border police staff on risk analysis, ways and techniques of checking vehicles and passengers, etc.	GDSP	During 2012			For more information refer to 2012 Training Matrix attached.
	- Training in the area of surveillance of sea	MoD	During 2012	Delivery of		According to the Training

	<p>space.</p> <p>- Training on improvement of procedures for the control of the surveillance of borders according to Schengen Procedures</p> <p>- Training on regional and international cooperation on actions and joint patrols, joint centres of information exchange, joint BCPs, etc.</p> <p>- Training on improvement of Risk Analysis and information processing to enhance the efficiency of BCPs to combat trans-border crime.</p>	<p>EXBS</p> <p>GDSP</p> <p>GDSP</p> <p>GDSP</p>	<p></p> <p>During 2012</p> <p>During 2012</p> <p>During 2012</p>	<p>training for 259 border police officers to enhance their professional skills</p> <p>Delivery of training for 295 participants</p> <p>Delivery of training for 90 participants</p> <p>Delivery of training for 30 participants</p>		<p>Matrix.</p> <p>These activities will be accomplished in cooperation with PAMECA, Guardia di Finanza, OSCE.</p>
<p>12. Goal/Expected Outcomes - Further enhancement of inter – institutional cooperation on the fight against narcotics trafficking</p>						
12.1	<p>Based on the UNODC initiative, within the framework of the regional project, based on a joint agreement, there will be established a common structure among border police, anti-drug services and customs, which will be called “the office for containers’ control”.</p>	<p>MoI</p> <p>MoF</p>	<p>During 2012</p>	<p>Establishment and functioning of the joint unit</p>		

13. Goal/Expected Outcomes - Continuation and enhancement of international cooperation with foreign law enforcement agencies

13.1	Exchange of undercover agents for realisation of special operations against organised crime.	GDSP	During 2012			According to investigation requests by regional counterparts
13.2	Implementation of Regional Project Cooperation in Criminal Justice: “The Protection of Witnesses in the Fight against Serious Crimes and Terrorism (WINPRO)” in the Western Balkans Countries, Albania, Bosnia & Herzegovina, Macedonia, Serbia etc.	GDSP	During 2012			
13.3	Establishment of joint investigation teams with regional and European counterparts.	GDSP	During 2012	Upon need		
13.4	Signing of the agreement with Austria “For exchange of data on asylum and migration management”.	MoI	During 2012			
13.5	Completion of negotiations related to the amendment of the cooperation agreement with Germany (extension of cooperation areas).	MoI	During 2012			
13.6	Signing of the agreement with CEPOL.	GDSP	During 2012			
13.7	Initiation of negotiations and signing of the operational cooperation agreement with EUROPOL.	MoI	2012	Signature of agreement		
13.8	Drafting of a handbook on regional	GDSP	During 2012			

	cooperation with Montenegro and Macedonia, etc.					
13.9	Cooperation Agreement on Extradition between the Council of Ministers of the Republic of Albania and the Government of Kosovo.	MoJ MoFA	August 2012	Signature of Agreement	3053.65 EUR	
13.10	Cooperation Agreement between the Council of Ministers of the Republic of Albania and the Government of Kosovo on transfer of sentenced persons.	MoJ MoFA	August 2012	Signature of Agreement	3053.65 EUR	
13.11	Cooperation Agreement between the Council of Ministers of the Republic of Albania and the Government of Kosovo on mutual legal assistance in criminal matters.	MoJ MoFA	August 2012	Signature of Agreement	3053.65 EUR	
13.12	Signing of the International Convention on Regional Arrest Warrant in the Southeast European Countries.	MoJ MoFA	December 2012	Signature of Convention	1749.04 EUR	
13.13	Draft law “On ratification of the agreement in the field of judicial cooperation between Albania and Eurojust”.	MoJ MoFA Commissioner of Data Protection GPO	December 2012	Approval of Law	2738.25 EUR	
13.14	Agreement between the Council of Ministers of the Republic of Albania and the government of Serbia on extradition.	MoJ MoFA	August – December 2012	Signature of Agreement	3053.65 EUR	
13.15	Agreement between the Council of Ministers of the Republic of Albania and the	MoJ MoFA	August – December	Signature of Agreement	3053.65 EUR	

	Government of Serbia on mutual legal assistance in criminal matters.		2012			
13.16	Agreement between the Council of Ministers of the Republic of Albania and the Government of Serbia on recognition of judgments in criminal matters.	MoJ MoFA	August – December 2012	Signature of Agreement	3053.65 EUR	
13.17	Agreement of the Council of Ministers of the Republic of Albania and the Government of Bosnia-Herzegovina on mutual legal assistance in criminal matters.	MoJ MoFA	August 2012	Signature of Agreement	3053.65 EUR	
13.18	Agreement of the Council of Ministers of the Republic of Albania and the Government of Algeria on mutual legal assistance in criminal matters.	MoJ MoFA	August 2012	Signature of Agreement	3053.65 EUR	
13.19	Drafting and submission of the Report of the Minister of Justice to Parliament on inspections held during 2011 based on law “On organization and functioning of the Prosecutor’s office in the Republic of Albania”	MoJ	March 2012	Development of the relevant session in the Parliament	Administra tive Costs	
13.20	Drafting and submission of annual recommendations of the Council of Ministers to the General Prosecutor on the fight against criminality based on law “On organization and functioning of the Prosecutor’s Office in the Republic of Albania”	Council of Ministers MoJ	March 2012	Submission of recommendations to the General Prosecutor	Administra tive Costs	Drafted by MoJ and approved by Council of Ministers.
13.21	Exchange of information exchange with foreign law enforcement agencies in any	GDSP	During 2012			

	occasion when international connections are evident with regard to the trafficking of narcotic substances. - Actively participate in all regional projects on the fight against drug trafficking (BESA, DRUG POLICING BALKAN etc).					
13.22	Increase the number of international operations by 5 % in cooperation with Regional and EU counterpart law enforcement agencies engaged in the fight against organised crime.	GDSP (Department against Organized Crime and Serious Crimes)	During 2012	During 2011, 36 international operations have been conducted.		Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
13.23	Continuation of implementation of EC Regional Project DET ILECU II	GDSP MoJ GPO FIU Customs Administration	Till December 2012			Albanian LEAs will continue to participate in the activities conducted in the frame work of DET ILECU II project, together with the LEAs of Croatia, Montenegro, Macedonia, Kosovo, Serbia and BiH.
14. Goal/Expected Outcomes - It should be assessed the implementation of the existing activities and should be drafted new strategies						
14.1	In cooperation with the Secretariat of SEE Police Cooperation Convention (Vienna Convention) work will continue to set up	GDSP Serious Crime Prosecutor's	During 2012			

	joint investigation teams to investigate the trafficking of human beings in the countries of the region.	Office, MoJ				
14.2	Implementation of the National Action Plan “On Prevention and Fight against Trafficking of motor vehicles” and fulfilment in time of the tasks planned.	GDSP MoPWT MoF etc	2012			Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
14.3	Every three months will be organised periodic meetings of the actors involved in this action plan; data and trend analysis of this phenomenon and definition of concrete tasks or conduct joint operations with the local structures	GDSP MoPWT MoF etc	Every three months	Analyses of trends and conducting joint operations.		
14.4	Implementation of the National Action Plan “On prevention and Fight against Trafficking of Works of Art and Culture” and setting up of a Task Force group at central level which will analyse the phenomenon, the information and define tasks for the future to prevent the phenomenon as well as monitor task implementation as per determined datelines. - Preparation of a summary report by RPD on cultural inheritance funds in their respective regions for the archaeological parks, history and archaeology museums, state archives, objects of cult, valuable monuments of culture and places where they are administered and displayed.	MoI GDSP Customs MoTCYS etc GDSP	2012 During 2012	Data analyses and the implementation of tasks defined in the DCM, concrete results of prevention.		

	-Training of the specialists of the structures engaged in the fight against illegal trafficking (against theft and trafficking of works of art) to become familiar with the national and international legislation (Conventions of UNESCO) in the area of arts and culture.	GDSP	During 2012	Delivery of two courses with participation of 30 police officers according to the Training Matrix		
15. Goal/Expected Outcomes - To implement the National Action Plan for the Fight against Trafficking in Human Beings and the National Action Plan for the fight against trafficking in children and protection of children victims of trafficking 2011-2013⁷						
15.1	To implement the National Action Plan for the Fight against Trafficking in Human Beings and the National Action Plan for the fight against trafficking in children and protection of children victims of trafficking 2011-2013	ONAC, Line Ministries, 12 Local Anti-trafficking Committees, Shelters	December 2013	The successful implementation of the activities of the Action Plan. All the indicators in the National Action Plan	Existing resources ⁸	The Office of the National Anti-Trafficking Coordinator has compiled and disseminated the <i>Report on the Implementation of the National Action Plan for the Fight against Trafficking in Human Beings 2011-2013, January –June 2011</i> . You can find the report on the website: http://www.uranushost.com/moi/new/doc/raportiluftakundert

⁷ The Office of the National Anti-Trafficking Coordinator publishes six months reports and yearly reports on the implementation of the National Action Plans.

⁸ All the agencies that have the responsibility of implementing the activities outlined in the Action Plan are required to project the necessary resources to implement the activities.

						rafikimit_eng.pdf ONAC is currently working on the <i>Annual Report on the Implementation of the National Action Plan for the Fight against Trafficking in Human Beings 2011-2013</i>
15.2	To develop awareness raising campaigns on THB, based on research related to target audience with frequently updated materials and messages	Office of the National Anti-trafficking Coordinator (ONAC), Local Anti-trafficking Committees	On-going	Number of campaigns. Number of participants.	Existing Resources ⁹	From June 2011, the Office of the National Anti-Trafficking Coordinator in cooperation with the coalition “Together for a Thorough Care for Children” has undertaken a nationwide campaign against exploitation of children for labour and begging under the slogan “ <i>Childhood is not exploitation for labour</i> ”. Activities have been held in the city of Shkodra, Kuksi, Korca, Durrresi, Vlora, and Tirana. Under the leadership of the National Anti-Trafficking Coordinator in cooperation with the “Free Legal Service,

⁹ ibid

						<p>Tirana” centre, measures have been to facilitate and strengthen the process of registering unregistered children in the official civil registry. Various activities have been conducted on the International Day on “Children’s Rights”. More information can be found in the <i>Report on the Implementation of the National Action Plan for the Fight against Trafficking in Human Beings 2011-2013- January –June 2011</i>. You can find the report on the website: http://www.uranushost.com/moi/new/doc/raportiluftakundertarafikimit_eng.pdf</p>
15.3	To implement the Standard Operating Procedures for the Identification and Referral of Victims/Potential Victims of Trafficking	ONAC, Members of the National Referral Mechanism	On-going	Number of successful identifications and referrals conducted in accordance to the SOPs	Existing Resources ¹⁰	ONAC has compiled the Standard Operating Procedures for the Identification and Referral of Victims/Potential Victims of Trafficking. The Procedures were approved

¹⁰ ibid

						<p>with the Council of Ministers' Decision no. 582, date 27.7.2011. Currently, all the victims/potential victims of trafficking have been identified and referred by promptly following the SOPs. ONAC is working on compiling guide lining brochures for the implementers of SOPs. During November-December 2011, approximately 50 police officers (AT police officers, border police officers, police officers from the sector on minors) were trained on how to best use the procedures in the identification and referral process of victims and potential victims of trafficking. On the first quarter of the year 2012 the Office will continue the second round of trainings for the implementers of the SOPs.</p>
15.4	Work will start to draft and produce the legal acts and instructions in implementation of the Standard Operational Procedures for the	GDSP	May 2012			

	identification of victims of trafficking, and work will continue to have police structures become familiar with these acts.					
15.5	Revise the <i>Cooperation Agreement to Establish National Referral Mechanism for the Enhanced Identification of and Assistance to Victims of Trafficking</i>	ONAC, Members of the National Referral Mechanism	Within year 2012	The Revised Agreement is signed		Since September 2011, ONAC has initiated the process of consultations with the existing signatories of the Agreement and other agencies, NGOs and IO (potential signatories of the Agreement). The first workshop was conducted on 29.9.2011. Following the workshop, ONAC has worked closely with all the existing signatories and the new potential signatories to revise the Agreement.
15.6	Review of the Joint Order “On the <i>establishment of the Responsible Authority for providing protection and assistance for trafficking victims, and definition of duties of the institutions involved in this process</i> ”	ONAC, members of the Responsible Authority	Within the first quarter of the year 2012	Revised Order		ONAC has started consultations with the existing agencies of the RA and other agencies that ONAC has assessed as valuable institutions to the RA.
15.7	To negotiate and implement existing bilateral agreements regarding identification, referral, protection, and assistance of victims of trafficking.	ONAC, MFA	Within year 2012	Signed Protocol		On October 14 th , 2011, Albanian authorities and authorities from Kosovo negotiated the Protocol of Cooperation for the TIP cases.

						The meeting resulted successful. The Protocol of Cooperation will be signed within the first quarter of the year 2012.
16. Goal/Expected Outcomes - It should be improved the capacities for the detection of cases in compliance with the tendencies in the region						
16.1	Training of 150 police officers of anti trafficking, border police structures, public security for the identification of victims and possible victims of trafficking.	GDSP ONAC	During 2012	Delivery of training for 150 police officers of border police and public order police structures		The remaining number of officers who were not trained in 2011
16.2	Training of police officers engaged in the fight against trafficking of human beings on the application of criminal information oriented investigation techniques; Delivery of relevant training on the investigation of human beings trafficking using special investigative techniques. The courses will be conducted jointly with the Section for the Investigation of Human Beings Trafficking and serious Crimes' Prosecutor's Office.	GDSP GDSP Serious Crime Prosecutor's Office	During 2012 During 2012			For more information refer to Appendix 9.1
16.3	Development of monthly periodic meetings on the reporting of the phenomena of human	GDSP	During 2012			

	beings trafficking in each region and coordination with all actors for the prevention of these phenomena.					
16.4	Analysis of all issues of a national level related to trafficking of human beings in periodic meetings attended by serious crimes prosecutor, the relevant regional section as well as the sector against illegal trafficking at the centre. Assignment of tasks to the investigators for implementation within defined datelines.	GDSP Serious Crime Prosecutor's Office	Every month of 2012			
17. Goal/Expected Outcomes - The recruiting process of the women police in the most sensitive positions will continue						
17.1	Continuing of appointment of women police officer in each section against illegal trafficking who will address the cases of trafficking of women, they will be appointed especially in BCPs.	GDSP	During 2012	Within June 2012, in all the sections against illicit trafficking, there will be recruited at least one women police officers.		
18. Goal/Expected Outcomes - The cooperation at local level including schools, social services, local government bodies (municipalities and communes) will be improved						
18.1	Drafting, approving, implementing and monitoring the annual strategies for	Regional Police	During 2012 (In	20 regional strategies		

	community security and policing of Regional Police Directorates and Regional Border and Migration Directorates for 2012.	Directorates. Regional Border and Migration Directorates GDSP (Department for Public Security Professional Standard Directorate)	accordance with the Strategy deadlines)			
19. Goal/Expected Outcomes - It should be offered a more efficient protection for the victims of trafficking that cooperated with the law enforcement agencies						
19.1	The training of the law enforcement officers for the procedures that need to be implemented for the protection of the victims of trafficking.	GDSP	June 2012			
19.2	The implementation of the Standard Working Procedures for the Investigation of Illegal Trafficking approved by Order No. 1101 of 29.09.2009 of the General Director of Police.	GDSP	On going			
20. Goal/Expected Outcomes - It should be increased the minimum of criminal convictions on money laundering						
20.1	Amendment of the Criminal Code provisions	MoJ	Deadline for		Administra	The detailed information about

	regarding the amendments required related to the criminal act of laundering of crime proceeds and finance of terrorism.	MoI GPO GDPML GDSP (Department against Organized Crime and Serious Crimes)	approval by the Assembly, to be determined by the Assembly.		tive Costs	the agenda for the review of this initiative at parliamentary commissions is possessed by the Albanian Assembly. The Ministry of Justice will closely cooperate with the Assembly bodies, so as the initiative reflects the recommendations of MONEYVAL Committee of the Council of Europe, data in the area of money laundering and finance of terrorism.
21. Goal/Expected Outcomes - Increase of the number of proceedings in the field of money laundering						
21.1	Increase of the number of preliminary investigation cases and money laundering cases under investigation in 2012 by: - Strengthening of cooperation with Joint Investigation Units, FIU and other institutions tasked by law to fight money laundering.	GDSP (Department against Organized Crime and Serious Crimes)	During 2012 2012	Increase by 10 %. Increase by 6 % of the no. of cases 2011 till September 2012 while another 4% till end of 2012 Quantity of information exchanged for cases under investigation		Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.

	<ul style="list-style-type: none"> - Increase the number of proactive investigations using special investigative techniques for money laundering cases under investigation. - Conduct periodic analysis with the Prosecutor's Office during the investigation of money laundering offences under investigation. - Increase the value of seized assets seized because of money laundering offences - Strengthening of the capacity of money laundering investigation structures by delivering training courses jointly with the Prosecutor's Office, FIU and GDT, GDC , ASKA and in the framework of the Twinning Project with Spain and Bulgaria. 	GDSP	<p>2012</p> <p>2012</p> <p>2012</p> <p>2012</p>	<p>Increase by 10 % of cases of proactive investigations as against 2011</p> <p>No. of joint analysis as per cases under investigation.</p> <p>Increase by 10 % of the values of assets as against 2011</p> <p>Delivery of 12 specialised training courses</p>		
<p>22. Goal/Expected Outcomes - To fully adapt the national legal framework with <i>acquis</i></p>						

22.1	It will be worked with the Inter-institutional Working Group on the amendments in the Albanian legislation in the field against terrorism.	GDSP (Department against Organized Crime and Serious Crimes Sector of Legal Services)	During 2012			
22.2	Adoption of a standardized (Investigators' Note Book and crime scene log) for planning and recording investigative decisions and for crime scene.	GPO GDSP	2012		Administrative costs	To be performed in cooperation with PAMECA III experts
22.3	Publication and distribution of the Note Book.	GDSP	2012			
23. Goal/Expected Outcomes - To draft and approve the national strategy against terrorist						
23.1	Drafting of the Regulation "On the functioning of the structures engaged in the fight against terrorism".	MoI MoD SIS MoF	May 2012			
23.2	Adoption of the Regulation "On the functioning of the structures engaged in the fight against terrorism".	MoI MoD SIS MoF	June 2012			

24. Goal/Expected Outcomes - Capacity strengthening of Witness Protection Directorate						
24.1	Restructuring of the Witness & Special Persons Protection Directorate in accordance with the new law “On the protection of witnesses and justice collaborators” no. 1173, dated 22.10.2009 and recommendations of the Regional Project IPA 2009 (WINPRO) and Project IPA 2009.	MoI GDSP	February 2012			This activity will be accomplished in cooperation with EC.
24.2	Construction of the building of the Witness Protection Directorate and RESI Unit. - Purchase of equipment for secure domestic and international for communication for the Witness protection Directorate	MoI GDSP MoI GDSP	2013	During 2012 will continue the works for the construction of the building.	7024819.48 EUR (for 2012) 30000 euro from the regional Project WINPRO	
25. Goal/Expected Outcomes - It should go on and finish the data transfer from archives to the MEMEX system						
25.1	The registration in the MEMEX system of data that are administrated in manual format in the criminal archives.	GDSP (Department against Organized Crime and Serious Crimes)	March 2012	The transfer of all data from archives to the MEMEX system.		

26. Goal/Expected Outcomes - It should be strengthened the fight against organized crime, based on the threats assessment and proactive investigations

26.1	<p>Drafting the report for threat assessment against Organized Crime.</p> <ul style="list-style-type: none"> - Increase of the number of proactive investigations in the fight against organized crime. - Publication of the Report “On Strategic Assessment of Organized Crime and Serious Crime”. 	<p>GDSP (Department against Organized Crime and Serious Crimes) GDSP (Department against Organized Crime and Serious Crimes)</p>	<p>January 2012</p> <p>During 2012</p> <p>January 2012</p>	<p>Drafting of the report for 2012</p> <p>Increase by 5 % of no. of operations</p>		
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27. Goal/Expected Outcomes - Increase of number of property investigations, which brings about increase of seizures and confiscations through:

27.1	<p>Development of staff capacities and infrastructure of the structures of investigation of criminal assets.</p>	<p>GDSP (Department against Organized Crime and Serious Crimes) GDSP (Department for</p>	2012			
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	<ul style="list-style-type: none"> - Continuation of training on investigation of criminal assets of specialists of the relevant structures at local level. - Exchange of best practices and experience with countries member of CARIN. - Orientation of organized crime investigations toward assets right from the start of the investigations. - Adoption and implementation of the standard operation procedures for the investigation of criminal assets 	<p>Police Training Department against Organized Crime and Serious Crimes)</p> <p>GDSP (Department for Police Training Department against Organized Crime and Serious Crimes) MoI, GDSP</p> <p>GDSP</p>	<p>January-September 2012</p> <p>During 2012</p> <p>During 2012</p> <p>February 2012</p>	<p>Delivery of 4 courses with 76 participants according to the plan.</p>		
27.2	Increase the number of property investigations for those that are subject to the criminal offence governed by the “Antimafia” Law. No. 10192.	MoI, GDSP (Department against Organized Crime and Serious Crimes)	During 2012	15% During 2011, asset investigation structures have reported, to the prosecutor’s	Administrative costs	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.

				<p>office, 47 cases, 20 of them have been registered while for 27 of them are still under preliminary investigation. Investigations have been concluded for 11 cases, for which investigation had started in 2010.</p> <p>10%</p> <p>10%</p> <p>Joint analysis of every property investigation case with the Prosecutors' office</p>		
	<ul style="list-style-type: none"> - Strengthening of the monitoring and analysis of cases of property investigations. - Strengthening of the cooperation with the Prosecutor's Office, other law 	<p>GPO GDSP</p> <p>Prosecutors' office, GDSP, FIU, Tax administration.</p>	<p>During 2013</p> <p>During 2014</p> <p>2012</p> <p>2012</p>			

	enforcement agencies and domestic & foreign intelligence units.					
27.3	<p>Increase of number of property investigations, which brings about increase of seizures and confiscations through:</p> <ul style="list-style-type: none"> - Strengthening of cooperation and exchange of data between Police and FIU, Traffic Transport Directorate, ALUIZNI, IPRO, Tax Directorate, Customs, National Licensing Centre, Albanian Directorate of Patents and Trademarks. 	All agencies mentioned		Reporting of suspicious transactions from IPRO.	Administrative Costs	Reporting of suspicious transactions from IPRO is a growing process in terms of the results reported up to 5 cases for the year 2011.
28. Goal/Expected Outcomes - Presentation of full statistics on the fight against organized crime						

28.1	Improvement of the quality of data gathered from the case management system in courts and law enforcement agencies.	MoJ GPO GDSP	June 2012	Periodic reports, Quarterly, annually and other period specified by the user.	68814.56 EUR	<p>Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.</p> <p>Improvement of the system for collection and automatic processing of data from ICMIS. Significant reduction of time for the receipt and processing of information for the purpose of data analysis and reporting in an aggregate and analytical form, from a single national database.</p>
28.2	Regular reporting on the track record of cases against organized crime	GPO GDSP	March 2012, afterwards every three months			<p>Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.</p> <p>Reporting will be done in line with the template designed by EC.</p>

Priority 10 – The Strategy & the Action Plan on property rights

Prepare, adopt and implement a national strategy and action plan on property rights following broad stakeholder consultation and taking ECtHR case law into account; this should cover restitution, compensation and legalisation processes.

Analysis of situation

The drafting of the cross-cutting property strategy was anticipated by the preparation of a governmental action plan approved by DCM no. 350/2011. For the preparation of this document, by Order of the Prime Minister No. 169, dated 17.09.2010, an inter-ministerial Commission was set up aiming to address the recommendations of the Council of Europe Memorandum. This commission was chaired by the Minister of Justice and was composed of the senior officials of the institutions that deal with the property rights. On April 2011, the commission prepared a report on measures for addressing the recommendations of the Council of Europe Memorandum (A clear action plan with realistic deadlines). The report was approved by the Council of Ministers in May 2011 and with its entry into force, all public institutions that deal with the property process started the implementation of the Action Plan regarding the report on the approved measures. The Ministry of Justice analyzes all judgments in cooperation with the State Advocate, and prepares the necessary acts for approval by the Council of Ministers within the deadline set out in the specific judgments of ECHR. So far, 3 judgments are sent for review and are approved by the Council of Ministers.

Further, by DCM 350/2011, it was decided the setting up of a coordinating structure in the Ministry of Justice. The scope of activity is the coordination, supervision, monitoring and support of the enforcement process of court decisions on properties. During January 2012 the job descriptions of the employees of this directorate in the Ministry of Justice were approved and the relevant employees were recruited.

After the approval of DCM 350/2011, it was continued with the work on the drafting of the Cross-cutting Strategy “Reform in the field of property rights. The vision, for the implementation of the reform of property rights, will be materialized in the *Inter - Sectorial Strategy “Reform in the Field of Property Rights”*, aiming at the regulation of the land market, in view of economic development, to transfer Albania into a developed country.

Through this document it is intended to address problems encountered in the field of property rights, focused on:

- Fragmentation of the legislation, non - harmonized amendment to it, which has resulted in lack of coordination, confusion and conflicts for the law enforcement, lack of coherence of the used terminology, hence causing the creation of a high number of state agencies and the lack of coordination in the processes related to property rights.

- Creation of overlapping property rights due to the lack of coordination of the work performed by the institutions that develop property titles;
- Matters related to property restitution and compensation, the lack of a market - pricing oriented value map and the impossibility to estimate the financial bill of the property compensation process;
- Unsatisfying level of the services rendered by the Immovable Property Registration Office, due to the lack of the digitized information and the digital mapping;
- Problems encountered in the public property privatization process, versus the compliance with property rights for expropriated entities and the extension of the legalization process for informal constructions;
- Barriers encountered in the application of final decisions, relating to property & compensation rights, and for the provision of remedies in cases of failure to apply these decisions.

Despite the complex nature of problems of property rights, the development of this strategic document is based on the commitment made to meet the existing international standards as well as to balance the interests and the needs of various stakeholder groups in the society.

The strategic nature of the document necessarily requires coordinating the text with the existing key documents of the country, in which there are materialized commitments and obligations for fulfilment.

The guiding principles of the strategy and the action plan for this recommendation are constitutional principles are related to “the public interest”, “fair remuneration”, to the principle of justice, proportionality and social state, based not only on the elaboration of the European Court for Human Rights, but also on the jurisprudence, already enriched, of the Constitutional Court. Also, measures that will be taken will keep into consideration the principles of legal certainty and clarity of the legislation, as essential assumptions for the strengthening of fundamental rights, in parallel with the development of the country and the attraction of foreign investment.

For the identification of measures, a number of domestic existing key documents have been examined, such as: NSDI (National Strategy for Development and Integration); the Anticorruption Strategy; the National Plan on SAA Implementation; the Digitalization Strategy; the Justice Strategy; the Inter-sectorial Strategy of Public Administration; the Memoranda of the Committee of Ministers of the Council of Europe and the Action Plan for its implementation. A number of documents, prepared by the international assistance given in years such as: EURALIUS II, PACA and the World Bank, have been examined. It is expected that in accordance with these documents, the Inter - Sectorial Strategy “Reform in the Field of Property Rights”, will develop in detail and with particular focus on issues related to ownership, measures for the strategic priorities against corruption and for the strengthening of the fair legal process.

The experiences rendered by EU countries have been carefully analyzed, but, considering at the same time the particular and different existing situation in Albania, where there are few

resources for compensating expropriated entities, it was concluded that Albania needs to establish its compensation model, in which several approaches and instruments used by other European countries are useful. The performance made by NAPR (the National Agency for Property Restitution) and the progress done in years have been examined. Only in 2011 the NAPR completed the review of more than 1500 decisions, thus reaching the level of 90% of the review of all claims and issues raised since the year 1993 by former owners. From the year 1993 a number of 61.000 entities have filed requests for restitution and compensation of properties. The remaining of 10% of them, are undoubtedly the most difficult cases. This process is aimed to be completed by the year 2012, along with the National Property Strategy. During 2011 the financial compensation process of expropriated subjects has followed gradually. By DCM no. 192, dated, 09.03.2011”On determination of rules and criteria for distribution of the compensation fund in cash to the owners for 2011”, it was approved the scheme for compensation of expropriated subjects for 2011.

Comprehensive and pragmatic solutions given by identified coherent policies require the strengthening of the technical & human resources infrastructure, by assuring the status of employees in key roles, by continually training the staff and encouraging electronic application procedures, as an essential element for a faster, more reliable, more transparent service and free of illegal influence.

With regard to the involvement of stakeholder groups in the preparation of the strategy, the government’s method for the preparation of the strategy will be implemented by paying attention on two aspects, as follows:

1. Consultation with governmental institutions and internal main stakeholders, and;
2. Continuous consultation with international donors and partners.

Upon the Order of the Minister of Justice no. 1132, dated 11.02.2011, a working group was set up in the Ministry of Justice with the participation of the staff of the Ministry of Justice and its subordinate institutions, for finalization of the drafting of the cross-cutting strategy “Reform in the field of property rights”, according to recommendations of the Department of Strategy and Foreign Aid Coordination in the Council of Ministers. During March-April 2011 the Ministry of Justice and its subordinate institutions prepared a draft policy for identification of cases that should be included in the strategy, which was later consulted with the line ministries. In September 2011, by Order of the Minister of Justice No. 6568, dated 26.9.2011, the Working Group was reformed for finalization of the drafting of the cross-cutting strategy “Reform in the field of property rights”.

The process for developing the Strategy is coordinated by the Ministry of Justice and it was prepared by an interagency working group, consisting of experts of the Ministry of Justice, the State Advocacy, the National Office for the Registration of Immovable Properties, the Agency for Property Restitution and Compensation, ALUIZNI (the Agency for the Legalization, Urban Planning and Integration of Informal Areas/Constructions); EURALIUS (as observers); the World Bank, and chaired by the Deputy Minister of Justice. The working group has consulted DEBASKON, the Ministry of Finance, the Ministry of Economy, Trade

and Energy, the Ministry of Agriculture, Food and Consumer Protection, the Ministry of Environment, Forestry and Water Administration, the Ministry of the Interior and LCC (Land Central Commission). The working group in November 2011 finalized the first draft of the strategy, which was later subject to consultation procedures.

It is also expected to receive the comments and contribution of the Council of Europe (European Court of Human Rights) and UN WOMEN (gender perspective). It is also expected to receive additional contribution from the European Union Delegation to Tirana and the OSCE. In view of the consultation process, the strategy should be discussed in several panels / open forums, during the period January – February 2012. This document is expected to be approved no later than April 30, 2012.

The strategic document is expected to address these strategic priorities:

1. To finalize, by 2012, from the National Agency for Property Restitution, the process for the ownership recognition of expropriated entities, and to develop an effective and realistic plan by 2013, for the scheme's implementation schedule, for full compensation of property, through consolidation of physical and financial funding.
2. To create the land national registry, by 2012, in order to provide people with effective, qualitative and fast service, and to complete the full, national, initial systematic registration, by 2013.
3. To identify immovable properties and their legal regime, by 2012, through the reformation of immovable property assessment method, as per the market value, with the aim to estimate the financial liabilities of the government, of the existing state assets and in function of processes related to the transfer of ownership on immovable properties.
4. To consolidate ownership titles, increase of safety and investments on properties acquired by law and to make the land market dynamical, through the finalization of other property temporary processes and the legalization of informal constructions and the review of legal validity for creating ownership titles on agricultural land ownership.
5. To effectively implement on time and in the required quality and without barriers of final administrative or judicial decisions which dispose ownership titles, with mainly regard for expropriated entities, through the strengthening of private bailiff service or other private and prevention agencies, as far as possible to conflicts in ECHR (European Convention on Human Rights).
6. To consolidate good governance, through the fight against corruption and other negative phenomenon that hinder the integration of the country, and to ensure the functioning of the rule of law.
7. To digitalize the information on property rights, to promote the electronic application procedures, as a key element for a quick, more reliable, more transparent and more public recovery, and without unlawful influences, and in accordance with the inter - sectorial strategy of the information society and the standards of INSPIRE directive.

Regarding the financial resources, the reference is kept on budgetary plans, designed in the National Strategy for Development and Integration and the Mid-term Budgeted Program. Also, it is expected that foreign projects as well as obligations derived under the process of the integration of Albania in the European Union, such as LAMP, CARDS, OSCE, WB, FAO, etc, will play an important role. The total amount of expenditure planned for the property system, in the state budget for the period 2011 – 2017, is 199,088,362.99 EUR. Discussions with the Ministry of the Finance and the Strategic Planning Committee remains the priority to define the funds deemed necessary for the successful implementation of this strategy in upcoming years. Special attention will be paid to the implementation of the Strategy and the measures outlined in the Action Plan, through the establishment of a monitoring mechanism in the form of an interagency working group, chaired by the Ministry of Justice, with accountability procedures and assessment analysis.

The selection of measures has followed the SMART method, based on specific measurable, achievable and defined objectives, in order to make possible at the same time their effective monitoring, based on indicators and tangible results. Indicators of measures that will indicate the fulfillment of priorities are set oriented, toward their results, and belong to the category of structural indicators (adoption of laws), procedural indicators (executive measures) and resultant indicators (the final goal of the strategic priority).

Action Plan for priority 10

Key priority 10: Prepare, adopt and implement a national strategy and action plan on property rights following broad stakeholder consultation and taking ECtHR case law into account; this should cover restitution, compensation and legalisation processes.						
1. Goal/Expected Outcomes - Development of the Inter – Sectorial Strategy “Reform in the Field of Property Rights” and the improvement of the existing legal framework, with the involvement of stakeholders.						
No	Activities /Planned measures	Responsible Institutions	Realization Period/ Deadline	Measurable indicators and methods	Expenses/ Costs	Comments
1.1	Development of the draft –strategy on property rights	MJ, IPRO, State Advocatory, ALUIZNI, METE, MF, State Land Commission, MAFCP, MoI.	November 2011	Draft – strategy	State budget	Ongoing. There is developed the preliminary draft strategy
1.2	Consultation with state institutions and local stakeholders that deal with properties	MJ, State Advocate, IPRO, PRCA, ALUIZNI, DEBASKON, MF, METE, MAFCP, MEFWA, MoI and LCC	January – February 2012	Comments and suggestions, sent		Ongoing. The first draft of the strategy will go through consultation procedures with the line ministries and other property institutions that deal with property issues.
1.3	Consultation with international donors and partners	MJ, EURALIUS (as observers), World Bank, UN WOMEN, EU	February 2012	Comments and suggestions, sent		

		Delegation, OSCE, the Council of Europe				
1.4.	Organization of a joint meeting among the Ministry of Justice, World Bank, OSCE and European Delegation on discussion of the draft strategy.	Ministry of Justice	March 2012	Consensus on major issues		Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
1.5	Organization of a public panel with the business community, relevant stakeholders including from civil society and special interests groups	Ministry of Justice	March 2012	Number of recommendations received		Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
1.6	Examination and reflection of comments in draft -strategies	Ministry of Justice	March - April 2012	Draft strategy improved under comments		
1.7	Sending for review and adoption in the Council of Ministers	Ministry of Justice	30 April 2012	Approval of the strategy		Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.

2. Goal/Expected Outcomes - Improvement of the interagency coordination in the field of properties and the improvement of the sectorial legislation

No	Activities /Planned measures	Responsible Institutions	Realization Period/ Deadline	Measurable indicators and methods	Expenses/ Costs	Comments
2.1	Approval of job descriptions and recruitment of staff of the Directorate of Coordination of Property Matters.	MoJ	June 2012	Number of recruited staff and their qualities	Administrative costs	

2.2	Establishment of the Agency for the Production of Standardized Maps to be used by Institutions that deals with property issues.	MPWT, MITIC/ MJ; ALUIZNI, NAPSM	2012	Approval of job description and the number of employees recruited	Administrative costs	Ongoing
2.3	Updating of the existing legislation on property rights.	MJ, OPC, International experts	2012	Updating of the existing legislation and adoption of new legal acts	Administrative costs	
2.4	Facilitation and improvement of the legislation by determining clear, transparent and direct procedures.	MPJ, OPC International experts	2012			
2.5	Establishment of the electronic data base for administrative decisions related to property.	PRCA, Property Coordination Directorate	By 2012	Issuance of statistics	Financial resources to be identified	
2.6	Development and adoption of necessary sub-legal acts under the law "On Notary", as amended.	MJ/ National Notary Chamber; Interested entities	June 2012	Entry into force of the law.	1078 EUR	Ongoing. The Law no. 10491, dated 15.12.2011 "For some additions and amendments to the Law no. 7829, dated 1.6.1994 "On Notary" as amended, was passed in the Parliament on 15.12.2011. This law provides for the digitalization of the system of the notary activity and in particular the establishment of <i>online</i> application system for the registration of immovable alienated properties, in order to improve the respect and protection of citizens' rights

						by providing prompt, qualitative and effective services. Sub legal acts are under process and they are expected to be completed within the first 6 months of 2012.
2.7	Development and adoption of the bill “On the registration of immovable properties” and the necessary sub legal acts (statute, structure and internal rules) in line with the suggestions made by OSCE	Task Force chaired by the Prime Minister CM; MJ/ IPRO MJ/ IPRO MJ/ IPRO	March 2012 August 2012	Entry into force of the legal framework.	LAMP Project 152,485.52 EUR + Administrative costs	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. Ongoing. Actually, the bill has been adopted in principle in the meeting of the Council of Ministers on 30.11.2011 and furtherance to the process of coordination with MITIC on some technical issues it was sent in the Council of Ministers on 10.01.2012. Regarding the bylaws, it is foreseen to be drafted and approved within August 2012
2.8	Drafting and approval of the Code of Ethics for the IPRO staff.	MoJ, IPRO	June 2012	Entry into force of the Code	LAMP 152,485.52 EUR	
2.9	Preliminary study for the annual budget plan on incomes and expenses in IPRO	IPRO	January 2012	Examination recommendations	LAMP Project 335,468.14 EUR	Completed
2.10	Development and approval of the first	IPRO	February	Entry into force	LAMP project	

	program for the training of the staff		2012	of the annual program	457,456.56 EUR	
2.11	Development and approval of annual periodical training programs	IPRO	Every year	Number of approved programs	6,100 EUR	
2.12	Training of the staff for functional duties, after the re-organization oriented to services for public	IPRO	Every year	Questionnaires on the assessment of training sessions	LAMP Project 57,182.07 EUR	
2.13	Recruitment of the staff on basis of professional and integrity merits	IPRO	In continuous	Number of employees recruited and promoted	Administrative costs	
2.14	Digitalization of the existing archival documents (legal documents, files and indicating maps for the registration) for local registration offices of Tirana and Durres	MJ/IPRO	June 2012	% e of the <i>digitizing archival documents</i>	LAMP Project 5,725.83 EUR	Ongoing in the IPRO of Durrës, Completed in the IPRO of Tirana
2.15	Development of the registration electronic system architecture	MJ/ MITIC; IPRO	March 2012	Approval of the architecture		Toward the completion The document on the system's general architecture has been developed and approved in the task force meeting, on 16.12.2011, established near the Prime Minister's Office, to monitor the LAMP project. Technical specifications will be given.

2.16	Implementation of the approved electronic registration system architecture & the establishment of the hardware, software infrastructure, computer network and the adaptation of areas in local registration offices of Tirana and Durres	MJ/ IPRO	June 2012	Testing of the system in two local offices of Tirana and Durres		
2.17	Adoption of electronic system in local registration offices of Tirana and Durres	MJ/ MITIC; IPRO	July 2012	Entry into force of the adopted act & commencement of the functioning of the system		Ongoing
2.18	Digitalization of the existing archival documents (legal documents, files and registration indicating maps) for other local registration offices	MJ/ IPRO	June 2013	% of the digitalizing archival documents		
2.19	Implementation of the approved electronic registration system architecture & the establishment of the hardware, software infrastructure, computer network and the adaptation of areas in other local registration offices	MJ/ IPRO	June 2013	Testing of the system in local offices		
2.20	Extension of the electronic application system of requests by citizens in all local registration offices	IPRO	2012	% of electronic services		Ongoing
2.21	Access of notaries in the electronic system of local registration offices of Durrës and Tirana	MJ/ IPRO; Local notary offices of Tirana and Durrës	June 2012	% of transactions carried out	252 EUR	Ongoing

				based on <i>online</i> access		
2.22	Access of notaries in the electronic system of other local registration offices	MJ/ IPRO; National Chamber of Notary	June 2013	% of transactions carried out based on <i>online</i> access	Funds to be assured	
2.23	Interconnection of the electronic registration system with other state data bases	MJ/ MITIC; IPRO; Other Institutions	2012-2017	% of operators who have access in the electronic system		
2.24	Preparation of the standardized map	National Agency for the Production of Standardized Maps	2012	Issuance of the data from the map		
2.25	Establishment of the national land registry for an effective, qualitative and prompt service to the public	Task Force/MJ; IPRO	By 2012	Issuance of electronic data	Administrative costs	
2.26	Continuance of the initial registration process	IPRO	2012-2013			
2.27	Identification and creation of the land physical funding (lands and buildings under the property of the State)	IPRO, METE, MF/ Directorate of Public Property Administration and Selling	2012-2013	The number of assets ready for physical compensation	Administrative costs	Ongoing
2.28	Drafting and approval of amendments to law on restitution and compensation of property with the purpose of finalizing the	MoJ, State Advocate, PRCA	Septembre 2012	Entry into force of the law	Administrative costs	Deliverable identified jointly in the consultative meeting with the EU Commission

	applications for property recognition.					services on 6 March 2012. Actually the draft law is approved by CoM. It is expected its review and approval by the Parliament.
2.29	Completion of administrative review of requests with regard to property recognition, for about 7000 files, which have not been treated by decision yet.	PRCA	By 2012	Number of decisions rendered	Administrative costs	Ongoing
2.30	Completion of the process for freeing residences of former – owners, through the application of soft loans for persons, under the law.	MPWT/ NHE; MJ	By 2012	Number of residences freed		
2.31	Preparation of the revised method for the evaluation of all immovable property, land, based on the market value and consultation with interested persons	MJ/ PRCA; IPRO; NAPSM	April 2012	Draft – method and opinions on it	Administrative costs	Ongoing
2.32	Approval of the revised new method	MJ/PRCA; IPRO; NAPSM	June 2012	Entry into force of the new method		
2.33	Identification of immovable state properties and their legal regime after the reformation of the immovable property evaluation, according to the market value	MJ/PRCA; IPRO; NAPSM	2012	Number of identified assets	Administrative costs	
2.34	Conduct of procedures on legal qualification of informal objects included in the legalization process.	ALUIZNI	December 2012	Number of informal properties qualified and	Administrative costs	Ongoing

				those excluded from legalization.		
2.35	Prevention of unlawful constructions after the completion of the legalization process	Local units, Inspectorate of Urbanity and Prosecution Office and Courts Civil Society	2012-2013			Ongoing process A particular role in the prevention of unlawful constructions and in avoidance of conflicts on properties, between individuals or individual – state, the process of the legalization will be accompanied by sensitizing campaigns with the inhabitants of the community, and intermediation process from licensed persons.
2.36	Preliminary analysis of legislation to enable the issue of timing of the lodging evacuation of the renting families and indexation of rent.	MoJ, MPWT, EKB, PRCA, ASH	Within 3 months as of the date of approval of the Property Strategy.	Number of analysis recommendations.	Administrative costs	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
2.37	Implementation of analysis recommendations for solution of the renting families issues		2012	Subject to recommendations.	Subject to recommendations.	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
2.38	Technical analysis of functions, structures and effectiveness of state agencies operating in the sector of property rights including	MoJ, IPRO, PRCA, ALUIZNI, AITPP, KVT, KQT	June 2012	Number of recommendations.	Administrative costs	Deliverable identified jointly in the consultative meeting with the EU Commission

	new agencies.					services on 6 March 2012.
2.39	Implementation of the technical analysis recommendations through structural and institutional measures.		Subject to the type of recommendations	Number of implemented recommendations	Subject to recommendations	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
2.40	Preliminary analysis on the sectorial legislation regulating the property issues and the data to be digitalized, identifying the data to be made available to the public and its benefits in line with personal data protection.	MoJ, line ministries for property issues.	Within 6 months as of approval of strategy.	Number of recommendations	Administrative costs	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
2.41	Implementation of the abovementioned analysis recommendations		Subject to the type of recommendations	Number of implemented recommendations	Subject to recommendations	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.

3. Goal/Expected Outcomes - Respect and execution of Human Rights European Court's decisions

No	Activities /Planned measures	Responsible Institutions	Realization Period/ Deadline	Measurable indicators and methods	Expenses/ Costs	Comments
3.1	Sending the decisions of ECHR in the Council of Ministers, for review and approval, within the defined term stipulated in the specific decisions of ECHR.	Ministry of Justice and the State Advocacy	According to the defined term, case by case, by ECHR in its decisions	Number of approved decisions	Administrative costs	The MJ analyzes all judgments, in cooperation with the State Advocacy and prepares the necessary acts for approval in the Council of Ministers. Until the present there have been approved 3 DCM.

3.2	In-depth analysis of the legislation on property rights and its internal technical - legal harmonisation.	MoJ, MoI, MPWT, ASH, KQT, Euralius and interested subjects	6 months as of the approval of property strategy.	Number of recommendations	Administrative costs	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
3.3	Publication of the abridged property legislation.	MoJ/OPC	December 2012	Number of published editions.	2.6 EUR/copy	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
3.4	Publication of the abridged ECHR judgements on property matters.	MoJ, OPC, ASH, Euralius	2012	Number of published editions	2.6 EUR/copy	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
3.5	Publication of the guidance on standards of ECHR property judgements against Albania.	MoJ, OPC, ASH, Euralius	2012	Number of distributed copies.	2.6 EUR/copy	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
3.6	Amendment of legislation on the judicial bailiff service with the purpose of encouraging the decision enforcement process.	MoJ/ Interested subjects	December 2012	Entry into force of the law	1078 EUR	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
3.7	Standardization of review process of citizens' complaints on property issues.	MoJ/EURALIUS, institutions involved in the strategy.	2012	Approval of complaint forms and their publication in the official web pages.	Administrative costs	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.

Priority 11- Reinforce the Protection of Human rights

Analysis of situation

Take concrete steps to reinforce the protection of human rights, notably for women, children, and Roma, and to effectively implement anti-discrimination policies.

Reinforcement and protection of human rights, focused on women, children and Roma, and effective implementation of anti-discrimination policies, is a key priority of the Albanian government and particularly of the Ministry of Labour, Social Affairs and Equal Opportunities, notably on gender mainstreaming in public procedures and policies, addressing gender inequalities and domestic violence. Particular attention is paid to the establishment of standards and policies which ensure civil services and promise real achievements for the Albanian citizens in their efforts towards further socio-economic development, as well as integration in the European Union.

Key points being addressed

In line with the EU's recommendations and based on its priorities, the Government of Albania aims to:

- Increase awareness toward gender based violence, legal and administrative protection and support with services victims of violence and abusers
- Enhancing the protection of the rights of lesbian, gay, bisexual and transgender persons
- Promoting the economic empowerment of women, in order to increase their participation in the public sphere and to effectively protect victims of domestic violence.
- Enhancement of women's representative ability to participate in overall decision-making sectors;
- Establishing adequate administrative capacities of the Commissioner for Protection from Discrimination
- Awareness-raising campaigns for Law No 10221 of 4.2.2010 "For the protection from discrimination" and the institution of the Commissioner.
- Setting the collaboration with public institutions, NGO-s and the institution of the Commissioner
- Ensuring effective implementation of the anti-discrimination policies through an enhanced role of the Office of the Commissioner and concrete activities such as awareness-raising
- Establishing a Functional Child Protection System
- The approval of other sub legal acts deriving from the Law No 10347 of 4.11.2011 Effective implementation of the National Strategy on the Rights of the Children IV

Analysis of the shortcomings and the measures already undertaken

The National Strategy on Gender Equality and Domestic Violence for 2011-2015 has been adopted, with DCM 573/16.6.2011. During the preparation of the strategy several consultations were performed, consultation on draft strategy with the responsible line ministries, with civil society, donor community, and the recommendations were reflected in the final draft.

Regarding the establishment of the national coordination mechanism for the fight against domestic violence, has been adopted the DCM33/ 17.02.2012 on Establishment of National Referral Mechanism (NRM) for victims of domestic violence and ongoing are the activities about: informing local government about the establishment of this mechanism, and monitoring of the DCM implementation for NRM.

The national shelters for victims of domestic violence have been put into operation; the staff has been trained and will continue to strengthen the capacities of those who offer services in these shelters.

In process is the promotion of legal initiative on imposing harsh penalties against domestic violence, several meetings with responsible institutions are performed.

120 Police officers of crime investigation and prevention units on “Treatment and protection of victims of domestic violence” have been trained. The working group has been established and is now been reviewed in order to include representatives from different relevant actors.

Is on going the revision of legislation in labour and social protection field, by the working group and other field by the Antidiscrimination Law, in order to identify the gaps in the Albanian legislation in accordance with international law and LMD in this field.

A concrete work programme, awareness, activities for LGBT persons will be developed, and several meetings with representatives of the working group and experts of the CoE will be held.

Awareness campaigns against LGBT discrimination as part of the protection of human rights, law enforcement for protection from discrimination will be performed, and also a survey on the LGBT situation in the employment field and in the other fields will be done in the future

Effective Implementation of the Strategy on the Rights of the Children

Regarding the drafting of the National Strategy on the Rights of Children 2011-2015 and its action plan, it has been approved the order of the Minister “On the establishment of the inter-institutional working group with regard for drafting the national strategy on the rights of children 2011-2015 and its action plan. There have been submitted and reflected the comments by the members of the working group and other actors on the assessment report of the national strategy

on children 2005-2010 and also the comments and recommendations regarding the new action plan 2011-2015.

During January 2012 there have been several meetings for the finalization of the NSRC 2011-2015 and for the compilation of the draft-decision of the council of ministers “On the approval of the National Strategy on Children 2011-2015 and its action plan”.

Establishing a Functional Child Protection System

Based on the Law No 10347 of 4.11.2010, it has been approved a decision of the council of ministers on the organization and functioning of the national council on the protection of the rights of children, an order on the structure of the state agency on the protection of the rights of children and a draft-order of the Albanian prime minister on the establishment of the national council on the protection of the rights of children. It is established the National Council on the Protection of the Rights of Child by the Order of the prime minister No 73, date 03.08.2011 “For the establishment of the national council on the protection of the rights of child”.

It has been completed the process of drafting the Decision of the Council of Ministers “On the organization and functioning of the State Agency on the Protection of the Rights of Children” and the recruitment of its staff.

Regarding the capacity building of the National Mechanism on Human Rights Protection, the establishment of Child Protection Units and Child Rights Units in all municipalities, communes and regions is a long term process, so it needs time to set up and establish these units.

Within the first three months of 2012 it will be held the first meeting of the National Council on Child Rights Protection.

The approval of other sub legal acts deriving from the Law No 10347 of 4.11.2011

Within the first four months of 2012 it is foreseen to be adopted five draft-decisions as below:

1. Draft - Decision of the Albanian council of “On the kinds, way of exchange and processing of information and statistics requested by the state agency and the responsible state structures at a central and local level”.
2. Draft-Decision of Council of Ministers “On the procedures of carrying out controls and putting sanctions toward those that violate the rights of children”.
3. Draft- Decision of Council of Ministers “On the coordination of the activity of the mechanisms at a central and local on issues regarding the protection of the rights of children”.

4. Draft- Decision of Council of Ministers “On the cooperation with non-profitable organizations regarding the implementation of local policies for the protection of the rights of children”.
5. Draft- Decision of Council of Ministers “On the mechanisms that coordinate work among the state authorities s responsible of referring the cases of children in danger and ways of its proceeding”.

The five drafts - decisions were sent electronically for opinion to the responsible departments in Ministry of Labour, Social Affairs and Equal Opportunities, to the line ministries and in other responsible institutions.

The drafts have been also consulted in the meeting organized with civil society and their suggestions and comments are reflected in the second draft of each draft-decision. Soon, the final draft of each draft-decision will be sent officially to the line ministries and other institutions.

Effective implementation of the National Strategy on People with Disabilities

Regarding the implementation of the National Strategy on People with Disabilities there have been completed the following activities:

1. Drafting the draft- Integral law in line with the EU Strategy on the Right of Persons with Disabilities and EU Action Plan, the Revised European Social Charter and Directive 2000/78/EC
2. Conducting the overall assessment study for the identification of the compatibility in legislation, policies and institutional areas with the UN Convention on the Rights of Persons with Disabilities.
3. Establishing and functioning of the Inter institutional Working Group, on preparing the draft.

Integral Law on the rights of people with disabilities.

- Organization of round tables in four districts of the country, with the participation of civil society and interest groups to attract opinions regarding the shortcomings in legislation, in order to respect of persons with disabilities rights.
- Identify capacity needs of relevant Government departments, local government, judiciary, media, business and civil society on disability rights
- Public buildings identified and renovated to ensure improved accessibility for persons with disabilities
- Accessibility guidelines reviewed and, where necessary, established and respected in line with CRPD. A two-day training is realized in July, for the inter-ministerial working group, on the requirements of the UN Convention that should be adopted in the domestic

legislation that was followed by another two –day training of the inter-ministerial working group in September, on discussing the first draft law. In continuous MoLSAEO organized training for the structures (including disabilities NGO-s) under the Convention were entrusted to monitor its implementation.

During November the inter-ministerial working group shared the comments on the revised draft law. After reflecting these comments, the process will be followed by discussing the draft law with the civil society.

Protection of Roma Rights

Regarding the protection of Roma rights MoLSAEO has undertaken the following activities:

1. Monitoring of the objectives of the National Strategy and National Action Plan for the Decade of Roma Inclusion 2010-2015.
2. Establishment and functioning of the technical working groups in 10 regions of the country, which will inform on real situation of the living conditions of Roma community at regional level.
 - Regions of Tirana, Elbasani, Fieri and Durrësi.
 - Regions of Berati, Gjirokastra and Vlora
 - Regions of Shkodra, Lezha and Korça
3. Design a database and data collecting computerization at central and local level.
 - Organization of training workshops for technical working groups at regional level on data collection. MOLSAEO with the support of UNDP project has organized, on October, the first phase of training seminars in four regions, for the focal points in several areas, working on data collecting for Roma people in all regions.
 - Drafting of Progress Report 2008-2010, on the assessment of the implementation of the National Strategy and National Action Plan for the Decade of Roma Inclusion 2010. Meantime the first draft of progress report for the Action Plan of the Roma Decade for 2010 has been compiled. This draft was introduced in the 20th meeting of Steering Committee of the “Decade of Roma inclusion” held in Prague on 27 - 28 June 2011.

Regarding to the measure “Establishing adequate administrative capacities of the Commissioner for Protection from Discrimination”, the Commissioner for the Protection from Discrimination has included these activities: 1.Improvement of institution infrastructure with equipments and Computers. An important aspect of the improvement of the infrastructure of the institution is the adaption of the spaces within the institution in order that people with disabilities have access, that was made possible with the project of UNDP on the amount 7175.28 EURO; 2. Developing the Information Technology (IT) infrastructure through the creation of an electronic program (software). This activity aims to increase the efficiency of work and employees capacities. 3. Implementation and Monitoring of the Strategy will be

conducted in accordance with the Action Plan and monitoring procedures in line with estimates. The drafting of the Strategy of Development of the CPD has been enabled in the framework of the project: “Tolerance and Diversity, principles which guarantee the equality of citizens”, supported by SORS foundation. The main responsible institution for the implementation of the Strategy for 2012-2015 is the CPD through its Annual Budget. The success of this Strategy will depend also in the collaboration of the Commissioner with other public institutions, civil society, media and international partners. 4. Participation in trainings in collaboration with NGOs and the organization and participation in conferences, workshops and round tables with different NGOs and Public institution. This will help the staff of CPD to know better the problematic and specific needs of target groups, which enter in the sphere of protection of this NGO-s. Moreover, this continuous activity will develop the capacities of staff in treating the complaints and in getting more statistics for different target groups.

Regarding to the measure “Awareness-raising campaigns for Law No 10221 of 4.2.2010 “For the protection from discrimination” and the institution of the Commissioner includes:

1. Organization of Trainings on the Anti- Discrimination Law for different professional groups, such as: law enforcement, judges, and healthcare workers. This activity considers the Albanian Progress Report 2011, which emphasizes that “Greater knowledge of the law among citizens and professionals is needed in order to ensure its successful implementation”. So far, the CPD has completed the training of directors of educational institutions, teachers, psychologists, sociologists, representatives from syndicates, inspectors of educational directorates, pupils, representatives from local government and NGO-s in 3 districts of Albania, due to the project “The implementation of the Law “For the Protection from Discrimination” in the educational system”, developed with the financial support of UNICEF. The total amount of this project was 21181.98 EURO. 2. Monitoring the implementation of the Law and making a study in the anti-discrimination field, in order to know better the situation on the ground. So far, the Commissioner has developed a monitoring process during December in 6 districts of Albania in the field of education, with the financial support of UNICEF. The total amount of this project was 2802.76 EURO. 3. Participation in TV debates and interviews and TV Spot. The interviews and TV debates is a continuous activity for the awareness-raising, while the TV spot is for the better promotion of the Law and the institution. 4. Preparation and distribution of poster, booklets, etc in different regions. During the awareness raising activities, poster, booklets, informative brochures, complaint-forms etc will be delivered. 5. Organization of Open Days in different regions. The Commissioner has foreseen for 2012 to organize Open Days, in different Districts of Albania on order to raise the awareness of the public and also to increase the number of complaints received. 6. Organization and participation in round tables with NGO-s which have on their focus the protection of human rights. This activity aims not only to raise awareness of different target groups but also to exchange experience.

Regarding to the measure “Setting the collaboration with public institutions and NGO-s”, The Commissioner aims: 1. signing the cooperation memorandums with Line Ministries and other public institutions. 2. Signing the cooperation memorandums with Ngo-s that has as object of their work the protection of human rights aiming the exchanging of experiences and organizing common activities together. 3. Signing the cooperation memorandums with other independent bodies such as the Commissioner of Data Protection and People’s Advocate as this independent body has deal up with the complaints for pretend of discrimination against public institutions only. 4. Signing of cooperation agreements with other foreign counterparts. This activity aims to get the best international practices in the anti- discrimination field. 5. Commissioner's membership in the European Network of Equality Bodies EQUINET. This is a medium term activity that aims the acquisition of the status as a member of EQUINET. CPD in collaboration with MEI, as coordinator of the integration process, will follow all procedures and opportunities for Albania to sign a Memorandum of Understanding with the EU to participate in the PROGRESS Programme, of the European Commission under which EQUINET is funded. The regulations of the PROGRESS Programme of the European Commission, limits the scope of EQUINET Membership and allows only to accept as Members those organizations from EU Member States or from countries that have signed this Memorandum of Understanding. 6. Implementation, approach and cooperation in the legislative areas (legal Drafting, giving the opinion, guidelines, recommendations, annual reports, amendments, strategies, draft laws). This kind of cooperation aims the improvement of the domestic legislation in accordance with the anti –discrimination law and policies, as well as the approximation of Albanian anti-discrimination legislation with the European standards. 7. Collaboration with courts. The Commissioner has sent to all the courts of first level in Albania a paper for collaboration and the obligations provided by the anti –discrimination law. Regarding the recommendation of European Commission please refer to Appendix 11.1.

Action Plan for priority 11

Key priority 11: Take concrete steps to reinforce the protection of human rights, notably for women, children, and Roma, and to effectively implement anti-discrimination policies.

Goal/Expected outcomes - Increase awareness toward gender based violence, legal and administrative protection and support with services victims of violence and abusers¹¹

No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
11.1.1	Establishing the national coordination mechanism for the fight against domestic violence. There will be held 4 regional meetings in several regions to establish NRM (Tirana, Burreli, Gjirokastra, Përmeti	MoLSAEO - local government UNDP	March, April, May, September, October 2012	Establishment of 4 NRM	3,129.44 EURO	The process managed by the MoLSAEO in cooperation with NGO, Local Government and supported by donors (UN WOMEN, UNDP, etc). Until September will be held 6 meetings in several regions (Kamez, Peshkopi, Librazhd, Fier, Malesi e Madhe).

¹¹ Goal 11.1 is strategic goal no 4 of the NSGEGDV (2011-2015)

11.1.2	Monitoring of the effectiveness of NRM system established	MoLSAEO+ NGO network against trafficking and domestic violence	During 2012	Monitoring reports or the evidenced cases from the NRM established till now	556,91 EURO	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. Referring to the data collection will be prepared every 6 month. Report will be prepared from the MoLSAEO/ DEOPF In September will be prepared a 6 month report in order to strength network of National Referral Mechanism.
11.1.3	Strengthen building capacities of DV professionals; Students from the Magistrates School; lawyers; legal medicals; bailiffs through 8 trainings	MoLSAEO, UNDP,	April- November 2012	100 professionals trained on domestic violence	12,517.76 EURO	The process managed from MoLSAEO in framework of UN ONE Program
11.1.4	Strengthen building capacities of health service employees.	MoLSAEO , MoH, UNFPA	During 2012	900 – 1000 professional trained	62,588.80 EURO	The process managed from MoLSAEO in framework of UN ONE Program
11.1.5	Strengthen building capacities that offer services in the	MoLSAEO, in	March,	Staff of Shelter	1,095.30 EURO	Through the trainings

	shelter for victims from domestic violence through 2 trainings	collaboration with UNDP	October 2012	trained 11 persons		the Shelter staff will be more professional to support the victims of DV.
11.1.6	Imposing harsh penalties through a zero tolerance legal framework against domestic violence.		ongoing			
11.1.6.a	Awareness of the responsible institutions for the promotion of legal initiative on imposing harsh penalties against domestic violence through meetings, round table, media publications.	MoLSAEO in collaboration with MJ,MI, NGO, academic field persons, media	During 2012	Provision on the Penal Code of the enforce measures for the perpetrators	3,912.37 EURO	The process managed from MoLSAEO supported from the UN and other donors
11.1.6.b	Preparation from MoLSAEO and delivery in parliament of a draft-proposal on the enforcement of domestic violence in Penal Code.	MoLSAEO, NGOs,	In process	Acceptance of Draft-proposals of MoLSAEO and delivery at responsible Parliamentary Commissions	391.24 EURO	Inclusion of the draft proposals in Penal Code is depended from the approval of Penal Code with 3/5 votes in Parliament
11.1.6.c	Pursuance of process for approval of proposals to the relevant commissions of Parliament	MoLSAEO,	During 2012	Inclusion of Draft-proposals of MoLSAEO in Penal Code.	No Costs	Inclusion of the draft proposals in Penal Code is depended from the approval of Penal Code with 3/5 votes in Parliament
11.1.7	Organize awareness campaigns at the central and local level to prevent GBV&DV	MoLSAEO, NGO supported from the UNWOMEN and other donors	26 November-10 December 2012	Public Awareness , Monitoring report on implementation of	8953,18 EURO	This campaign is part of the year global campaign on 16 days of activism against women violence.

				DV Law.		
Goal/Expected Outcomes - Enhancing the protection of the rights of lesbian, gay, bisexual and transgendered persons						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
11.2.1	Reviewing of the working group in order to include the representatives from different ministries and institutions. (Ministry of Health, Ministry of Education, Ministry of Interior, State Police, Municipality of Tirana, Ministry of Foreign Affairs, representatives from Academic Field)	MoLSAEO,	February 2012	The establishment and functioning of the Working Group	No Costs	Enlargement of the working group with representatives of other institutions was made in order to provide the LGBT discrimination in areas other than employment and social protection.
11.2.2	Revision of legislation in labour and social protection field, by the working group and other field by the Antidiscrimination Law	Working Group	Starting in 2012	1 report prepared.	891.06 EURO	Identification of gaps in the Albanian legislation in accordance with international law and LMD in this field
11.2.3	Development of a concrete work programme, awareness, activities for LGBT persons.	Working Group	March 2012	Working plane completed	782.59 EURO	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.

						For preparation of the plan will be held several meetings with representatives of the working group and experts of the CoE Final plan will be adopted with in April by Minister of Labour, Social Affairs.
11.2.4	<p>Awareness campaigns against LGBT discrimination</p> <p>a) Preparation of an awareness brochure.</p> <p>b) Organization of a diversity Festival with various activities during the days against Homophobia.</p> <p>c) Trainings of the representatives of the responsible institutions in ensuring LGBT rights</p>	MoLSAEO in collaboration with Commissioner for the Protection from Discrimination, NGOs supported from CoE	2012-2014	Public Awareness	11,738.92 EURO	<p>Developing anti-discrimination campaign is part of the protection of human rights, law enforcement for protection from discrimination.</p> <p>The preparation of the brochure will be done in September.</p> <p>The diversity Festival will be organised in May.</p> <p>Training of the working group will be done in April.</p>
11.2.5	Survey on the LGBT situation in the employment field	Working group	December	1 survey	6938,95 EURO	The survey will

	and in the other fields		2012			presented actual of situation of the rights LGBT community in Albania.
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Goal/Expected Outcomes - Social and Economic Empowerment of Women

No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
11.3.1	Promote expansion of employment programs for women and girls from the vulnerable group	MoLSAEO//NSE	2012- 2013	70% of beneficiaries of employment promotion programs will be female	431437.41 EURO	Beneficiary from the application of DCM for employment promotion programs
11.3.2	Increasing numbers of women in professional training benefiting from vocational training centres	MoLSAEO/NES	2012-2013	5000 female trained	431437.41 EURO	Beneficiary from the application of DCM for employment promotion programs
11.3.3	Promote women's enterprise through organization of annual national fairs on women's enterprise	MoLSAEO in collaboration with Women NGOs, Chamber of Commerce and Local Government	September 2012	No of business women promoted and establishment of entrepreneurs women network.	17 279.06 EURO	Development of the fair will be an annual in order to promote entrepreneurial women

Goal/Expected Outcomes - Upgrading women's representation level in every field of life (in decision-making structures)

No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
11.4.1	Awareness campaigns to promote enhancement of women's representation to participate in public life over 30% through meetings, round table, media publications.	MoLSAEO, NGOs, donors	March – December 2012	Public awareness	5477.71 EURO	It is one of the priority objectives and implementation NSGEGDV (2011-2015)
11.4.2	Monitoring of the women 30% quota application in the highest decision-making levels of administration in central e local level.	MoLSAEO PAD, Local Government	June, December 2012	2 reports prepared	1078.59 EURO	It is an obligation in implementing the Action Plan of NSGEGDV
11.4.3	Collaboration with civil society to improve the Election Code and presentation at the Ad Hoc Commission of the suggestions for gender quota for elections.	MoLSAEO, NGOs, International organizations, academic field representatives	January 2012 -	Included of the suggestions and recommendations in Electoral Code	No costs	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. In process- Regarding recommendation no. 4 This process depends on the electoral reform(Priority 4)
Goal/Expected Outcomes - Effective Implementation of the Strategy on the Rights of the Children¹²						

¹² The process of drafting the action-plan of National Strategy for Children has been delayed and is not realized in time because the comments of civil society are delayed. It has been a large number of comments coming from them so it cannot be taken into account.

No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
11.5.1	Drafting the national strategy on the rights of children 2011-2015 and its action plan:	MoLSAEO	November 2011	Discussion in the roundtables	Total amount 23800.96 EURO All Supported by UNICEF	In process. On 4 November was launched for discussion with the civil society and institution the first draft of Action Plan.
11.5.2	Comments and recommendations from the working groups and other actors regarding the new action plan 2011-2015;	MoLSAEO	December 2011	The final draft sent for comments to the line ministries	The financial cost are included in the financial cost of the activity 11.5.1	In process Working group and other actors have sent suggestions and recommendations for the draft of action plan that are taken in consideration.
11.5.3	The compilation of the draft-decision of the council of ministers on the approval of the national strategy on children 2011-2015 and its action plan;	MoLSAEO	January 2012	Draft decision of council of ministers	The financial cost are included in the financial cost of the activity 11.5.1	In process The Compilation of Draft – decision of the Council of Minister has finished
11.5.4	The approval in the Council of Ministers	MoLSAEO	February 2012	The approval of DCM	143.81 EURO	The Action Plan for Children 2012-2015 has been approved in the Council of Ministers on 13

						March 2012.
11.5.5	The Action Plan on Children 2012-2015 will be publicated and launched in the end of April.	MOLSAEO, State Agency for Protection of Children Rights	April 2012	1.The Action Plan for Children is publicated and launched .	The financial cost are included in the activity 11.5.1 but for more details (Publication and translation in English 5030.02 EURO,organization of theconference 2155.72 EURO)	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
11.5.6	Start the implementation of the Action Plan for Children 2012-2015.	State Agency for protection of Children Rights	Until September 2012	Sensiting campaigns in district level (12) through rountables	The financial cost are included in the activity 11.5.1 but for more details (Sensiting campaign, 8622.90 EURO)	
Goal/Expected Outcomes - Establishing a Functional Child Protection System						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
11.6.1	Building capacity of National Mechanism on Human Rights Protection.	Local Government (The Municipalities, Communes, Regions)	2012 - 2014	Establishment of Child Protection Units and Child Right Units in all municipalities,	With the decentralization of local government is its duty to predict the financial cost	Ongoing. This is a long term process, so it needs time to set up and establish the Child

				communes, and regions that do not have these.	for the establishment of these units.	<p>Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.</p> <p>Protection Units and Child Right Units in all of municipalities, communes and regions.</p> <p>In the moment are setting up 28 Child Protection Units in Municipal/communes level and 11 Child Rights Units in regional level.</p> <p>The State Agency for Protection of Children's Rights has started the sensitizing camapings to promote the Law on Children's Rights and the responsibility of the local government to set up the child protection units.</p>
11.6.2	Gather the first meeting of the National Council on	MoLSAEO;	Within the	The first meeting	There is no	Ongoing

	Child Rights Protection.	Line Ministries which are part of this Council; The Ombudsman; Two representatives from civil society, The representative from National Association of Municipalities	first three months of 2012	of the Council.	financial cost.	
11.6.3	Coordination of local actors to prevent and moderate domestic violence.	MoLSAEO Local Government	During 2012	The adoption and enforcement from the responsible structures of local government of the draft-decision of the Council of Ministers “On the establishment and functioning of the coordination mechanism between state authorities for referral of cases of children at risk, and its way of proceeding”(one	With the decentralization of local government is its duty to predict the financial cost of this activity.	Ongoing

				of the categories included in this draft is abused child)		
Goal/Expected Outcomes - The approval of other sub legal acts deriving from the Law No 10347 of 4.11.2011						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
11.7.1	Draft - Decision of the Albanian council of “On the kinds, way of exchange and processing of information and statistics requested by the state agency and the responsible state structures at a central and local level”.	MoLSAEO	Within the first four months of 2012	The adoption of the draft-decision.	The cost is provided in draft-medium term budget 2012-2015 of MoLSAEO 503.34 EURO	Procedures for approval has been delayed because the draft has passed several times for opinion as many comments have come from inter-institutional working group/ responsible institutions / line ministries / civil society which have been reviewed several times. Actually the draft was sent officially for opinion to the responsible institutions, line

						ministries and MoLSAEO as responsible institution is waiting for the outcome.
11.7.2	Draft-Decision of Council of Ministers “On the procedures of carrying out controls and putting sanctions toward those that violate the rights of children”.	MoLSAEO	Within the first four months of 2012	The adoption of the draft-decision	The cost is provided in draft-medium term budget 2012-2015 of MoLSAEO Amount is 435.03 EURO	Procedures for approval has been delayed because the draft has passed several times for opinion as many comments have come from inter-institutional working group/ responsible institutions / line ministries / civil society which have been reviewed several times. Actually the draft was sent officially for opinion to the responsible institutions, line ministries. Then MoLSAEO will reflect all comments and suggestions coming from the

						responsible institutions/line ministries and will prepare the act for further proceedings in the Council of Ministers.
11.7.3	Draft- Decision of Council of Ministers “On the coordination of the activity of the mechanisms at a central and local on issues regarding the protection of the rights of children”.	MoLSAEO	Within the first four months of 2012	The adoption of the draft-decision	The cost is provided in draft-medium term budget 2012-2015 of MoLSAEO Amount is 431.43 EURO	Procedures for approval has been delayed because the draft has passed several times for opinion as many comments have come from inter-institutional working group/ responsible institutions / line ministries / civil society which have been reviewed several times. Actually the draft was sent officially for opinion to the responsible institutions, line ministries and MoLSAEO as responsible institution

						is waiting for the outcome. Then MoLSAEO will reflect all comments and suggestions coming from the responsible institutions/line ministries and will prepare the act for further proceedings in the Council of Ministers.
11.7.4	Draft- Decision of Council of Ministers “On the cooperation with non-profitable organizations regarding the implementation of local policies for the protection of the rights of children”.	MoLSAEO	Within the first four months of 2012	The adoption of the draft-decision	The cost is provided in draft-medium term budget 2012-2015 of MoLSAEO. Amount is 435.03 EURO	Procedures for approval has been delayed because the draft has passed several times for opinion as many comments have come from inter-institutional working group/ responsible institutions / line ministries / civil society which have been reviewed several times. Actually the draft was sent officially for

						opinion to the responsible institutions, line ministries and MoLSAEO as responsible institution is waiting for the outcome. Then MoLSAEO will reflect all comments and suggestions coming from the responsible institutions/line ministries and will prepare the act for further proceedings in the Council of Ministers.
11.7.5	Draft- Decision of Council of Ministers “On the establishment and functioning of the coordination mechanism between state authorities for referral of cases of children at risk, and its way of proceeding”	MoLSAEO Local Government (municipalities, communes, regions and their structures which are foreseen in the draft-decision)	Within the first four months of 2012	The adoption of the draft-decision	The cost is provided in draft-medium term budget 2012-2015 of MoLSAEO Amount is 363.12 EURO	Procedures for approval has been delayed because the draft has passed several times for opinion as many comments have come from inter-institutional working group/ responsible institutions / line

						<p>ministries / civil society which have been reviewed several times.</p> <p>Actually the draft was sent officially for opinion to the responsible institutions, line ministries and MoLSAEO as responsible institution is waiting for the outcome. Then MoLSAEO will reflect all comments and suggestions coming from the responsible institutions/line ministries and will prepare the act for further proceedings in the Council of Ministers.</p>
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Goal/Expected Outcomes - Effective implementation of the National Strategy on People with Disabilities

No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring	Costs/ Expenses	Comments
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				method		
11.8.1	Identify capacity needs of relevant Government departments, local government, judiciary, media, business and civil society on disability rights	MOLSAEO	March 2012	List of capacity needs	5323.19 EURO	In process During the second half year 2011, has completed the identification of capacity needs in government departments, local government and civil society. Actually is working for identify capacity needs in the other areas.
11.8.2	Establish a timeline for adoption of the Law on persons with disabilities	MOLSAEO	April 2012	The list of activities provided until the adoption of the Law		Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
11.8.3	The discussion in working groups of several suggestions made by some line ministries as MF, MH and MJ.	MOLSAEO Working groups between ministries	April 2012	Feedback by the meetings of working groups		At the last meeting of Interministerial Working Group, on March 13, there were some new suggestions on various articles of the draft law made by the MoF, MH for the disability assessment by the commission,

						and MJ. In this situation it's necessary to discuss again about some special sections in small working groups. For this purpose, it will organize meetings between ministerial experts.
11.8.4	The final review of the draft law concerning the legislative technique	MOLSAEO, MJ Interministerial Working Group	May 2012	DraftLaw completed		
11.8.5	Organization of consultative sessions with civil society on the Draft Framework Law on Protection disabled	MOLSAEO	June and July	Collect inputs from consultation sessions with IMWG members and Civil society organizations to feed into the disability draft act	9125.47 EURO	The consultative sessions will organize in four regions (Shkodra, Vlora, Tirana and Korça) in order to discuss the draft law on disability with the civil society.
	Draft Action Plan 2012-2020 for the implementation of the Convention on the Rights of People with Disabilities	MOLSAEO Interministerial Working Group International Tecnichal Assistance	June - July	Action Plan completed	7604.56 EURO	Based on the UNDP project, IMWG supporting by tecnichal assistance is working for AP
11.8.6	Lobbying the Albanian Parliament to ratify the Convention on the Rights of People with Disabilities	MOLSAEO	June 2012	Organization of Round-table	2281.37 EURO	A round-table will organize with the

						members of Parliament in order to raise awareness for ratifying the Convention on the Rights of People with Disabilities
11.8.7	Public buildings identified and renovated to ensure improved accessibility for persons with disabilities	MOLSAEO	December 2012	Public buildings renovated	190113.99 EURO	In process As a component of the project financed by UNDP, in 2011, was identified some public buildings in several regions of the country, to see their accessibility for people with disabilities. As a pilot initiative, several public buildings (9-12) of special importance in some regions, are selected in order to become user-friendly for persons with disabilities through refurbishment works
11.8.8	Access of persons with disabilities in education Adoption of new Law on “Pre University Educational		June 2012	The law approved		Draft law on “Pre University

	<p>System” in Parliament</p> <p>Analytical study of the actual situation of disabled children in education</p>	<p>MoES</p> <p>MoES</p>	<p>September 2012</p>	<p>Indicators of enrollment and attendance in ordinary schools and common gardens by children with disabilities The use of individual education plans and teaching tools suitable for disabled students. Indicators of architectural and cultural barriers to inclusion of disabled children in kindergartens and schools.</p>	<p>4562.74 EURO</p>	<p>Educational System” was adopted on CoM, date 16.02.2012 and approved to Parliament.</p> <p>In process Drafting the “Law on Pre University Education”, where for the first sanctioned: Personalization of the curriculum designed and implemented for students with special needs in accordance with physical, mental, emotional and social development of the students. Drafting of a personalized program for disabled students by a committee within the school consisting of teachers from various fields of learning, by psychologist and an external specialist for</p>
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						<p>children with special needs and the participation of parents.</p> <p>Equip students with disabilities with appropriate means of teaching and learning, other auxiliary tools, including those of updated information, technology and communications.</p> <ul style="list-style-type: none"> - Ensuring the priority of sufficient teaching staff, including assistant teachers. · Operation of the Evaluation Committee at the level of Regional Education Directorate, which will guide the type of pre education school and basic education the children with special needs, should follow. <p>The draft law ensures the right to education of students with disabilities at a better</p>
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						<p>quality and closer to their needs.</p> <p>In implementing the objectives of the "National Action 2009-2013 zero abandonment" of MoES, the Ministry disposes statistical data on the inclusion of children with disabilities in public schools of basic education on the basis of type of disability. Children with disabilities are integrated into normal classes to work with "personalized educational plan" which is realized by the class teacher in conjunction with the school psychologist and parent.</p> <p>For children with special needs, special education classes are established in schools that provide a personalized education</p>
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11.8.6	Accessibility guidelines reviewed and, where necessary, established and respected in line with CRPD Strengthen, through workshops and published materials, the awareness and professional skills of construction industry, university and central and local government on accessibility of the built environment	MOLSAEO MPPT	June 2012	2 final reports 3 workshops	3422.05 EURO 11406.84 EURO	In 2011, with the aim of a technical assistance, are identified and reviewed accessibility guidelines against relevant CRPD and EU accessibility standards. Under assessment was the university syllabus for architects to ensure it includes disability issues. In 2012 some workshops awareness training, will organize with several actors, to ensure accessibility of the built environment
11.8.7	Improve the conditions of eligibility of the QFP facilities and special programs for people with disabilities.	MOLSAEO	Dec 2012			
11.8.8	Elimination of barriers to facilities built by the National Housing Authority.	MPPT	Dec 2013	No of dwellings that are built by NHA with barriers for DP eliminated	7000 EURO	Identification of dwellings that are built by NHA, that need elimination of barriers for PwD
11.8.9	Costing process of the draft- framework law on the Right of Persons with Disabilities and approval by the	MOLSAEO	Dec 2012	Approval of the draft framework	3802.28 EURO	In process Actually the draft law

	Government.			law		on the Right of Persons with Disabilities is completed and after reflecting the final comments from the IMWG, the process will be followed by discussing the draft law with the civil society
11.8.10	Access of PwD in social services. Deinstitutionalization of social services. Transforming of residential institutions for people with disabilities in social care and home-community centres.	MoLSAEO, Local Government Units, Donors	Dec 2013	Number of services; Number of beneficiaries; Funds from state budget; Funds from Local Government.	For 2012 are planned about 1000272.55 EURO for six residential centres by the program budget funds for social protection, (wages, social insurance and operating costs). Decentralization of these centres in administration of local government units, require local units to plan funds for investment in these centres for	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. 10 In process De-institutionalization of social services is the process of movement from residential social services to community services. The process of de-institutionalization would provide other alternatives of social care services in day

					<p>the provision of community services. Local Government Units, plan their own funds for their own functions.</p>	<p>care centers, community services, foster care services, etc., for people with disabilities to avoid their placement in residential institutions when it is unnecessary.</p> <p>Transformation of these centers into community services will be performed within the delegated fund for these centers by the state budget (1000272.55 EURO for six Residential Centers for year 2012).</p> <p>Transforming of residential social care centres for persons with disabilities in community centres and family homes. In the Republic of Albania residential social services are offered to people with</p>
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						<p>disabilities in 6 centres, in Durrësi, Berati, Korça, Shkodra, Vlora and Tirana. Currently in Shkoder the residential centre has been transformed into community centre supported by local funds to provide daily services for PwD, while the residential service is still supported with funds from the state budget. The residential service in Vlore is transformed in family home service where a positive contribution is given from the budget of Vlora municipality for the implementation of this initiative. This ongoing process will continue in other centres too.</p> <p>MoLSAEO in</p>
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						implementation of the Social Protection Strategy is supporting with funds the municipality of Kuçova and Kukësi for the establishment of day care centres for disabled children in these units.
Goal/Expected Outcomes - Protection of Roma Rights, Monitoring of the objectives of the National Strategy and National Action Plan for the Decade of Roma Inclusion 2010-2015						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
11.9.1	<p>Realization of the second cycle of training in 10 counties where the Roma community live to enable computerization for entering data at the local level in areas such as education, health, housing and employment and then these data will be forwarded to the office of Technical Secretariat through a computer program and a network for this purpose.</p> <p>The programmes and measures implemented at the local level will be systematically monitored, coordinated and evaluated to ensure their effectiveness and efficiency. For this, the technical Secretariat for Roma will</p>	<p>MoLSAEO - local government</p> <p>MoLSAEO</p>	<p>June 2012</p> <p>June - July</p>	Data collecting from local government	11406.84 EURO	<p>In process. MOLSAEO with the support of UNDP project has organized, on October, the first phase of training seminars in four regions, for the focal points in several areas, working on data collecting for Roma people in all regions.</p>

	organize the meeting in the ten regional Council were Roma minorities live					
11.9.2	<p>Centre for Community Health and Welfare will conduct home visits in Roma neighbourhoods.</p> <p>The Ministry of Health will organise awareness raising campaigns on arrange of issues such as hygiene, reproductive health family planning as well as risks linked to early marriages and early pregnancies. Vaccination for all roma children will be ensured</p>	<p>Ministry of Health</p> <p>Ministry of Health</p>	<p>June 2012</p> <p>September 2012</p>	<p>Number of visits and children tested.</p>	<p>7556.02 EURO</p>	<p>Centre for Community Health and Welfare supported by UNICEF, MoH and PHI plans to perform:</p> <ul style="list-style-type: none"> •96 home visits for the Roma community. <p>These visits are planned in Durres (72 visits) and Tirana (24 visits) to identify the health situation of children aged 0-6 years-old and mothers.</p>
11.9.3	<p>Expansion of second chance education for Roma</p> <p>Effective implementation of existing policies to foster education of Roma children should be ensured and short comings of this programmes addressed such as for instance Ensuring effective functioning of the system for the free</p>	<p>Ministry of Education</p> <p>Ministry of Education</p>	<p>December 2012</p> <p>September 2012</p>			<p>Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.</p> <p>Draft a Guide for the implementation of the "Second Chance" project to ensure education of drop-out</p>

	disbursement of textbooks to children in need.					Roma children. Identify areas with best potential to implement the “Second Chance” project (considering the number of children who dropped out of school).
11.9.4	Study for the implementation of the project for schools with food for Roma pupils	Ministry of Education	December 2012			An analysis of open and hidden drop-out level indicated lack of food at schools as a contributing factor. <ul style="list-style-type: none"> •MoES proposed to the Council of Ministers to provide a nutrition quota to "Naim Frashëri" school in Korça. •Gap analysis of existing legislation to identify possibilities of introducing legislative changes that ensure provision of foods in schools. •Legal assessment of the institutional and governing situation at

						<p>MoES, MoLSAEO, REO, Municipality, school and civil society for this matter.</p> <ul style="list-style-type: none"> •In cooperation with UNICEF, identify institutional bodies and procedures that facilitate implementation of “schools with food” project.
11.9.5	<p>Starting work on curriculum design for the Roma language in university education</p> <p>The Ministry of Education and Science will provide further assistance to roma youth to undertake university studies, among others through an effective implementation of the existing quota</p>	<p>Ministry of Education</p> <p>Ministry of Education</p>	<p>August 2012</p> <p>September 2012</p>			<p>Under the implementation of the Action Plan for the Decade of Roma Inclusion approved by the Minister of Education and Science, efforts will focus on:</p> <ul style="list-style-type: none"> •Setting-up and functioning of a Roma Language and Culture group at the Faculty of Foreign Languages, Tirana, within the Balkan Languages Department. •Development of

						systematic (initial and continuous) qualification and training programmes for Roma language teachers.
11.9.6	<p>Approval of the Decision of CM for transferring a military centre in the privatization process, owned MOLSAEO, in order to use it for accommodation of Roma people without dwelling.</p> <p>Completion of the refurbishment of the Kombinat compound, including provision of electricity, sanitary installations and heating with a view to house the 8 Roma families evicted from Tirana train station</p> <p>Accommodate 8 Roma minority families displaced from the train station in the shelter and ensure that children of these families attend school;</p> <p>The process coordination of establishment and operation a multidisciplinary centre for Roma expelled from the train station, in this zone.</p> <p>Meeting with Donors and Roma or non Roma NGO to present the action plan on the establishment of a multi-</p>	<p>MOLSAEO Ministry of Defence Council of Ministers MOLSAEO</p> <p>MoLSAEO</p> <p>MoLSAEO</p>	<p>March 2012 Dec 2012</p> <p>15 April 2012</p> <p>30 April 2012</p> <p>30 April</p>	<p>The decision approved</p> <p>Agreements with various institutions for the provision of social services, health, education etc.</p>	<p>456.27 EURO</p> <p>76045.60 EURO</p>	<p>Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.</p> <p>MOLSAEO in cooperation with Ministry of Defence is working on transferring of a military zone, actually in the privatization process, owned MOLSAE, in order to enable final housing of Roma expelled from the train station in February 2011. A Decision of CM will finalize this work. A multidisciplinary centre that will provide better access</p>

	disciplinary centre.	MoLSAEO	2012			of Roma families in education health, social services etc, is predicted to establish and operate in this zone.
11.9.7	Promotion of employment of woman from Roma Community through implementation of programmes of promotion of employment (DCM No. 27, date 11.01.2012 "The program for employment promotion of woman from specific groups".	MoLSAEO NES (National Employment Service)	September 2012	Employment of 10 woman from Roma Community	State Budget 647658.48 EURO	The budget (647658.48 EURO) is for all employment promotion programmes.
11.9.8	Drafting of Progress Report 2008-2010, on the assessment of the implementation of the National Strategy and National Action Plan for the Decade of Roma Inclusion 2010-2015	MoLSAEO	October 2012	The report published	3802.28 EURO	In process Meantime the first draft of progress report for the Action Plan of the Roma Decade for 2010 has been compiled.
11.9.9	Provision of a timetable for prioritisation of implementation of the conclusions of the "Seminar on inclusion of Roma and Egyptian communities in the framework of Albania's European Union integration" indicating a realistic plan of implementation of all measures	MoLSAEO	30April			Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
Goal/Expected Outcomes - Establishing adequate administrative capacities of the "Commissioner for Protection from Discrimination						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring	Costs/ Expenses	Comments

				method		
11.10.1	Improvement of institution infrastructure with: <ul style="list-style-type: none"> - Equipments - Computers 	Commissioner for Protection from Discrimination	2012	Increasing the efficiency of work and employees & Accessibility of CPD premises for persons with disabilities & Developing the Procurement Procedures	State Budget 25186.72 EURO	<p>1. Allocation of computers for all the employees and the equipment of the offices with the necessary devise.</p> <p>2. CPD, with the financial support of UNDP, is providing spaces within the institution in order that people with disabilities have access in our premises.</p> <p>Commissioner's premises accessible by persons with disabilities</p> <p>Commissioner's documentation accessible by women and men from categories at-risk of gender discrimination as well as by civil</p>
		Donor			UNDP 7203.33 EURO	
		Commissioner for Protection from Discrimination and UNDP	3 rd quarter 2012		31823.00 EURO - UNDP	
		Commissioner for Protection from Discrimination and UNDP	4 th quarter 2012		4546.14 EURO- UNDP	

						society and media.
11.10.2	<p>Development of information technology (IT) infrastructure through:</p> <p>a) Construction and maintenance of computer equipment and information and services needed.</p> <p>b) Creation of an electronic program (software), claims management and processing of data and train staff to use the system</p>	<p>Commissioner for the Protection from Discrimination</p> <p>Ministry of Finance</p> <p>Donors</p>	2013-2014	Increasing the efficiency of work and employees	State Budget 28784.82 EURO & Potential Donors	This activity still remains a medium-term measure as it requires time to be implemented and also the financial support of donors.
11.10.3	<p>Implementation and Monitoring of the Strategic Plan 2012-2015 and Action Plan of the Commissioner On Protection From Discrimination</p>	<p>Commissioner for the Protection from Discrimination</p>	2012-2013	<p>Implementation of the Action Plan of the Commissioner for the Protection from Discrimination, 2012 - 2015</p> <p>Periodic Reports (6-monthsreports) on the implementation of the Strategy of Development of the CPD.</p>	1899.80 EURO	<p>The Strategy of the Commissioner was adopted by Decision of the Commissioner and its presentation will be in 4 – 6 april 2012</p> <p>Implementation and monitoring of the strategy will be conducted in accordance with the Action Plan and monitoring procedures from the high representatives of the Office of the Commissioner.</p>
11.10.4	Strengthening of administrative capacities of the staff of	Commissioner for	2012	Numbers of	Costs will be	Related to the

	<p>CPD.</p> <p>Participation in trainings held from NGOs</p>	<p>the Protection from Discrimination</p> <p>NGO-s</p> <p>International Partners</p>	<p>CPD and UN Women</p> <p>CPD and UNDP</p>	<p>3rd quarter 2012</p> <p>2nd quarter 2012</p>	<p>Trainings developed</p> <p>& Kinds of trainings</p>	<p>supported by organizers.</p> <p>1515.38 EURO-UN Women</p> <p>UNDP</p> <p>strengthening of administrative capacities, the Office of the Commissioner has participated in several conferences and workshops with other public institutions NGO-s and International Partners</p> <p>CPD is trained on monitoring and reporting based on Harmonized Indicators on Gender Equality</p> <p>Group of Advisors to the Anti – Discrimination Commissioner with expertise on gender equality and non—discrimination, instruments and legislation established</p>
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		CPD and UNDP	April 2012		11365.36 EURO & 15153.81 EURO UNDP & UN Women	Members of the Anti – Discrimination Commissioner trained on relevant legislation and exposed to international best practices on gender equality, aging, ethnic minorities, LGBT and persons with disabilities issues. Guidelines for handling disability issues developed for professional staff on Anti- Discrimination Commissioner
		CPD and UNDP	4 th quarter 2012		1515.38 EURO-UNDP	
11.10.5	Organization and participation in conferences ,workshops and round tables	Commissioner for the Protection from Discrimination	2012	Increasing the efficiency of work and employees &	4101.84 EURO	December 2011- Participation in the conference organized in connection with the preliminary report

		NGOs Public institution Donor		Exchanging of experiences		<p>being prepared by the Institute for Democracy and Mediation (IDM), within the project "Assessing the role of Independent Institutions in the performance of Security Sector Reform in Albania".</p> <p>6 December 2011 - Participation of Commissioner at the roundtable organized by the OSCE Presence in Albania in the framework of the project "Building active citizenship in Albania."</p> <p>15 December 2011 – Seminar on inclusion of Roma and Egyptian Communities in the framework of Albanian’s European Union Integration</p>
Goal/Expected Outcomes - Awareness raising campaigns for Law No 10221 of 4.2.2010 “For the protection from discrimination” and the institution of the Commissioner						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments

11.11.1	Organization of Trainings on the Law for the Protection from Discrimination for different professional groups.	Commissioner for the Protection from Discrimination & Donors	2012	Number of participants in the trainings & Different target groups	8635.45 EURO	<p>1. In the framework of the project “The implementation of the Law “For the Protection from Discrimination” in the educational system”, developed with the financial support of UNICEF, several awareness raising activities have been developed with directors of educational institutions, teachers, psychologists, sociologists, representatives from syndicates, inspectors of educational directorates, pupils, representatives from local government and NGO-s.</p> <p>1st Activity - 14–15 November 2011 in Shkodra, number of participants 88</p> <p>2nd Activity – 21-22 November 2011 in Vlora, number of participants 69</p> <p>3rd Activity – 5-6</p>
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		CPD and UNDP	4 th quarter 2012 and to be continued in 2013		6061.52 EURO & 1515.38 EURO UNDP & UN Women	December 2011 in Tirana, number of participants 86 Total of trained persons – 243 Commissioner reaches out to women and men, particularly from vulnerable categories to inform them of their equality and non-discrimination rights and to encourage them to utilize anti-discrimination Commissioner complaint mechanisms.
11.11.2	Monitoring the implementation of the Law on the Protection from Discrimination and one study in the anti- discrimination field.	Commissioner for the Protection from Discrimination & Donors	2012	1 Report published & 1 Monitoring	545537.14 EURO	During December, CPD with the financial support of UNICEF, held a monitoring process in 6 districts of Albania in the field of education. Through

						<p>this project, the Commissioner made questionnaires with the pupils and teachers of pre-university schools and high schools of these districts.</p> <p>The goals of this project are:</p> <ul style="list-style-type: none"> - Awareness raising - Perception of discrimination - Findings on cases of discrimination most spread in schools - Fulfilment of obligations provided in the anti discrimination law from the school directors. <p>Law on protection from discrimination in the education sector through capacity building, monitoring of the situation of awareness and facilitation of complaint mechanism,</p>
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		Commissioner for the Protection from Discrimination & UNICEF	2 nd quarter 2012		18942.26 EURO UNICEF	for boys and girls.
11.11.3	Participation in TV debates and interviews	Commissioner for the Protection from Discrimination & Media	2012	Interviews & TV Programs	No costs	During November - December there were several public exposure on national and local TV (Vlora, Shkodra) of the Commissioner
11.11.4	Preparation of the TV Spot	Commissioner for the Protection from Discrimination & Media	2012	1 TV Spot prepared	227307.14 EURO	The TV spot aims the awareness-raising of the community as it may have a better promotion of the Law and The CPD because of the wider audience.
11.11.5	Preparation and distribution of poster, booklets, informative brochures etc.	Commissioner for the Protection from Discrimination	2012	3800 poster, booklets & informative brochures & Number of complaints received	363691.43 EURO	Depending on this measure, the CPD aims to increase the number of complaints received. In December 2011 different materials posters, brochures were distributed to

						high and 9- years schools in cities such as Tirana, Durres, Elbasani, Shkodra, Fieri, Kukes.
11.11.6	Organization of Open Days in different regions.	Commissioner for the Protection from Discrimination & Local Government	2012	10 districts involved & Number of complaints received	231853.29 EURO	It is foreseen to have 10 Open Days in 10 Districts of Albania. These Open Days will take place in the premises of local government institutions.
11.11.7	Organisation and participation in round tables with NGO -s which have on their focus the protection of human rights.	Commissioner for the Protection from Discrimination & civil society	2012	Development of dialogue on issues of discrimination	393999.05 EURO & Costs will be supported by organizers.	14 december 2011 - Participation in the program "The inclusion of LGBT issues in social policy" organized by the Embassy PINK
Goal/Expected Outcomes - Setting the collaboration with public institutions and NGO-s						
No	Planned measures/ activities	Responsibility/ Institution	Deadline/ Date	Indicators/ Measuring method	Costs/ Expenses	Comments
11.12.1	Signing the cooperation memorandums with Line Ministries and other public institutions, such as:	Commissioner for the Protection from	2012	6 Memorandums of Understanding signed	No costs	MoU's signed so far: - MoU with State Commission for Legal

		Discrimination & Commissioner of Data Protection & Peoples Advocate CPD and UNDP	4 th quarter 2012		2273.07 EURO - UNDP	It is in process the setting of collaboration with Peoples Advocate Technical roundtable meeting organized to facilitate collaboration between the People's Advocate and Anti-Discrimination Commissioner over gender equality and non-discrimination issues.
11.12.4	The signing of cooperation agreements with other foreign counterparts	Commissioner for the Protection from Discrimination & International Bodies	2012- 2013	1 cooperation agreement signed	492498.81 EURO	This activity aims to get the best international practices in the anti-discrimination field.
11.12.5	Commissioner's involvement in the European Network of Equality Bodies - EQUINET	Commissioner for the Protection from Discrimination Ministry of Integration	2012-2013	Acquisition of the status as a member of EQUINET	568267.86 EURO	On 29-30 November 2011, the Commissioner participated as observervant at the annual general meeting (AGM) of EQUINET.

						<p>Following CPD in collaboration with MEI, as coordinator of the integration process, will follow all procedures and opportunities for Albania to sign a Memorandum of Understanding with the EU to participate in</p> <p>the PROGRESS Programme, of the European Commission under which EQUINET is funded .</p>
11.12.6	Implementation, ensuring, approach and cooperation in the legislative areas (legal Drafting, giving the opinion, guidelines, recommendations, annual reports, amendments, strategies, draft laws)	<p>Commissioner for the Protection from Discrimination</p> <p>Authorities involved in the drafting process</p>	2012-2013	<p>Legal acts and bylaws to which the opinion is given</p> <p>Recommendations given</p> <p>Reports published</p>	303076.19 EURO	This kind of cooperation aims the improvement of the domestic legislation in accordance with the anti –discrimination law and policies, as well as the approximation of Albanian anti-discrimination

						legislation with the European standards
11.12.7	Collaboration with courts	Commissioner for the Protection from Discrimination & Courts	2012	Setting of collaboration with the Albanian District Courts.	No costs	The Commissioner has sent to all the courts of first level in Albania a paper for collaboration and the obligations provided by the anti – discrimination law.

Priority 12 - Improvement of the treatment of detainees and prisoners

Take additional measures to improve treatment of detainees in police stations, pre-trial detention and prisons. Strengthen the judicial follow-up of cases of ill-treatment and improve the application of recommendations of the Ombudsman in this field.

Analysis of situation

The penitentiary and the pre-trial detention system has been improved considerably, specifically in the course of the recent years, this being in the aspect of putting in place the comprehensive legal framework or in terms of numerous administrative measures for improving the treatment of inmates.

The Inter-Sector Strategy of Justice, approved by CMD no 519, dated 20.07.2011, pays specific attention to the penitentiary system under the strategic objective "Improvement of the penitentiary and remand system in the context of guaranteeing the fundamental rights of the individual, establishment of appropriate conditions for rigorously performing the entire obligations stemming from the existing legal framework, guaranteeing that all the law enforcement bodies ensure a humane treatment during the pre-trial detention and transforming the criminal punishment into a re-education opportunity".

In the context of improving the capacities of the penitentiary institutions, the observation of human rights, specifically those of inmates, are under the continuous focus of the reforms launched through the principles of legality, legal security and humane acts.

Actually, continuous commitments have been made to the penitentiary system with regard to the improvement of legislation, infrastructure and effective implementation of the structural changes through the orientation of policies restricting the number of persons being punished to imprisonment and for maintaining a the prison population at manageable levels.

At the same time, specific attention is being paid not only to the treatment of the pre-trial detainees or inmates or also to the transformation of the criminal punishment into an opportunity of social rehabilitation. In this context, it is indispensable to take effective measures for minimizing and pointing out the cases of physical or psychological maltreatments, for persons being in pre-trial detention centres, as well as those serving the criminal sentence in penitentiary institutions.

Despite the continuous attempts for the improvement of the legal and the regulatory framework to the effect of addressing this key priority, as well as the progress made in this respect, cases of abuses continue to be reported. Instances of complaints from groups of inmates have been

recorded pertaining to the living conditions and exposure to physical and psychological violence by the prison staff. Prevention of torture is one of the most important function elements of the prison system and treatment of persons with restricted freedom. The process of documentation and investigation of torture and the drafting of a manual for this purpose under the Istanbul Protocol, and other documentation to document the violence, has been one of the main recommendations in the report of the CPT after the 2008 monitoring visit . In collaboration with the Albanian Centre for Rehabilitation of Trauma and Torture, for the first time during 2011, it was designed the format for documenting the cases of physical and psychological violence, for medical emergencies, recognition of legitimacy, a unified document that was drafted according to the recommendations and requirements of EC completely in compliance with the Istanbul Protocol. This new format is sent to all institutions to become part of the work activity during 2012.

The living conditions of the inmates are mainly depending on what their families are providing to them, including food. Food norms by which the prisoners are treated, since 2007, on basis of the mutual order of the Minister of Justice no. 104/5 dated 19.07.2006 and the Minister of Health no. 205/3 dated 27.07.2006, are as follows:

2.615 k/kal	for convicted unemployed persons and minors;
3.033 k/kal	for convicted employed persons;
3.345 k/kal	for convicted ill persons;

These are the food norms applied even in the EU countries.

Expended funds for alimentary treatment are as follows:

Year 2010	1,996,097.84 EUR
Year 2011	2,252,412.28 EUR

The situation within the premises of the health care are concerning. The persons with restricted freedom are provided with medical service like any other citizen by the General Directorate of Prisons (Drug, Laboratory and Imagery). This medical service with all its components is free of charge from the state. The institution offers medical service and medical assistance in 24-hours and all detention and pre-detention institutions provide present medical service during 24-hours. In all cases in which a person needs specialized medical service, it is provided in the Prison Hospital, which is completed with specialized medical staff and is located in the territory of the Civil Hospital. In cases where even this hospital centre does not offer a special service, the treatment of prisoners is made in the civil hospital and all expenses of the person are covered by the institution. To improve the health service activity, 23 inspections are planned in 2012 by the Health Sector, in terms of medical cards, sanitary measures and activities of their work.

The use of individual locks at the jail doors consist a risk for the inmates in the event of evacuation. The non-usage of personal prison door locks requires intervention in investment, which shall be taken into consideration during the budgetary planification in the future years. The medical examination prior to the accommodation/admission into the penitentiary institution has not been conducted systematically and the concern about maintaining the confidentiality of the medical data in prisons exists. A very important moment for the convict but also for staff is the arrival of new convicts in the institution. Upon arrival at the institution, the detainee or pre-detainee is expected by the Reception Commission, where verification of documents and physical introduction of the person is made. He is questioned by the commission for his health and spiritual status, problems and concerns he might have. The information gathered by the reception commission serves to create an individual treatment plan, in order to avoid any unpleasant situation in the future. Afterwards, the detainee or pre-detainee undergoes medical visit by the general practitioner of the institution, who makes an assessment on the health conditions of the person deprived of freedom and opens a medical card, where he records the entire health history of the individual while he is serving the sentence.

Other problems with regard to the confidentiality of phone calls and possibility of sending the forms of complaints to the Ombudsman exist. The issue of improving the treatment of complaints has been the main focus of GDP and is reflected in the action plan to achieve the recommendations of the CPT. For this purpose, in cooperation with the Albanian Helsinki Committee, a working group has been established in GDP to improve the current mechanism of handling the complaints. The working group has achieved the unification of the forms of the application and complaints based on the British model of their treatment. In addition, it is developed a protocol, which will serve as a guide for prisoners in order to facilitate and improve the filling of forms by convicts. After making this forms official, during 2012 a series of trainings will be undertaken by the Training Sector in GDP, in cooperation with the KSHH in order to raise the capacity of staff responsible for completing and delegating the complaints. A concern continues to be the delayed and continuous stay of the suspects of low dangerousness within the premises of the pre-trial detention.

At the same time, there are penitentiary institutions functioning in excess of the permitted capacity and their general circumstances should be improved, including even some pre-trial detention centres or police stations. The opening of three new institutions during 2012-2014, financed by European Commission, shall resolve the problem of overpopulation in the prison system. Further, the application of alternative sentences has relieved the overpopulation in ICDE. Moreover, the necessary measures need to be taken for encouraging the dialogue and institutional cooperation with the Ombudsman (the latter having available the anti-torture mechanism) to the effect of analysing and appropriate scheduling the recommendations made by him.

In the context of observing the rights of children and reducing the time of staying in pre-trial detention, it is necessary to make specific legal and administrative arrangements. In the Inter-

Sector Strategy of Justice, approved by Decision no 519, dated 20.07.2011 of the Council of Ministers, it is clearly set out that the delays in judicial proceedings are concerning specifically where the minors are parties to proceedings, specifically in criminal proceedings, where they are under the security measures of "arrest in prison".

The delays during the preliminary investigations and judicial proceedings cause the minors serve their sentence in pre-trial centres, this being a violation of the principle that the pre-trial detention of minors pending adjudication is the last resort. At the same time, the legal infrastructure for the administration of justice for minors conflicting with the law, nor having reached the age of criminal liability, remains to be regulated.

With regard to the mentally sick inmates, their treatment needs to be improved. A serious concern still remains the absence of an appropriate and permanent regulation for the accommodation of these persons. Memorandum of Cooperation between the Ministry of Justice and Ministry of Health regarding the care toward mentally ill violators is under negotiation and it is still expected its signature. However, for improving the treatment of this category in the prison system, there are undertaken a range of legal initiatives, cooperation agreements with NGOs, improvement of infrastructure and medicamentous treatment, staff training, opening of special care sectors, and application of individual treatment plan.

Addressing the above problems can be achieved through meeting the following objectives:

- Improvement of capacities of penitentiary institutions and improvement of conditions;
- Enhancing the efficiency of supervision of alternative punishments by Probation Service";
- Improvement of treatment of detainees with mental health problems;
- Improvement of confidentiality of medical files of prisoners
- Improvement of the situation in the premises of detention centres and police stations as well as raising the level of professional capacities of the police employees working in these premises;
- Improvement of professional training of employees of penitentiary institutions;
- Increase of number of inspections at the penitentiary institutions;
- Observation of the recommendations of the Ombudsman;
- Investigation into the cases of law violations;
- Rights of children and reduction of stay in detention.

To the effect of addressing the above mentioned objectives, it is necessary to take a package of intertwined legal and structural measures. In this context, the following measures are of specific importance:

- The improvement of the legal framework for the treatment of inmates or remand prisoners, as well as of the legislation for penitentiary police;
- Approval of the new law on mental health where mentally ill persons deprived of freedom are included;
- Signature of the Cooperation Agreement between the Ministry of Justice and the Ministry of Health for providing medical care in ICDE.
- Enforcement of DCM no. 337 dated 06.04.2011 “On involvement of imprisoned persons and pre-detainees in the category of economically non-active persons”.
- Creation of lockers in ICDE for keeping and preserving the medical cards of detainees and pre-detainees.
- Establishment of new pre-trial and penitentiary institutions, as well as renovation of existing ones.
- Increase of number of inspections at the penitentiary institutions;
- Drafting the Sector Strategy of "Justice for Minors", which is to address the administration of justice for minors (conflicting with the law and the minors under the age of the criminal liability), minors being victims of the crime and witness minors.

Approval of the draft law on “Mental Health” shall include mentally ill persons that are in the prison system.

The Agreement between the Ministry of Health and Ministry of Justice shall aim at protecting and enhancing the health care for detainees and pre-detainees. In addition to improvement of the health care in its entirety, main items of this agreement include: **a)** Implementation of treatment with medication according to health insurance scheme, benefited from health insurance law; **b)** Enabling psychiatrists to conduct psychiatric medical visits for detainees and pre-detainees.

The application of DCM no. 337, dated 06.04.2011 “On involvement of imprisoned persons and pre-detainees in the category of economically non-active persons”, shall affect directly the quality improvement of the medical service and increase of the medicaments spectrum for treatment of mentally ill persons.

The recent amendments in February 2011 to DCM no. 303 dated 25.03.2009, “On approval of the General Prison Regulation”, intended to improve the rights of the detainees and pre-detainees in respect of guaranteeing protection, preservation and security of personal data. By order no. 496 dated 28.09.2011 of the General Director, it is approved the regulation “On protection of personal data and their security in the GDP and ICDE” which is sent for implementation to all ICDE.

However, for continuous improvement of the confidentiality of medical data of persons deprived of freedom, it shall be invested in installing lockers where medical cards of detainees and pre-detainees are held.

In 2012, for improvement of infrastructure of the Penitentiary System, funds are foreseen to the extent of 51 % more in comparison with that in 2011, precisely: 6.45 million EUR more from

EU and 3.7 million EUR more from the State Budget. For improvement of infrastructure of the Justice System (mainly of the Penitentiary System) for 2012, there are foreseen 17.65 million EUR from which 12.75 million EUR are allocated by EU, while 4.9 million EUR are allocated by the State Budget. The funds allocated by the State Budget, destined to improve the infrastructure of the Justice System in 2012, cover approximately 11.9% of the total funds allocated to the Justice System, which constitute 74% of the allocated funds for capital expenses in the Justice System.

The measuring indicators for implementing the measures addressing these objectives shall be:

- Establishment and making functional new institutions due to be established, as well as accommodation there of inmates and pre-trial detainees, thus reducing the overpopulation in the existing penitentiary institutions.
- Drafting statistical documents by the respective structures with regard to addressing/effective implementation of the recommendation of the Ombudsman.
- Entry into effect of the Strategy of Justice of Minors and monitoring its implementation through an efficient reporting mechanism.
- Entry into effect of the respective legal and by-law acts, as well as their successful implementation.

The State Police has, to the effect of observing and guaranteeing the rights of persons deprived of their liberty in the premises of the State Police as detained or arrested persons, been focusing on meeting the following objectives:

- Improvement of the situation in detention rooms for keeping the detained persons in accordance with the Law "On State Police" and other by-law and administrative acts of the Director General of the State Police.
- Raising the technical-professional level of the police staff, specifically those police employees performing services for the management, safety and treatment of the detained and arrested persons.
- Intensifying the inspections/controls with the activity of the local police structures for the verification of measures and accomplished tasks for meeting the legal obligations for observing and ensuring the rights of this category of persons.
- The improvement of the legal and by-law acts for meeting the mission and responsibilities of the State Police only in line with the law and abiding by human rights, drafting standard operational procedures for police services for the treatment and safety of the arrested and detained persons at police units.

The evaluation and taking of measures for the implementation of recommendations of the Ombudsman, Albanian Helsinki Committee and NGOs for the protection of human rights and specifically for those who are deprived of their liberty (detained or arrested). The implementation of measures provided for addressing this objective is depending on administrative

costs/expenditure. The necessary funds for their implementation are scheduled in the budget approved for the Ministry of Justice. Along with the state budget, the implementation of measures shall rely on the funds ensured through international assistance. The necessary human resources are provided for in the orders of the Minister of Justice for the establishment of the respective work groups. On the other hand, the responsible structures of the Ministry of Justice shall monitor and supervise the implementation of the law, through processing the data and reporting on the effectiveness of legislation.

Action Plan for priority 12

Key priority 12: Take additional measures to improve treatment of detainees in police stations, pre-trial detention and prisons. Strengthen the judicial follow-up of cases of ill-treatment and improve the application of recommendations of the Ombudsman in this field.						
1. Goal/Expected Outcomes - Increasing the capacity of penitentiary institutions and improvement of conditions						
No	Scheduled activities/measures	Responsible institution	Period/ Deadline of Implementation	Measuring indicators and methods	Expenses/ Costs	Comments
1.1	Drafting and sending for consideration and approval the draft-law "On some amendments to the Law no 8328, dated 16.04.1998 "On the rights and treatment of the inmates and detainees", as amended.	Ministry of Justice/ Council of Ministers/ Assembly	Second semester of 2012	Approval and entry of the law into effect	Administrative costs/expenses	The amendments to this act aim at improving the treatment of inmates and detainees, specifically focusing on the improvement of some concrete issues pertaining to the treatment of requests and complaints from inmates, health care service, disciplinary measures and various procedures for leaves.
1.2	Drafting and sending for consideration and approval the draft-law "On some amendments to the Law no 10 032, dated 11.12.2010 "On penitentiary police".	Ministry of Justice/ Council of Ministers/ Assembly	Second semester of 2012	Approval and entry of the law into effect	Administrative costs/expenses	The amendments aim at improving the rules for the organisation and functioning of the Penitentiary Police, specifically the procedures of recruitment, transfers,

						imposing disciplinary measures and their training as well as various financial benefits.
1.3	Construction of the new Pre-trial Detention Centre in Elbasan	Ministry of Justice and Directorate General of Prisons	March 2012	Construction of the new Pre-trial Detention Centre/reduction of overpopulation in prisons with a capacity of round 120 persons	6,036,029.20 EUR (EU + State Budget)	Construction work at the new Pre-trial Detention Centre in Elbasan are to be completed soon The equipment contract is currently being implemented.
1.4	Construction of the new Pre-trial Detention Centre in Berat	Ministry of Justice and Directorate General of Prisons	December 2012	Construction of the new Pre-trial Detention Centre/reduction of overpopulation in prisons with a capacity of round 100 persons	5,030,024.33 EUR (EU + State Budget)	Construction work is proceeding normally and it is expected that it be completed within 2012.
1.5	Construction of the new Pre-trial Detention Centre in Fier	Ministry of Justice and Directorate General of Prisons	July 2012	Construction of the new Pre-trial Detention Centre/reduction of overpopulation in prisons with a capacity of round 780 persons	18,122,459.09 EUR (EU + State Budget)	Construction work is proceeding normally and it is expected that it be completed within 2013.
1.6	Construction of the new Pre-trial Detention Centre in Shkoder	Ministry of Justice and	2015	Construction of the new Pre-trial	22,635,109.49 EUR (EU	Revision of the project due to be completed soon.

		Directorate General of Prisons		Detention Centre/reduction of overpopulation in prisons with a capacity of round 720 persons	+ State Budget)	Following the tendering procedure, it expected that the works start in December 2012.
1.7	Construction of a new institution within the premises of Prison 313 Tirana	MJ, DGP, Probation service, DBE,	2013-2015	Construction of the new institution	4,527,021.90 EUR	Cost estimate of the project has been drafted during 2011 and it is ready for investment
1.8	Construction of a new institution within the premises of Prison 325 Tirana	Commissioner for Protection of Personal Data	2013-2015	Construction of the new institution	5,030,024.33 EUR	Cost estimate of the project has been drafted during 2011 and it is ready for investment
1.9	Projects for the improvement of the general conditions in some penitentiary institutions		2012	Drafting of projects	359,287.45 EUR	The funds for investments have been estimated and requested with DBA 2012 - 2014 The funds will be used to pay for 40% of the value of the project for the new prison 325; 40% of the value of the project of the new prison 313 ; 40% of the external engineering networks of the new penitentiaries of Elbasan, Fier, Berat; The project for the entrance road of the Berat penitentiary and the disposition of the stream of Parangoi
1.10	Projects for enhancing the physical		2013-2015	Drafting of	3,449,159.54	Deliverable identified

	security through supervision and control by cameras and security systems			schedules and projects	EUR	jointly in the consultative meeting with the EU Commission services on 6 March 2012. The funds for investments have been requested with DBA 2012 - 2014
1.11	Projects for electrical power lines and water pipelines as well as wells in penitentiary institutions		2013-2015	Drafting of schedules and projects	646,717.41 EUR	The funds for investments have been estimated and requested with DBA 2012 - 2014
1.12	Projects for the improvement of the working conditions in penitentiary institutions		2012-2013	Drafting of schedules and projects	3,053,943.34 EUR	The funds for investments have been requested with DBA 2012 - 2014
1.13	Approval of the CMD" for including the persons sentenced to imprisonment and pre-trial detainees into the category of economically non-active persons"	MJ, MSH, DGP	April 2012	Taking respective measures	State budget	Making arrangements for implementing the CMD, through the drafting of a joint instruction between the two ministries.
1.14	Providing health care to inmates; specifically to mentally sick persons.	DGP	2012-2014			By March 2012 additional applications will be made about the review of the budget for this category. Also, the implementation of the DCM on inclusion of the persons deprived of liberty in the category of financially inactive persons will provide a sound solution for the treatment with medicaments.

1.15	Finalisation of the agreement between the Ministries of Justice and Health for the purpose of improving health care in the penitentiary system	MJ, MH	April 2012	Decision-making process through the cooperation between two ministries	State budget	<p>Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.</p> <p>The Signature of the Cooperation Agreement would directly influence to the improvement of the treatment of persons under restricted liberty, as well to the quality of the health care service.</p>
1.16	Review of legislation on persons with mental health problems in prisons and pre-trial detention centres	MJ, MoH, DGP	2012-2014	<p>Feasibility study of the penitentiary institutions for the treatment of persons with mental health problems</p> <hr/> <p>Cooperation with NGO-s for study approaches and status of persons with mental health problems, who are deprived of their liberty</p>	Administrative costs	<p>Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.</p> <p>The study of the legislation would directly influence the improvement of the treatment of persons under restricted liberty, who display mental disorders and at the same time it would create an adequate legal basis for the future infrastructure-related projects. An intended by-product of the legislation is the transfer of the Institute of</p>

						Enforcement of Criminal Decisions of Kruja under the subordination of the Ministry of Health or the opening of a new institution for the treatment of persons deprived of liberty, with mental health problems, taking into consideration the specifics of the category to be treated.
1.17	Signature of the agreement between the Ministry of Justice and Ministry of Health and decision taken regarding the placement of mentally ill persons under compulsory medical treatment.	MJ, MoH	September 2012	Taking respective measures	State budget	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. The signing of this memorandum will positively influence in the treatment of detainees and will result in finding a final solution regarding the management of this category as to the legislative backgrounds.
1.18	Study of the project for the administration and treatment of persons with mental health problems	MJ, MoH, DGP	2013-2014	Creation of a working group Decision-making process through the cooperation between two ministries	State budget	The project for the administration and treatment of persons with mental health problems, upon the approval of the law on mental health, in cooperation between two ministries, specifying the

				Preparation of legal acts and financial costs		final status of the treatment of this category and the administrative responsibility of the responsible institution.
1.19	Improvement of preservation of medical data of prisoners.	MoJ, GDP	2012	Drafting of the project	Administrative costs	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. For continuous improvement of the confidentiality of medical data of persons deprived of freedom it shall be invested in installing lockers where medical cards of detainees and pre-detainees are held.
1.20	Establishment of standards for the treatment of persons under the medical measure of “compulsory medication” and “temporary compulsory medication”	MoJ, MoH	2014	Treatment in a specialized medical institution, according to the legal provisions	State budget	Upon the approval of the new law on mental health, measures will be taken for the transfer of this category under the administration of the Ministry of Health.
1.21	Drafting a joint order of MoJ, MoH, MPWT "On setting out standardised criteria for the qualitative construction and reconstruction of prisons and remand centres", in accordance with the recommendation of the Ombudsman	MoJ, MoH, MPWT, DGP	First half of 2012	Approval of Order	Administrative Cost	The work group with the representatives from the Ministry of Justice, Ministry of Health, Ministry of public Works and Transport and Directorate General of Prisons has been set up. The

						work group has become operational for setting out standardised criteria and the drafting of the order is expected to be completed within the first half of 2012.
1.22	Cooperation for the organization of common round tables with NGO-s for the improvement of some practices and procedures in the penitentiary and pre-trial detention system	DGP	2012-2014	Cooperation Agreements	Administrative costs	The General Directorate of Prisons has concluded 17 cooperation agreements with NGO-s, religious organizations and institutions of higher education, with view of mutual cooperation for the improvement of the treatment of persons under restricted liberty, improvement of some practices and procedures in the penitentiary system as for instance the mechanism of the complaint application, working capabilities of the persons under restricted liberty and professional courses, staff training and launching of scientific studies. For more information, please refer to the Appendix 12.4

2. Goal/Expected Outcomes - Enhancing the efficiency of supervision of alternative punishments by Probation Service.

No	Scheduled activities/measures	Responsible institution	Period/ Deadline of Implementation	Measuring indicators and methods	Expenses/ Costs	Comments
2.1	Drafting the Draft-Decision of the Council of Ministers <i>"On criteria, rights and obligations to be met by the authority accomplishing the ME, as well as the rules for its selection"</i>	Ministry of Justice	first half of 2012	Approval of the Draft Decision by CM	State Budget 410 EUR	The draft act is proposed for approval implementing the Article 11, point 3, of the Law no 10 494, dated 22.12.2011 "On electronic surveillance in criminal matters".
2.2	Drafting the Order of the Minister of Justice <i>"On methodology and rules for carrying out the controls at the Probation Service on way of accomplishing the ME, periodicity and contents of information transmitted to the Ministry of Justice, as well as the rules for making available the updated information to the first instance and appeal instance courts"</i>	Ministry of Justice	first half of 2012	Issue of the Order of the Minister	State Budget	The draft act is proposed for approval implementing the Article 12, point 4, of the Law no 10 494, dated 22.12.2011 "On electronic surveillance in criminal matters".
2.3	Drafting the Instruction of the Minister of Justice "On determining the detailed rules for the criteria of granting authorisations from the Probation Service".	Ministry of Justice	first half of 2012	Issue of the Order of the Minister	State Budget	The draft act is proposed for approval implementing the Article 18, point 5, of the Law no 10 494, dated 22.12.2011 "On electronic surveillance in criminal matters".

2.4	Application of alternative punishments through the Electronic Surveillance as a pilot project in Tirana.	MJ, Probation Service, DGP	second half of 2012	Number of surveyed persons	251,501.22 EUR	
2.5	Opening 4 new offices of Probation Service.	Probation service, MJ, CM	July - December 2012	4 new offices	Administrative Cost	Detailed information, see Appendix 12.3 attached The proposal for amending the Order of the Premier no 2, dated 11.01.2012 has been done, providing premises for new offices, infrastructure, recruitment and training of personnel.
2.6	Analysing and identifying the concrete measures to be taken on basis of the technical document on the need for increasing the number of specialist of the Probation Service proposed by the Twinning project with the purpose of strengthening the capacity of the Probation Service to manage an increasing workload (budget and human resources)	MoJ, Probation Service, Twinning Project	June 2012	Number and type of measures to be taken.	Administrative costs	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
2.7	Continuous implementation of the Twinning Project with the United Kingdom Support for the Probation Service and alternatives to imprisonment punishment (with funds allocated by EU).	MJ, Probation Service, Probation Service of United Kingdom	2012-2013	Number of recommendations	Twining Project' costs allocated by EU	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. Continuous implementation of the component of the Twinning Project

2.8	Increasing the application of alternative punishments to that of imprisonment for minors	Probation services, Courts, POG, NGO	2011 - 2013	Number of alternative punishments	State budget	Continuously. Out of 4 669 persons subject to alternative punishments for the period 01.06.2009 - 31.12.2011, 736 are minors. The purpose is the extension of the NGO network and units of the Local Government with which the Probation Service enters into cooperation agreements to widen the range of services for implementing alternative sanctions to imprisonment and measures in the community for minors, through the cooperation with NGOs and local and central government units.
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3. Goal/Expected Outcomes - Improvement of the situation in the premises of detention centres and police stations as well as raising the level of professional capacities of the police employees working in these premises.

No	Scheduled activities/measures	Responsible institution	Period/ Deadline of Implementation	Measuring indicators and methods	Expenses/ Costs	Comments
3.1	Drafting / preparation of the project –act “For some amendments and changes to	General Directorate of	September 2012	Preparation of the project and	Administrative costs	Deliverable identified jointly in the consultative

	the law <i>no.</i> 9749 date 04.06.2007 “For State Police”	State Police		presentation for approval	<p>meeting with the EU Commission services on 6 March 2012.</p> <p>These amendments will consist on the followings;</p> <p>a) Improve of the content of the definition for the term “detention”, foreseen by point 6, article 11, in compliance with articles 101 and 106 of the Law “For State Police”.</p> <p>b) Amendments and improvements to the article 100 regarding violent detention of a person who does not present himself when being called by police, giving no reasonable justification.</p> <p>c) Increase of number and legal cases for detention of persons in the police detention centres in the article 101 of the law, similar to those for cases of conflict and misunderstandings/ contradicts.</p>
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						<p>d) Sanction by law of the right of detained /arrested persons have to make complains and requirements for the treatment or breakage of their rights in the police premises, as well as the functioning of requirement – complain mechanism.</p> <p>e) Sanction in the article 4 of the law:”For State Police “of the responsibility for; “Guarding, securing and treatment of the detained/arrested persons”.</p>
3.2	Drafting of an administrative act by the general Director of the State Police regarding the definition, approval and putting into function of the Register for identification and treatment of requirements –complains of the detained /arrested persons in the police units, of the rules and standard procedures for starting, filling and administrating it.	General Directorate of State Police	April 2012	Preparation of the project and presentation for approval	Administrative costs	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
3.3	Completion of the works for the comprehensive renovation of the premises for detained/arrested persons, in accordance with the norms and	Directorate General of State Police (DGSP)		Reconstruction of the respective premises in accordance with the		Completed/done within 2011

	<p>parameters determined in the Convention "On prevention of torture and inhuman and degrading treatment" of CE at Police Stations:</p> <ul style="list-style-type: none"> ▪ Police Station Kukes ▪ Police Station Korce ▪ Police Station Gjirokaster 	<p>Department for Public Safety Department for Support Services</p>	<p>May 2011 April 2011 March 2011</p>	<p>required norms and standards</p>		
3.4	<p>Comprehensive renovation of the premises for detained/arrested persons, in accordance with the norms and parameters determined in the Convention "On prevention of torture and inhuman and degrading treatment" of CE at Police Stations:</p> <ul style="list-style-type: none"> • Police Station Durres 	<p>Directorate General of State Police (DGSP) Department for Public Safety Department for Support Services</p>	<p>It has been scheduled in December 2011 Rescheduled for December 2012</p>	<p>Reconstruction of the respective premises in accordance with the required norms and standards</p>	<p>93,414.74 EUR, with State Budget funds</p>	<p>The reconstruction and provision of the respective premises has not been made available since the allocated funds to this effect were cancelled by the government in 2011. These funds have been scheduled and they shall be disbursed during 2012. This process shall be accomplished until December 2012.</p>
3.5	<p>Drafting of projects and preventives for the installation of camera systems for the surveillance/control of the interrogation rooms for the arrested/detained persons in the security rooms, as well as in the detention rooms of the Police Commissariat of Gjirokastër, Fier, Lezhë, Kukës, Korçë, Kavajë and Commissariat no. 5 in</p>	<p>GDSP</p>	<p>April – June 2012</p>	<p>Drafting and adoption of respective projects for each Police Directorate</p>		<p>Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.</p>

	Tirana					
3.6	Providing funds for the installation of camera systems for the surveillance/control of the interrogation rooms for the arrested/detained persons in the security rooms, as well as in the detention rooms of the Police Commissariat of Gjirokastrë, Fier, Lezhë, Kukës, Korçë, Kavajë and Commissariat no. 5 in Tirana	GDSP	July - September 2012	Achievement of investments for the installation of and functioning of the camera/monitoring system		Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
3.7	Improvement and raising the professional capacity of the police employees serving in these premises. Training 120 police employees serving in the premises of arrested/detained persons at police directorates and stations.	Directorate General of State Police / Department for Public Safety Department for Police Training	January - May 2011	12 trained employees	Administrative Cost	Accomplished/done according to the schedule
3.8	Drafting and preparing the training program, teaching program and respective teaching curricula and administrative acts being necessary with regard to "Knowledge and observation/guaranteeing the fundamental human rights and freedoms and specifically for the persons deprived of their liberty at police premises (detained, arrested)"	Directorate General of State Police (DGSP) Department for Public Safety Department for Police Training	January March 2012	14 teaching units for every class group consisting of 20 persons. (280 teaching units in total)	Administrative Cost	
3.9	The development of specialised training with round 400 police employees	Directorate General of State	April - September	400 police employees	Administrative Cost	

	<p>serving in detention rooms, managers and leaders of this service, as well as assistant specialists being in coordination and direction halls and those for the information with regard to "Information and observation/guaranteeing the fundamental human rights and freedoms and specifically for persons whose liberty has been deprived in police premises (detained, arrested)".</p>	<p>Police (DGSP) Department for Public Safety Department for Police Training</p>	<p>2012</p>			
<p>3.10</p>	<p>Intensification of inspections/controls with regard to dealing with/guaranteeing the rights of arrested/detained persons:</p> <p>Planning and accomplishment of controls/inspections by the central structures with regard to the implementation/observation of human rights in the course of detention and arrest within the premises of regional police directorates and stations.</p>	<p>Directorate General of State Police (DGSP) Department for Public Safety Department of Professional Standards</p>	<p>In the course of 2011</p>	<p>Seven Regional Police Directorate</p>	<p>Administrative Cost</p>	<p>Completed/accomplished</p>
<p>3.11</p>	<p>Checking out the measures taken for performing the legal obligations and establishing conditions for guaranteeing and observing the rights of detained persons, such as resolution of the case within 10 hours, communication of the reason or cause of detention, notification of a family member or relative, signing</p>	<p>Directorate General of State Police (DGSP) Department for Public Safety Department of Professional Standards</p>	<p>February - April 2012</p>	<p>Accomplishment of inspections/controls with the structures and premises of the regional police Directorate and structures under their authority.</p>	<p>Administrative Cost</p>	

	up and documentation of these facts. Inspections shall be undertaken with the regional Police Directorates of Berat, Korca and Fier.					
3.12	Checking out measures taken with regard to providing for appropriate circumstances for stay, sleeping, hygiene and treatment of the detained and arrested persons at detention premises in accordance with the provisions contained in the convention "On prevention of Torture and Inhuman and Degrading Treatment" of CE and other legal and by-law acts of the Albanian state. Inspections shall be accomplished in the premises of the directorates and police stations in Tirana, Shkoder, Durres and Gjirokaster.	Directorate General of State Police (DGSP) Department for Public Safety Department of Professional Standards Department for Support Services	April - June 2012	Accomplishment of inspections/controls with the structures and premises of the regional police Directorates in Tirana, Shkodër, Durrës and Gjirokastër and structures under their authority.		
3.13	Accomplishment of inspections to check out the observation of the legitimate rights for minors during the detention, interrogation, arrest/detention and treatment in the escorting and detention premises. The inspection shall be carried out with the police stations of Kavajë, Kruja, Pogradec, Lushnjë and Durrës.	Directorate General of State Police (DGSP) Department for Public Safety (Directorate of Investigation and Crime Prevention). Department of Professional Standards	April - June 2012	Accomplishment of inspections/controls with the structures and premises of police stations Kavajë, Krujë, Pogradec, Lushnjë and Durrës.	Administrative Cost	

3.14	Accomplishment of inspections with regard to meeting the conditions and observing the rights of arrested/detained persons with regard to the medical treatment, food availability, getting meetings done with the defence lawyer and preserving the confidentiality of their conversations, as well as meetings with the arrested and detained persons regarding the complaints they might have about the treatment or violation of their rights by the police personnel. Inspections shall be accomplished with the structures of the regional police directorates in Elbasan, Dibër, Kukës and Lezhë.	Directorate General of State Police (DGSP) Department for Public Safety Department for Support Services Department of Professional Standards	July - October 2012	Accomplishment of inspections/controls with the structures and premises of police stations and directorates Elbasan, Dibër, Kukës and Lezhë.	Administrative Cost	
3.15	Accomplishment of extraordinary inspections with regard to the treatment of arrested/detained persons in premises of local structures, depending on the situation/circumstances in this respect.	Directorate General of State Police / Department for Professional Standards	Depending on the situation and encountered problems		Administrative Cost	
3.16	In cooperation with the OSCE Presence and PAMECA III Mission, the financing and production of 800 (eight hundred) posters about the rights of escorted and rights of arrested/detained persons in the premises of the State Police. Sub-activities for Activity 7: Arranging the distribution and posting	Directorate General of State Police / Department for Public Safety Department for Support Services	February - March 2012 March - April 2012	Production of 800 posters Distribution and posting	With the financing of PAMECA III Mission Administrative Cost	

	the posters with the rights of escorted and arrested/detained persons in the premises of the police directorates, stations, as well as in the detention and safety premises.	Department for Public Safety				
3.17	<p>Production of 1000 (one thousand) copies of booklets/books of "Manual of Standard Rules and Procedures for the Treatment and Detention of Arrested/Detained Persons in Police Units", (approved by special Order of PDG), in cooperation with OSCE and PAMECA III Mission.</p> <p>Sub-activities for Activity 8: Distribution of the copies of the manual to the entire central and local structures of the State Police, to the effect of getting to know and implementing the rules and procedures determined for observing and guaranteeing the rights of arrested and detained persons with police premises.</p>	<p>Directorate General of State Police / Department for Public Safety</p> <p>Department for Support Services Public Safety</p>	<p>December 2011 - January 2012</p> <p>February 2012</p>	<p>Production of 1000 thousand copies of the Manual</p> <p>Distribution to the entire central and local structures of the police</p>	<p>With the financing of PAMECA III Mission and OSCE</p> <p>Financial cost</p>	
3.18	Checking out the implementation of the recommendations contained in the Extraordinary Inspection Report, conducted during March - April 2011, for the treatment of detained persons in detention and pre-trial premises at police stations.	MI IIS (Inspection Directorate)	January February 2012	Verifying which of the recommendations contained in the reports have been implemented by the respective structures of the local police	Out of IIS annual budget of 114,971.98 EUR	

3.19	Following up the implementation of recommendations set out for the State Police with regard to adjusting the standard operational procedures of the Public Safety Department to the Law on State Police, with regard to the entitlement of police to detain citizens to police premises.	MI IIS (Inspection Directorate)	January February 2012	Verifying how and to what extent the recommendations, set out with regard to the adjustment of the standard operational procedures of the Department for Public Safety of the State Police, have been implemented.	Out of IIS annual budget of 114,971.98 EUR	
3.20	Drafting schedules and accomplishment of joint inspections with the Directorate of Standard Professionals and Department of Public Safety for checking out the detention procedures and physical conditions for the treatment of escorted persons.	MI IIS (Inspection Directorate)	In the course of 2012	Number of joint inspections accomplished Number of violations found out in the course of inspections Number of police employees denounced to be subject to criminal proceedings or punished to disciplinary measures.	Out of IIS annual budget of 114,971.98 EUR	
3.21	Putting up the posters in the premises of	MI	January -	No Complaints to	Out of IIS	

	the local structures of the police and distribution of the leaflets where green lines are made public 0800 90 90 and e-mail: shkb@moi.gov.al , where the family members or defence lawyers of detained persons may denounce the cases of law violations by the police employees.	IIS	March 2012	be administered by IIS No Number of police employees denounced to be subject to criminal proceedings or punished to disciplinary measures.	annual budget of 114,971.98 EUR	
3.22	Organisation of unreported inspections by IIS with work groups at local structures of State Police, to accomplish surveys and verify the legal procedures followed for the detained persons in detention or pre-trial centres.	MI IIS	In the course of 2012	No of controls to be carried out No Cases where legal violations are found out with regard to police employees	Out of IIS annual budget of 114,971.98 EUR	
3.23	Receiving, considering and investigating the complaints of the citizens with regard to the severe violations by the employees of the State Police in the course of detention and the treatment in police premises.	MI IIS	In the course of 2012	No of complains received Number of police employees denounced to be subject to criminal proceedings or punished to disciplinary measures.		

3.24	Increasing the cooperation in sharing the information and investigating into the complaints against the police, pertaining to the treatment of escorted, detained and arrested persons in police premises. This cooperation with other competent institutions such as the Prosecution Office in the event of investigation into criminal offences, Directorate of Professional Standards of State Police in the event of investigating into the disciplinary violations and the Ombudsman. Other non-government organisations such as Albanian Helsinki Committee, Committee against Torture of Council of Europe etc., may be involved in this cooperation.	MI IIS	In the course of 2012	Number of cases of joint investigations with the respective institutions in connection with the violations of police employees in the course of procedures for escorting, detaining and arresting of citizens in police premises.		
3.25	Involving IIS in training courses to be conducted by the PAMECA III short term experts with police employees of the first management level (U/Commissar, Commissar and C/Commissar) with regard to observing the rights of escorted, arrested and detained persons in safety premises of the State Police.	MI IIS	In the course of 2012	Number of trained ISS employees Training modules and topics		
3.26	The publication on the internet page of the State Police of the last periodic Report of the Committee for the Prevention of Torture and Inhuman	GDSP and Department of Professional Standards	April 2012	Publication of the report	Administrative cost	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6

	treatment of CE					March 2012. The publication at the internet page of the State Police of the last periodic Report of the Committee for the Prevention of Torture and Inhuman treatment of CE.
3.27	Carrying out of the joint meeting with all NGO which deals with human rights protection of those persons who have been deprived of their liberties. Those NGO's which are interested to carry out visit and extraordinary inspections to observe and verify treatment conditions of arrested/detained persons and the respect of their rights, on the sign of a Joint Memorandum of Cooperation.	GDSP and NGO's	April 2012	Sign of the Memorandum of Cooperation	Administrative cost	Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012.
4. Goal/Expected Outcomes - Improvement of professional training of employees of penitentiary institutions						
No	Scheduled activities/measures	Responsible institution	Period/ Deadline of Implementation	Measuring indicators and methods	Expenses/ Costs	Comments
4.1	Intensive training of civil and police personnel in prisons	DGP, MJ	2012	Number of trainings and number of trained employees	Administrative Cost	1 200 employees of various levels have been scheduled to be trained during 2012. Program in 6 weeks, 2 phases and 7 modules: 1. Legal module.

						<p>2. Psychology of communication</p> <p>3. Security Issues</p> <p>4. Aspects management</p> <p>5. Emergency measures</p> <p>6. Information on health.</p> <p>The medium level program is conducted in one week and it contains 30 teaching units:</p> <p>Topics: communication, leadership, motivation, setting up teams, integrity, protocols and prevention of suicides, use of violence, hunger strike, infectious diseases, complaints and requests, interventions, meetings etc. More information is provided in Appendix 12.1 attached.</p>
5. Goal/Expected Outcomes - Increase of number of inspections at the penitentiary institutions;						
No	Scheduled activities/measures	Responsible institution	Period/ Deadline of Implementation	Measuring indicators and methods	Expenses/ Costs	Comments
5.1	Drafting the topic related plan of inspections at the Directorate General of Prisons and at the institutions of	MJ & Directorate General of Prisons	January 2012, 2013 & 2014	Order of the Minister of Justice for approving the	State Budget	Under process Inspection structure of the Ministry of justice shall draft

	enforcement of criminal decisions.			Inspection Program		the schedule of inspections in January every year for the period 2011 - 2014, which is due to be approved upon the order of the Minister of Justice.
5.2	Accomplishment of Inspections	MJ, DGP, MI	2012	Number of inspections accomplished	State Budget	<p>Under process</p> <p>The respective inspection structure of the Ministry of Justice shall carry out topic-related inspections based on the complaints submitted to the Directorate General of prisons concerning the measures undertaken for observing the rights of inmates in penitentiary institutions.</p> <p>DGP has, for 2012, scheduled the conduct of round 338 inspections: 66 Legal Department, 70 Economic Department, 180 Police Department, 22 Audits). IIS at the Ministry of Interior also carries out periodic inspections to Regional Police Directorates with the topic: treatment of escorted, detained and arrested persons</p>

						by police.
5.3	Taking of measures for implementing the recommendations coming out of inspections	MJ & Directorate General of Prisons	2011 - 2014	Number and type of measures taken	State Budget	Under process Further to every inspection, the respective structure of the Ministry of Justice shall draft a report with concrete recommendations stemming from the analysis of the law enforcement in these institutions, as well as from the reflection of meeting the recommendations given by local and foreign organizations.

6. Goal/Expected Outcomes - Observation of the recommendations of the Ombudsman

No	Scheduled activities/measures	Responsible institution	Period/ Deadline of Implementation	Measuring indicators and methods	Expenses/ Costs	Comments
6.1	Identification of the problems mentioned in the annual report of the Ombudsman	DGP, MJ	first half of 2012	Number of problems taken up for consideration and addressed	Administrative costs/expenses	The entire recommendations of the Ombudsman contained in the annual report 2011 shall be identified and work plans shall be drafted for their implementation as well as specific inspections for the implementation of the recommendations made by

						penitentiary institutions.
6.2	Taking measures for reflecting the observations of the Ombudsman	DGP, MJ	In the course of 2012	Statistical document with regard to the level of implementing the recommendations of Ombudsman	Administrative costs/expenses	Within January 2011 - December 2011, the Ombudsman submitted to DGP 113 recommendations for 21 penitentiary institutions. 98 of them have been implemented, 3 are pending and 12 have not been implementing due to lack of funds (detailed information in Appendix 12.2).
6.3	Establishment of a joint working group between institutions of State Police and Peoples Advocate for following up the recommendation of the Peoples Advocate.	General Directorate of State Police and the Peoples Advocate	April 2012			Deliverable identified jointly in the consultative meeting with the EU Commission services on 6 March 2012. For more detailed information on the recommendations of the People's Advocate to the GDSP please see Appendix 12.5.
7. Goal/Expected Outcomes - Investigation into the cases of law violations						
No	Scheduled activities/measures	Responsible institution	Period/ Deadline of Implementatio	Measuring indicators and methods	Expenses/ Costs	Comments

			n			
7.1	Sending for Consideration and Approval to the CM the Draft-Law "On the Internal Intelligence Service for the Penitentiary System"	Ministry of Justice / Council of Ministers Assembly	First half of 2012	Approval and entry of the law into effect	Administrative costs/expenses	A preliminary draft has been prepared, which has been subject to external consultation process. Upon its completion and following the reflection of suggestions of institutions involved in the process, the final draft shall be sent for consideration and approval to the Council of Ministers.

8. Goal/Expected Outcomes - Rights of children and reduction of stay in detention

No.	Activities / Planned measures	Responsible institution	Period / timeframe of achievement	Indicators and measuring methods	Expenses / Costs	Comments
8.1	Drafting of the Juvenile Justice Strategy, which will address measures relating to: a. administration of justice on minors in conflict with the law, b. minors under the age of penal / criminal responsibility, c. minors who are victims of crime and minors who are witnesses.	Ministry of Justice / KSHB / DPB / Probation Service / Ministry of Labour, Social Affairs and Equal Opportunities (MPÇSSHB) / Ministry of Education and Science (MASH)	Within the first 6 months of 2012	Approval and entry into power of the Juvenile Justice Strategy	Administrative costs / expenses	The working group for the drafting of the Strategy was set up upon Order no. 6609, dated 27.09.2011 of the Minister of Justice "On the creation of the working group for the drafting of the "Juvenile Justice Strategy", and the respective Plan of Action". Such working group includes representatives of the Ministry of Justice,

		and MB / UNICEF				KSHB, DPB, Probation Service, Ministry of Interior, Ministry of Education and Science, Ministry of Labour, Social Affairs and Equal Opportunities, as well as from the civil society. The group is expected to draft the strategy and its plan of action within February 2012.
8.2	Sharing of the draft strategy and its plan of action for external consultation (to the concerned institutions, donors and groups of interest), reflection of the comments and suggestions received, as well as sharing of the Draft Decision “On the approval of the Juvenile Justice Strategy” for consideration and endorsement at the Council of the Ministers.	Ministry of Justice / KSHB / DPB / Probation Service / MPCSSHB / MASH and MB/UNICEF	Within the first 6 months of 2012	Opinions and suggestions received, number of round tables organized for consultations.	Administrative costs / expenses and donors such as UNICEF	
8.3	Increase in the number of conflicts solved extra judicially through the efficient application of the Law No. 10385, dated 24.02.2011 “On the mediation in the solution of conflicts”	Ministry of Justice (MD) & National Chamber of Mediators	2012 – 2013	No. of mediators licensed by the Mediators’ Licensing Commission. No. cases of conflicts solved through mediation.	Administrative Costs	During 2011, the Ministry of Justice has prepared and submitted all the bylaws to Law No. 10385 of 2011, through enabling the approval of the Decision of the Council of the Ministers (VKM) No. 414, dated 08.06.2011 “On the determination of detailed

						<p>rules for the creation, organisation and functioning of the Mediators' Licensing Commission"; VKM No. 418, dated 08.06.2011 "On the determination of detailed rules for the procedure of mediator's license withdrawal"; order of the Minister of Justice No. 3720/19, dated 31.8.2011 establishing the register of mediators; order of the Minister of Justice No. 3720/21, dated 1.11.2011 determining the responsible person who will have access to the system and who will publish the necessary data for licenses in the national register of permits and licenses; as well as the order on the appointment of representatives from the Ministry of Justice in the Mediators' Licensing Commission . The Mediators' Licensing Commission has already been created and is expected to give the first</p>
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						licenses. The first licenses mediators are expected to create the National Chamber of Mediators.
8.4	Expansion of the range of services offered by the Probation Service regarding the application of sanctions which are an alternative to imprisonment and the community measures for minors, signing memorandums of understanding with NGOs and local power units.	Probation Service	2012 – 2013	Number of memorandums signed	Administrative costs	The attached provides detailed information for the development of cooperation.
8.5	Strengthening of the application of alternative measures of punishment for minors who have violated the law.	Probation Service	2012 – 2013	Number of juveniles under alternative measures' regime	Administrative costs	The attached Appendix 12.3 provides detailed information for the development of cooperation.
8.6	Strengthening of the application of alternative measures of punishment for minors who have violated the law.	Courts & Prosecutors & Probation Service Directorate	2011 – 2014	Increase in the number of minors who undergo alternative (given / executed) sentences.	State Budget	In process. Increase in the number of requests by the prosecutors' offices to the courts for measures of punishment which are alternative to imprisonment an increase in the number of cases when such decisions are executed by the Probation Service.
8.7	Thematic inspections by the relevant judicial and prosecutorial structures on the verification of the implementation	Ministry of Justice (MD) & High Council of	2011 - 2014	No. of inspections conducted on cases of minors.	State Budget	In process. Conduction of inspections carried out by the relevant

	of the law in the case of detained minors.	Justice (KLD) & General Prosecutor's Office (PP)				structures of the Ministry of Justice in cooperation with the inspections' structures of the High Council of Justice and those of the General Prosecutor's Office regarding the cases of minors whose timeframe of detention has exceeded.
8.8	Drafting and submission for consideration and endorsement at the Council of the Ministers of the Law "On the ratification of the Hague Conference Convention "On the recovery of child support and other forms of family maintenance""	Ministry of Foreign Affairs (MPJ) & Council of the Ministers (KM)	2012	Endorsement of the decision for the proposal of the draft law.	State Budget	In process. Based on Law No. 8371, dated 9.7.1998 "On international treaties and agreements", the draft law will be submitted for consideration and endorsement to the Council of the Ministers by the Ministry of Foreign Affairs.
8.9	Discussion of the draft law by the parliamentary commissions	MD & Parliament	2012	Endorsement in the parliamentary commissions	State Budget	Submission of the prepared draft law for discussion and endorsement to the parliamentary commissions.
8.10	Approval of the law in plenary session.	Parliament	2012	Approved draft law.	State Budget	Upon discussion of the draft in the parliamentary commissions, its approval in the plenary session will follow.
8.11	Drafting and submission for consideration and endorsement at the	MD	2011	Approved through VKM No. 385,	State Budget	Completed. Such initiative is undertaken

	Council of the Ministers of the Law “On the ratification of the Hague Conference Convention “On the recovery of child support and other forms of family maintenance””			dated 12.7.2011		to reflect the recommendations given by European experts. In the framework of the lawmaking process, the draft decision was shared for external consultations with: the State Commission of Legal Aid, the Albanian Bar Association, the Ministry of European Integration, the Ministry of Labour, Social Affairs and Equal Opportunities, and the Ministry of Foreign Affairs which expressed their consent for the undertaken initiative.
8.12	Signing of the Hague Convention by the Republic of Albania	MD & MPJ	21.10.2011	Convention signed on 21.10.2011	-	Completed. This Hague Convention was signed by the representative of the Republic of Albania on 21.10.2011 (http://www.ccch.net/index_en.php?act=conventions.status&cid=131)
8.13	Drafting and submission for consideration and endorsement at the Council of the Ministers of the Law “On the ratification of the Hague Conference	MPJ & KM	2012	Endorsement of the draft decision for the proposal of the Law to Parliament	State Budget	In process. Based on Law No. 8371, dated 9.7.1998 “On international treaties and

	Convention “On the recovery of child support and other forms of family maintenance””					agreements”, the draft law will be submitted for consideration and endorsement to the Council of the Ministers by the Ministry of Foreign Affairs.
8.14	Discussion of the draft law in the parliamentary commissions	MD & Parliament	2012	Endorsement in the parliamentary commissions.	State Budget	Submission for consideration and endorsement of the draft law before the parliamentary commissions.
8.15	Approval of the law in plenary session	Parliament	2012	Draft law approved.	State Budget	Upon discussion of the draft law in the parliamentary commission, the procedure will follow with its discussion and approval by the Parliament in plenary session.

ANNEXES

Appendix 1: List of recommendations/suggestion of parliamentary Committee on European Integration

Priority 6

1	AP must indicate key steps to address the Public Administration law.	Envisaged.- 6.2.1
2	AP must include career evaluation indicators to be applied in the administration.	Envisaged - 6.3.1
3	Draft law should be consulted with organisations and institutions that monitor and train the public administration.	Envisaged - 6.2.1
4	Take measures to strengthen the Department of Public Administration, given that AP lacks institutional building measures for this Department.	Envisaged – DoPA’s powers, narrative part
5	Include measures to be implemented until entry into force of the new Civil Servant Law. DoPA functioning within the organisational set-up of the Ministry of Interior does not strengthen its institutional position.	Envisaged – In the strategy on improving DoPA’s authority, narrative part
6	Include measures that enhance professionalism and de-politicisation of public administration and ensure a merit-based approach and transparency to appointments and promotions.	Envisaged- Narrative part, proposed amendments to the Civil Service law.
7	Conduct a needs assessment for the implementation of the law “On the status of civil servant”, being that the actual law is much more strict in terms of providing guarantees to the civil servant than the draft law which provides for a more flexible system for the public administration.	Envisaged- this measure is done before developing the policy paper.
8	Develop a clear action plan for the enforcement of the decisions of the Civil Service Commission or of the final court rulings in all institutions. Elaborate a clear order of all measures to enforce final rulings concerning civil servants where the losing party is the State or public administration and the State budget which represents the contributions of all Albanian taxpayers.	Envisaged 6.4.2

Priority 7

1	Review deadlines for some measures, and elaborate measures further, e.g. mechanisms and methods of cooperation among institutions and stakeholders should be more specific (not just memoranda of understanding). Link the measure to the problem intended to be addressed under MoU.	Included <u>Goal 3</u>
2	Prioritise measures for each sector. AP should indicate which laws (organic laws) will be adopted first and what is to follow.	Included By sectors. Spread in all AP.
3	Develop a legal basis that defines a more efficient salary system.	This measure is part of the Justice Sector Strategy and will be included accordingly.
4	If inclusion of amendments to the High Court law is to be considered, then the EC recommendation “The High Court should represent the peak of career in the judiciary“ should obligatorily be addressed too.	Included Goal 2, Measure 2.4 – 2.7
5	Set concrete steps and include the following draft-laws in the adoption process: <ul style="list-style-type: none"> - “On some addenda and amendments to Law No 8811 of 17.05.2001 ‘On the organisation and functioning of the High Council of Justice”; - “On the organisation and functioning of the High Court”; - “On the functioning of the Constitutional Court”; - “On some amendments to Law No 8136 of 31.07.1996 “On the School of Magistrates in the Republic of Albania”; - “On judicial administration”; - “On the National Judicial Conference.” 	Included Goal 2; Goal 3; Goal 4.29
6	Concrete measures aimed at improving enforcement of court decisions are lacking.	Included Goal 7
7	What measures are envisaged to address these issues: computerised case management system; how over-lengthy case proceedings are monitored and	Included

	what are the preventive measures; improve the legal framework on delivery of justice for juvenile offenders.	Goal 7
8	Explore the possibility of grouping AP measures for this priority as in AP 2011: independence, accountability and efficiency, plus transparency.	Included In all AP
9	Prioritize envisaged measures (e.g. adoption of organic laws initially, and then specific measures aimed at implementing these laws)	Included Goal 2; Goal 3; Goal 4
10	Envisage measures that eliminate overlapping between the inspectorates, which are not in the memorandum.	Included Goal 3
11	Set a deadline when the first evaluation of judges - based on the evaluation system adopted in 2010 – is to be completed.	Included Goal 3
12	Envisage measures to improve procedures governing initiation of disciplinary action against judges.	Included Goal 3
13	Take measures to introduce amendments to the Code of Procedures that help reduce the problem of delays in court proceedings.	Included Goal 4
14	Take measures to enforce final court rulings in which the State is a party.	Included Goal 7
15	Take measures to lay out clearly the priority policies that ensure efficiency and transparency in the justice system.	Included Goal 4

Priority 8

1	Conclusions of recent meetings about limiting the immunity of high officials - referring to PACA project supported by EU and CoE – should have been more clearly put.	AP foresees measures under Goal 2
2	Clear measures concerning control over partly State-owned companies are needed, particularly for issues related to civil service, conflict of interest, legislative framework, verification and accountability mechanisms.	This is part of the overall reform that the Government has undertaken to address issues related to civil service, conflict of interest, legislative framework, verification and accountability mechanisms.
3	Clear and concrete measures are needed for the regulatory reform, taxation, customs, school system, healthcare and all sectors affected by this phenomenon.	Specific measures under each goal are envisaged
4	Better clarify cross-institutional cooperation between Government bodies and Prosecutor's General structures	There are many measures in AP under which the Prosecutor's General Office is co-responsible for their implementation
5	Set clear indicators for effective implementation of the Justice Sector Strategy in terms of anti-corruption measures. Prioritisation of measures should be more elaborate.	Anti-corruption measures in the justice sector are also envisaged under priority 7.

Priority 9

1	Regroup measures and activities according to the 4 sub-areas of this priority.	AP set-up was developed in consultation with PAMECA.
2	List of measures should have included amending the criminal legislation for detention and trial periods, or house arrest rulings, which are seen as hampering the justice..	This suggestion is reflected under priority 7, specifically proposals for amendments to criminal legislation.

3	Address issues related to interception of telecommunications and corresponding cooperation that needs to be established with SIS. Improve costing of main activities. AP lacks activities on capacity-building or setting up new structures.	AP has measures on the use of special investigation means and on upgraded cooperation among law enforcement bodies. Goal 1 & 6
4	AP should reflect some recommendations provided by the Prosecutor's General Office in its annual report recently submitted to the Assembly.	Prosecutor's General Office was part of the working group tasked with this priority; in addition, PGO is co-responsible for many measures of the AP.
5	Clearly specify legal changes for the right of investigation, given the frequent disputes between the Prosecutor's Offices and the Criminal Police Sector over exclusive rights to the investigation process.	This is reflected in the adopted implementing legislation to the Judicial Police law, and in the Police-Prosecutor's Office joint operational manual.
6	Key performance indicators for the State Police work are not there (e.g. crime rate, detection rate and prevention, measured against quantifying indicators); set deadlines for targets.	AP measures already have quantifying indicators.
7	State Police and Ministry of Interior should commit to complete the legal framework on threat assessment capacity within 2012 (this is a concrete proposal).	This recommendation is reflected in Goal 26.
8	Cross-check crime statistics with other law enforcement bodies, because sometimes there are drastic discrepancies between the statistics provided by State police and those provided by the Prosecutor's Office.	This recommendation is reflected in Goal 8 and 28
9	There are measures for the Witness Protection Directorate in terms of capacity building, but there are no clear targets as to what this priority intends to achieve.	AP has clear measures for this under Goal 24.
10	State Police should attach to AP a set of proposals which can go as far as	The focus of this priority is the fight against

	legal amendments, if necessary, as concerns petty crimes.	organised crime. This issue is addressed in the State Police's strategic documents.
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Priority 10

1	Include property rights measures in the Anti-corruption, in line with anti-corruption measures in priority 8.	Included Narrative part (p. 2)
2	Further elaborate measures on the legalisation process (measure 2/31).	Included Goal 2
3	Reflect oncoming legal changes into the functioning of ALUIZNI	Non included
4	Strategy on Property Rights should envisage concrete steps in terms of legislative measures to be implemented	Included Narrative part
5	Clarify the role of the new coordinating Agency within the Ministry of Justice in relation to other responsible institutions.	Included Narrative part p.1 para.2
6	Envisage short-term measures to address delays in court proceedings involving property rights, until the Strategy becomes effective.	Included Goal 3 and Narrative part p.1 para. 2
7	Take measures to monitor execution of delivered court decisions, including judgements of the European Court of Human Rights.	Included Goal 3
8	Conduct an analysis on judicial problems: what are the causes of delays, what is the nature of "penalising" judgements of ECtHR, what is the case-	Included

	law of the Constitutional Court and what is wrong with the functioning of institutions in addressing the property issues.	Goal 3
9	Envisage measures on property legalization, restitution, compensation and registration.	Included Goal 2
10	Extend digitalisation of maps and property registration also in cities other than Tirana and Durrës.	Included Goal 2, Measure 2.20
11	Envisage coercive measures to stop illegal constructions, once the legalisation process is complete.	Included Goal 2, Measure 2.35

Priority 11

1	LGBT: Include all the municipalities – not just Tirana municipality – in the competent bodies responsible for LGBT.	Envisaged -11.2.1 (revised by the working group to include representatives from ministries, Tirana Municipality and academics).
2	Better costing of measures, particularly for Roma minority.	Envisaged- 11.9.1-9
3	Establish an implementation mechanism for the strategy on children's rights.	Envisaged- 11.5.1
4	Include measures for prevention of domestic violence and not just treatment of victims	Envisaged- 11.1.3
5	Budget issues seem to be entrusted to UNDP, UN Women, EU or other donors, while local ownership is missing.	Envisaged- 11.1.3-7
6	Include quality indicators; only quantity indicators are available.	Envisaged- 11.1.3-7
7	With regard to participation of women in decision-making, the Gender Equality law stipulates that it should be extended in all the decision-making levels and a clear stipulation should be put in place. There should be some	Envisaged -11.4.1-3

	link with any sectoral strategies, as should be the case with activities that can be envisaged by the Ministry of Labour.	
8	Ensure a link between the pending Disability law and the employment strategy..	Envisaged- 11.8.5
9	Budget for the Strategy on Children's Rights 2011-2015 should include funds from local government units, in addition to the core State budget funds. Ensure a better balance between State budget funds and the share expected from international partners.	Envisaged- 11.6.1

Priority 12

1	Follow up the recommendations of the People's Ombudsman for detainees in detention centres and police stations.	Included <u>Goal 6 and in Annex</u>
2	Set deadlines for implementation of AP measures related to improving treatment of detainees in detention centres.	Included <u>Goal 3</u>
3	Develop a special plan for the treatment of detainees in detention centres	Included <u>Goal 3</u>
4	Address in AP the problems identified in the two reports compiled by the Council of Europe (CoE's Commissioner for Human Rights, T. Hamerberg). One of the reports refers to violation of human rights and ill-treatment of prisoners in Albania in connection to the events of 21 st January.	With regard to ill-treatment in general, AP has many measures that address this concern. Goal 3

Appendix 6.1: Priority 6: By laws

1. Draft - decision of the Council of Ministers "On the annual planification for entering in the civil service";

Council of Ministers approves:

- a) Rules on the content, timing and method of making adoption plans for public acceptance;
- b) Detailed procedures for preparing and approving the general plan of admission to institutions of state administration.

2. Draft - decision of the Council of Ministers " On the description and classification of employment in the civil service"

Council of Ministers approves:

- a) Classes applicable to each category;
- b) A general description of work for each category, class, and groups as well as special management groups;
- c) General requirements for admission into any category, class and groups;
- d) The nomination of positions that fall into any class, category or group;
- d) The methodology for classification of a position in a category, class and group.

3. Draft - decision of the Council of Ministers "On admission, the period of probationary appointment and career civil service."

Council of Ministers shall adopt detailed rules on the establishment, composition and operation of permanent committees of acceptance, as well as detailed rules for the admission procedure and evaluate candidates.

Council of Ministers defines the obligations of the employee on probation as well as the procedure for deciding the criteria.

Council of Ministers approves:

- a) The conditions to be met by employees for lateral and detailed procedures of lateral;
- b) The rules for creation and composition of the committee.
- c) Council of Ministers approves the conditions to be met by employees for promotion and the detailed procedure of promotion.

4. Draft - decision of the Council of Ministers "On high-level body of civil servants higher category management";

Council of Ministers adopts specific conditions and requirements for admission to this category and the detailed procedure of admission, regulations on management and mobility.

Council of Ministers shall adopt detailed rules on the establishment, composition and operation of permanent committees of acceptance, as well as detailed rules for the admission procedure and evaluate candidates.

5. Draft - decision of the Council of Ministers "On the transfer of temporary and permanent in the civil service";

Council of Ministers approves:

- the detailed rules for the temporary transfer;
- detailed procedures for the rehabilitation of employees due to closing or restructuring;
- the detailed composition of the committee;
- detailed procedures for disabling health transfer;
- detailed procedures of transfer to avoiding conflicts of interest

6. Draft - decision of the Council of Ministers "On discipline and dismissal from the civil service";

Council of Ministers shall adopt detailed rules of disciplinary procedure, and rules for the creation, composition and decision making in the Disciplinary Commission, within the general rules laid down by the Code of Administrative Procedure. Council of Ministers approves the detailed procedures for the release from the civil service.

7. Draft - decision of the Council of Ministers "On the evaluation of results at work in the civil service";

Council of Ministers approves the detailed procedure on performance evaluation and assessment powers.

All by – laws will be finalized and adopt by the Council of Ministers within 6 months after entering into force of the law on civil service.

Appendix 9.1: Priority 9: Thematic Plan on State Police Trainings for 2012

No	Trainings Code	DENOMINATION TRAINING	Start and Finish	Participants	Organizers	Beneficiaries	Location	Duration (hrs)
		Basic Police Education						
	SHBZ	Basic Police Training of General Patrol, 11 & 12 weeks						
1	SHBZ18	Basic Police Education of General Patrol. Course 18, 11 weeks	9.01.2012 27.03.2012	450	PTD	GSDP	PEC	440
2	SHBZ19	Basic Police Education of General Patrol. Course 19, 11 weeks	9.04.2012 25.06.2012	225	PTD	GSDP	PEC	440
3	SHBZ20	Basic Police Education of General Patrol. Course 20, 11 weeks	09.07.2012 21.09.2012	225	PTD	GSDP	PEC	440
4	SHBZ7	Basic Police Education of General Patrol. Course 7, 22 weeks	March 2012	100	PTD	GSDP	PEC	440
5	SHBR8	Basic Police Education of General Patrol. Course 8, 22 weeks	During the year		PTD	GSDP	PEC	715
	TT	Training on site of General Patrol, 11 & 22 weeks.						
1	TTZ 17	Training on site, General Patrol Course 17, 11 weeks	03.01.2012 13.03.2012	450	PTD	GSDP	DPD	440

2	TTZ18	Training on site, General Patrol Course 18, 11 weeks	30.03.2012 15.06.2012	450	PTD	GSDP	DPD	440	
3	TTZ19	Training on site, General Patrol Course 19, 11 weeks	28.06.2012 13.09.2012	225	PTD	GSDP	DPD	440	
4	TTZ20	Training on site, General Patrol Course 20, 11 weeks	24.09.2012 9.12.2012	225	PTD	GSDP	DPD	440	
5	TTR6	Training on site, General Patrol Course 6, 22 weeks	5.11. 2011 6.05.2012	100	PTD	GSDP	DPD	440	
6	TTR7	Training on site, General Patrol Course 7, 22 weeks	Second semester		PTD	GSDP	DPD	440	
		Specialized and Advanced Trainings							
		Basic Trainings on Crime Investigation							
1	TBHK		During the year	2x20	PTD	ID	PEC		
		On education and development of International Instructors							
1	SDTIN		During first 3 months		PTD	GSDP	PEC	70	
		Training of Trainers							
1	SDTT		During the year	20	PTD	GSDP	PEC	70	

Trainings of Dogs instructors									
1	SFIQLE1	Trainings for the dogs instructors , specialty of "Detection of explosives"	10.09.2012 28.12.2012	4	PTD	GSDP	DPI	640	
2	SFIQD1	Trainings for the dogs instructors , specialty of "Detection of narcotics"	20.02.2012 15.06.2012	4	PTD	GSDP	DPI	640	
3	SFIQGJ	Training for dog's instructors, specialty "Tracer".	20.02.2012 29.06.2012	4	PTD	GSDP	DPI	720	
4	SFIQD2	Trainings for the dogs instructors , specialty of "Detection of narcotics"	10.09.2012 28.12.2012	4	PTD	GSDP	IDP	440	
5	AFIQD	Advanced trainings for dogs instructor, specialty "Narcotics detection " (Recertification)	18.06.2012 29.06.2012	5	PTD	GSDP	IDP	80	
6	AFIQGJ	Advanced trainings for dogs instructors, specialty "Tracing Patrol". (Recertification)	21.05.2012 01.06.2012	4	PTD	GSDP	IDP	72	
7	AFIQLE	Advanced trainings for dogs instructor, specialty "Detection of Explosives" (Recertification)	18.06.2012 29.06.2012	5	PTD	GSDP	IDP	80	
Education and Courses on Raising Ranks									
1	GK1	Rank Chief Inspector, Course 1	First 3 months		SD	GSDP	PEC		
2	SHNP1	Education on first level of super intender (Rank sub-commissar). Course 1	First 3 months	65	SD	GSDP	PEC	240	
3	GKo1	Rank Commissar. Course 1	During the year		SD	GSDP	PEC		

4	GKKo1	Rank Chief Commissar. Course 1	During the year		SD	GSDP	PEC		
5	ISHNM1	Education for the middle level super intender (Rank Super intender). Course 1	During the year		SD	GSDP	PEC		
6	GD11	Rank Senior Super intender. Course 1	During the year		SD	GSDP	PEC		
Specialized and Advanced Trainings									
JANUARY									
1	SDHLKKO	Training ILEA - Budapest	9 Jan-2012 1 Mar 2012	16	ICITAP	GSDP	Hungary	240	
2	SDSHPSTI 1	Introduction of Standard Procedures of DTI	11.01.2012	10	SD	DTI	DTI room	7	
3	SDKOKP	Operations of joint returns	16.01.2012 20.01.2012	20	BMD	RDBM	Del.F. Vlore	35	
4	SDKTSHK 1	Trainings on crime investigation structures	17.01.2012 20.01.2012	20	BMD & Pameca	RDBM	PEC	28	
5	SDHVNGJP D	Crime scene investigation where includes digital evidences as well as procedures of searching, picking up, packing, transportation and their examinations.	18.01.2012	15	CID	DPD	DPQ room Shkoder	7	
6	SDHHAK	Criminal assets investigation, procedures followed and links to the criminal investigation	18.01.2012	20	CID	DPD	PEC	7	
7	SDHTSHD	Special techniques of investigation and stimulant actions on	19.01.2012	24	CID	CID	PEC	7	

		drugs							
8	SDSHPSTI 2	Introduction of Standard Procedures of DTI	25.01.2012	10	SD	DTI	DTI room	7	
9	SDHMEME X	On Memex usage, System of Criminal Information Management	23.01.2012 27.01.2012	16	CID	DPD	Lab DTI	35	
10	SDHMASH A	Managing of service assets of arms and devices. Annual inventory electronic evidences of assets and serial numbers	26.01.2012	30	SD	DPD & RDBM	Pro.Roo m GSDP	7	
11	SDKTSHK 2	Trainings on crime investigation structures	24.01.2012 27.01.2012	20	BMD & Pameca	RDBM	PEC	28	
12	SDKSOPK 1	Trainings with officers of Operational Room of Border and Migration Police	25.01.2012 27.01.2012	25	BMD	RDBM	PEC	21	
13	SDHHVPFT	Methodic on investigation of terrorism funding acts	30.01.2011	15	CID	DPD	PEC	7	
13	SDSOSHA M1	Organization, planning of police service for the guarantee of order and public security during mass activities (demonstrations etc.) and actions of police officers during these services.	31.01.2012	25	SPD	DPD	PEC	7	
FEBRUARY									
1	SDHPDQA	Distance defining and direction of shooting with hunting weapon of different types of calibration	01.02.2012	15	CID	DPD	Room D.Pol.Sh	7	
2	SDSHPSTI 3	Introduction of Standard Procedures of DTI	3.02.2012	10	SD	DTI	DTI room	7	

3	SDSHSBU	Saving the knowledge level for the food resources	07.02.2012 9.02.2012	20	SD	DTI	Lab. DTI	21	
4	SDKTSHK 3	Trainings on crime investigation structures	07.02.2012 10.02.2012	20	BMD & Pameca	RDBM	PEC	28	
5	SDSZDSH N 1	Introduction and implementation of law requirements on State Police by the General Patrol, for the guarantee of citizens rights of the detainers, arrested in the police premises	07.02.2012	25	SPD	DPD	Berat	7	
6	SDSZUMB	Responsibilities of the officer according to the Protection Order	08.02.2012	20	SPD	DPD	PEC	7	
7	SDKNJPN	Full knowledge on navigation devices in surfing equipments of BMP.	9.02.2012	23	BMD	QNOD	QNOD	7	
8	SDHVPSH D	Investigation of criminal acts of official function abuse at Health and Customs Sector	14.02.2012	20	CID	DPD	PEC	7	
9	SDKTSHK 4	Trainings on crime investigation structures	14.02.2012 17.02.2012	20	BMD & Pameca	RDBM	PEC	28	
10	SDSHTEK 1	Treatment of content and evidences of accounts class 1 "Own fund and loan" and class 2 "Stable activities accounts" in Public sector	15.02.2012	20	SD	DPD	PEC	7	
11	SDSHTEK 2	Treatment of content and evidences of accounts class 1 "Own fund and loan" and class 2 "Stable activities accounts" in Public sector	16.02.2012	20	SD	DPD	PEC	7	
12	SDSHPSTI 4	Introduction of Standard Procedures of DTI	14.02.2012	10	SD	DTI	DTI room	7	

13	SDHEFMEL	Physical test of complementary factor of shooting through electronic microscope	15.02.2012	20	CID	DPD	Room Forensic Pol.D	7	
14	SDKSMIK	"Usage of MEMEX- System of Criminal Information Management" (To be agreed with DTI?!) And An.SectorOf Criminal Info.	16.02.2012 17.02.2012	20	BMD	RDBM	Lab.Tek DTI.Kom No.3	14	
15	SDKMPKM	Workshop on Border and Migration Police management (1 week)	20.02.2012 24.02.2012	20	BMD	BMD	PEC	35	
16	SDSHPTI 5	Introduction of Standard Procedures of DTI	28.02.2012	10	SD	DTI	DTI room	7	
17	SDKSOPK 2	Trainings with officers of Operational Room of Border and Migration Police	28.02.2012 01.03.2012	25	BMD	RDBM	PEC	21	
MARCH									
1	SDHSPSH K 1	Scientific Police as specialized structure of State Police	1.03.2012	15	CID	DPD	DPD Shkoder	7	
2	SDSOSHAS 1	Planning, organization and service execution during sportive activities - football matches, as well as police actions by the view of police tactics	06.03.2012	25	SPD	DPD	PEC		
3	SDSMPTI	Legal basis, tasks on receiving, elaboration and transmission of information	12.03.2012	4x22	SPD	Sec. S.B .C	Sec. S.B.C	7	
4	SDSRVNGJ	Preservation of crime scene and pre-procedural actions	13.03.2012	20	SPD	DPD	PEC	7	
5	SDHEK	Computer examination	15.03.2012	20	CID	DPD	PEC	7	

6	SDKNJPN	Full knowledge on navigation devices and equipments of BMP.	16.03.2012	23	BMD	NOIC	NOIC	7	
7	SDHTQNJ	Use of special methods on legal documentation investigation of criminal offences of human beings trafficking.	20.03.2010	12	CID	DPD	PEC	7	
8	SDKSOPK 3	Trainings with officers of Operational Room of Border and Migration Police	21.03.2012 23.03.2012	25	BMD	RDBM	PEC	21	
9	SDHVFPM	Understanding the Under covered Monitoring of Individuals and Premises. Legal basis of Monitoring.	23.03.2012	20	CID	CID	GSDP	7	
10	SDTPMMI 1	Improvement of teaching methods by the Instructor of Police Educational Center	26.03.2012 27.03.2012	25	PTD	PEC	PEC	7	
11	SDKPKML 1	Specific knowledge on Maritime Operational communication. Knowledge on procedures for the control of a navigational vehicle.	28.03.2012 30.03.2012	15	BMD	NOIC	NOIC	21	
12	SDHMHPP	Modus Operandi on money laundering investigation.	29.03.2011	15	CID	DPD	PEC	7	
13	SDKNKN	Detaining on International Borders - II	During March	20	BMD&Mo ntenegro Pol.	RDBM	RDBM	7	
APRIL									
1	SDHBERN A	Establishment of Electronic central database on registering and administration of data on arrested an detained persons	3.04.2012	15	CID	DPD	Room Forensic Pol.D	3	
2	SDHAIK	Analysis of criminal information	4.04.2012	13	CID	DPD	PEC	35	

3	SDSHIMW	Installation and Management of OS Windows XP 2272 Course of Microsoft it.	9.04.2012 13.04.2012	20	SD	DTI	DTI room	33	
4	SDKTSHK 5	Trainings on crime investigation structures	10.04.2012 13.04.2012	20	BMD & Pameca	RDBM	PEC	28	
5	SDKPKML 2	Specific knowledge on maritime operational communication Knowledge on controlling of a navigational vehicle procedures	10.04.2012 13.04.2012	15	BMD	NOIC	NOIC	21	
6	SDKODKD 1	Specific knowledge on Maritime Operations against Narcotics and Psychotropic Substances	10.04.2012	13	BMD	NOIC	NOIC	7	
7	SDKODKD 2	Specific knowledge on Maritime Operations against Narcotics and Psychotropic Substances	17.04.2012	13	BMD	NOIC	NOIC	7	
8	SDHHVPV1	Criminal offences investigation: Banc rapine , rubbery, heavy rubbery with death consequences, as provided by art. 136, 140, 139, and 141 of Criminal Code.	11.04.2012	13	CID	DPD Tirane + Kavaje	PEC	7	
9	SDHAZ	Firearms, acknowledgement of general specifics, their use, risks, on the preservation and their administration, their possibility to be used on criminal aims.	12.4.2012	32	CID	DPD	PEC	7	
10	SQDHKFD H	Correctional and cancelation procedure of registered data in the system	13.04.2012	7	IDTC	GSDP	Lab.TIM S.K.3	7	
11	SDKARPIN 1	Risks Analysis and information elaborating	16.04.2012 17.04.2012	15	BMD	RDBM	PEC	14	

12	SDSZDSH N 2	Introduction and implementation of law requirements on State Police by the General Patrol, for the guarantee of citizens rights of the detainees, arrested in the police premises	03.04.2012	25	SPD	DPD	Tirane		
13	SDKTSHK 6	Trainings on crime investigation structures	17.04.2012 20.04.2012	20	BMD & Pameca	RDBM	PEC	28	
14	SDHHAK	Importance of criminal assets investigation in the struggle against Organized Crime and Trafficking	24.04.2012	18	CID	DPD	PEC	7	
15	SDHTBLN	Knowledge on specific procedures on plants and narcotic substances manipulation from the moment of their size to their complete elimination.	18.04.2012	20	CID	CID	PEC	7	
16	SDHHVPKJ 1	Criminal offences investigation against persons' life	19.04.2012	13	CID	DPD TR+KJ	PEC	7	
17	SDHHAK	Importance of criminal assets investigation in the struggle against Organized Crime and Trafficking	24.04.2012	18	CID	DPD	PEC	7	
18	SDKQPSHI	Joint Centers of Information Exchange. Their Establishment and functioning.	23.04.2012 24.04.2012	20	BMD	RDBM	PEC	14	
19	SDHHVPV 2	Criminal offences investigation: Banc rapine , robbery, heavy robbery with death consequences, as provided by art. 136, 140, 139, and 141 of Criminal Code.	25.04.2012	21	CID	SH,KU, DI, LE	DPD Shkoder	7	
20	SDKAINA 1	Maritime American Guard Course on engineering and Navigation of Ships	During April	20	BMD&EX BS	RDBM	RDBM	7	
MAY									

1	SDHTMM	Motor Vehicle trafficking, modus operandi used by traffickers, stolen & trafficked vehicle identification, databases used and the verification method of a trafficked vehicle.	3.05.2012	20	CID	DPD	PEC	7	
2	SDHHTMM	Investigation, order of work and procedures followed on cases of the trafficked motor vehicles. Casus and relevant exercises.	4.05.2012	20	CID	DPD	PEC	7	
3	SDHHVPKJ 2	Criminal offences investigation against persons' life	8.05.2012	21	CID	SH,KU, DI, LE	DPD Shkoder	7	
4	SDHFLPV	Methodology on detection and investigation of criminal offences of forgery of ID, passports or visas.	9.05.2012	12	CID	DPD	PEC	7	
5	SDSOSHAS 2	Planning, organization and service execution during sportive activities – football matches, as well as police actions by the view of police tactics	8.05.2012	25	SPD	DPD	PEC		
6	SDSMHVA	Methods for the investigation of criminal offences of stolen vehicles	10.05.2012	20	SPD	DPD	PEC	7	
7	SDHHVPV3	Criminal offences investigation: Banc rapine , rubbery, heavy rubbery with death consequences, as provided by art. 136, 140, 139, and 141 of Criminal Code.	10.05.2012	18	CID	Vlor, Gjirok, Fier, Berat	DPD Vlore	7	
8	SDSHPSKK	Standard procedures on computer configuring in the State Police network. Periphery devices installation .	10;05.2012 11.05.2012	20	SD	DTI	Lab. DTI	14	
9	SDSHRIMS	Further upgrading of theory-practical and professional capabilities of police officers who work on cartotec of state	14.05.2012	24	SD	DPD & RDBM	Q.F.P	7	

		police,...registering of data in RIMS System.							
10	SDSHVCSH 1	Valuation of services quality.	15.05.2012	20	SD	DPD	PEC	7	
11	SDHIVAK	Identification of work of arts – cooperation with other state institutions	17.05.2012	15	CID	DPD	PEC	7	
12	SDBPMDH1	Personal data elaboration, understanding and their protection.	23.05.2012	20	ICCD	ICCD	PEC	7	
13	SDBPMDH2	Personal data elaboration, understanding and their protection.	24.05.2012	23	ICCD	ICCD	PEC	7	
14	SDHHAK2	Importance of criminal assets investigation in the struggle against Organized Crime and Trafficking	24.05.2012	18	CID	DPD	PEC	7	
15	SDHHVPV4	Criminal offences investigation: Banc rapine , rubbery, heavy rubbery with death consequences, as provided by art. 136, 140, 139, and 141 of Criminal Code.	30.05.2012	14	CID	Durres, Korce, Elbasan	DPD Durres	7	
16	SDSOSH M 2	Organization, planning of police service for the guarantee of order and public security during mass activities (demonstrations etc.) and actions of police officers during these services.	29.05.2012	25	SPD	DPD	PEC	7	
17	SDHHVPKJ 3	Criminal offences investigation against persons' life	31.05.2012	18	CID	VL, GJ, FR, BR	DPD Vlore	7	
18	SDKKKGJ 1	Course for Green Border	During May	20	BMD&EX BS	RDBM	RDBM Shkod.	7	

		JUNE							
1	SDSHMANJ	Management of activities in public sites	1.06.2012	30	SD	DPD	PEC	7	
2	SDKKVDD	Control of documents in second line	4.06.2012 5.06.2012	20	BMD	RDBM	PEC	14	
3	SDSZDSH N 3	Introduction and implementation of law requirements on State Police by the General Patrol, for the guarantee of citizens rights of the detainees, arrested in the police premises	05.06.2012	25	SPD	DPD	Elbasan	7	
4	SDSHVCSH 2	Valuation of services quality.	6.06.2012	20	SD	DPD	PEC	7	
5	SDHMSHP	Use of special methods on legal documentation investigation of criminal offences of sexual exploitation.	8.06.2012	12	CID	DPD	PEC	7	
6	SDSOSHA M 2	Organization, planning of police service for the guarantee of order and public security during mass activities (demonstrations etc.) and actions of police officers during these services.	10.06.2012	25	SPD	DPD	PEC	7	
7	SDTMIM	On interactive methods of teaching	12.06.2012 14.06.2012	6	PTD	PEC	PEC	7	
8	SDSPASDL	Manners of functioning, usage and preparation of SKAUT , DRAGER dhe LAZER	18.06.2011	25	TPD	TPD	RUTP	7	
9	SDHMKBK	Investigation on fraud with credit cards skimming	19.06.2012	20	CID	DPD	PEC	7	
10	SDTPQSH	Ways of police service dog preparing on "detection and tracing the narcotics and explosives"	22.06.2012	20	PTD	DPD & RDBM	BMRD Kukes	7	

11	SDHRPLL	Cases of surveillance. Types and methods of surveillance.	26.06.2012	20	CID	CID	GSDP	7	
12	SDHHVPKJ 4	Criminal offences investigation against persons' life	29.06.2012	14	CID	DR, KO, EL	DPD Durrës	7	
13	SDKKGJ 2	Course for Green Border	During June	20	BMD&EX BS	RDBM	Kom PKM Sarand	7	
JULY									
1	SDHHAK 1	Investigation of Criminal Asstes	2.07.2012	18	CID	DPD	PEC	7	
2	SDSOSHAS 3	Planning, organization and service execution during sportive activities – football matches, as well as police actions by the view of police tactics	3.07.2012	25	SPD	DPD	PEC		
3	SDKKHPL	Control of foreigners within territory and procedures for their reimpatriation.	3.07.2012	15	BMD	RDBM	PEC	7	
4	SDHKGJPB 1	Search, finding and preservation of biological evidences in crime scene as well as their picking up and transportation in laboratory for further criminal examination.	5.07.2012	15	CID	DPD	DPD Lezhe	7	
5	SDTPQSH	Ways of police service dog preparing on "detection and tracing the narcotics and explosives"	5.07.2012	20	PTD	DPD & RDBM	DRBM Korce	7	
6	SDHRRMP P 1	Knowledge on kidnapping and hostage of persons for profit aiming.	10.07.2012	13	CID	DPQ TR,Ko m.KJ	PEC	7	

7	SDSHRRK	Computer networks. Basic knowledge on Routers and Switches.	10.07.2012 12.07.2012	20	SD	DTI	Lab. DTI	21	
8	SDTIPQSI	Infective Diseases, zoonoses, profilactics, law on Veterinary service and its inpectoriat.	11.07.2012	22	PTD	DPD & RDBM	IDP	7	
9	SDHKAPSP	Active and passive corruption in private sector (Article 164/a & 164/b).	11.07.2012	20	CID	DPD	PEC	7	
10	SDHAPF	Analises of Financial Tables	13.07.2012	20	SD	DPD	PEC	7	
11	SDTIPQSI 2	Infective Diseases, zoonoses, profilactics, law on Veterinary service and its inpectoriat.	16.07.2012	20	PTD	DPD & RDBM	IDP	7	
12	SDSOSHA M3	Organization, planning of police service for the guarantee of order and public security during mass activities (demonstrations etc.) and actions of police officers during these services.	31.07.2012	25	SPD	DPD	PEC	7	
		AUGUST							
1	SDSZPSP 1	Knowledge and implementation of standard procedures on planning, organising, leading, controlling and service execution of General Patrol as well as filling in of the tables with indicators and work results.	06.08.2012	25	SPD	DPD	PEC	7	
2	SDSOSHAS 4	Planning, organization and service execution during sportive activities – football matches, as well as police actions by the view of police tactics	10.08.2012	25	SPD	DPD	PEC		
3	SDKAINA 2	Maritime American Guard Course on engineering and Navigation of Ships	During August	20	BMD&EX BS	RDBM	Delta Radhime	7	

SEPTEMBER									
1	SDSZDSH N 4	Introduction and implementation of law requirements on State Police by the General Patrol, for the guarantee of citizens rights of the detainees, arrested in the police premises	1.09.2012	25	SPD	DPD	Lezhe		
2	SDHHA2	Investigation of Criminal Asstes	3.09.2012	18	CID	DPD	PEC	7	
3	SDTPMMI 2	Improvement of teaching methods by the Instructor of Police Educational Center	5.09.2012 6.09.2012	25	PTD	PEC	PEC	7	
4	SDHNJDTN	Knowledge on drugs and their effects, production sites and main itineraries of international trafficking.	7.09.2012	20	CID	CID	PEC	7	
5	SDSHIKRR	Infrastructure and cables. Electrical installations.	10.09.2012	10	SD	DTI	Lab. DTI	14	
6	SDHRRMP P 2	Knowledge on kidnapping and hostage of persons for profit aiming.	10.09.2012	21	CID	Shkod. Kukes, Dibe, Lezh	DPD Shkoder	7	
7	SDHFLPV	Methodology on detection and investigation of criminal offences of forgery of ID, passports or visas.	13.09.2012	12	CID	DPD	PEC	7	
8	SDSHPSTI 1	Asstes management in State Police structures.	12.09.2012	20	SD	DPD	PEC	7	
9	SDHSPSH K 2	Scientific Police as specialized structure of State Police	11.09.2012	15	CID	DPD	DPQ Fier	7	
10	SDHMSKP K	Use of Special methods of investigation on legal documentation of criminal offence of cross-border facilitation.	20.09.2012	12	CID	DPD	PEC	7	

11	SDHRRMP P 3	Knowledge on kidnapping and hostage of persons for profit aiming.	21.09.2012	18	CID	Vlor, Gjirok, Fier, Berat	DPD Vlore	7	
12	SDHMSKP K	Investigation of Criminal Asstes	24.09.2012	18	CID	DPD	PEC	7	
13	SDSZPSP 2	Knowledge and implementation of standard procedures on planning, organising, leading, controlling and service execution of General Patrol as well as filling in of the tables with indicators and work results.	21.09.2012	25	SPD	DPD	PEC	7	
14	SDSMK	Conflict Management	25.09.2012	20	SPD	DPD	PEC		
15	SDHRRMP P4	Knowledge on kidnapping and hostage of persons for profit aiming.	28.09.2012	14	CID	Durres, Korce, Elbas	DPD Durres	7	
16	SDKHKSV 1	Crime Investigation and crime scene specialist	18.09.2012 19.09.2012	20	BMD	BMD & RDBM D	PEC	14	
		OCTOBER							
1	SDHTAM	Weapons and ammunitions Trafficking. "Special methods of investigation"	2.10.2012	12	CID	DPD	Q.F.P	7	
2	SDSSPM 1	Evidence collection, their preservation until their complete administration.	03.10.2012	25	SPD	DPD	PEC	7	

3	SDHHSHP 1	Criminal offences investigation: destruction of property by fire and explosives, defined by articles no.150, 151 and 152 of CC	4.10.2012	13	CID	DPQ Tirane +Kavaj	PEC	7	
4	SDHEFKVS	Examination methods on counterfeits detection in banknotes, stamps, seals and other different documents.	8.10.2012	15	CID	DPD	Room Forensic Pol.D	7	
5	SDSPK	Prevention of Criminality.	9.10.2012	20	SPD	DPD	PEC	7	
6	SDHMSHV A	Application of special methods on detection and prevention of work of art robbery.	10.10.2012	15	DHK&MT KRS	DPD	PEC	7	
7	SDHNJKP 1	Knowledge on police trick	11.10.2012	13	CID	DPQ TR,Ko m.KJ	PEC	7	
8	SDSHPSTI 2	Asstes management in State Police structures.	12.10.2012	20	SD	DPD	PEC	7	
9	SDHHNSH P	Joint international investigation on criminal offences of sexual exploitation.	22.10.2012	12	CID	DPD	PEC	7	
10	SDSZPSP 3	Knowledge and implementation of standard procedures on planning, organising, leading, controlling and service execution of General Patrol as well as filling in of the tables with indicators and work results.	23.10.2012	25	SPD	DPD	PEC	7	
11	SDHHSHP 2	Criminal offences investigation: Criminal offences investigation: destruction of property by fire and explosives, defined by articles no.150, 151 and 152 of CC	26.10.2012	21	CID	Shkod. Kukes, Dibe, Lezh	DPD Shkoder	7	

12	SDHNJKP 4	Knowledge on police trick	25.10.2012	21	CID	SH. SH,KU, DI, LE	DPD Shkoder	7	
13	SDSHDCO M	Preservation of knowledge level on DATACOM system and other cabinets	24.10.2012 26.10.2012	20	SD	DTI	Lab. DTI	21	
NOVEMBER									
1	SDHHSHP 3	Criminal offences investigation: Criminal offences investigation: destruction of property by fire and explosives, defined by articles no.150, 151 and 152 of CC	5.11.2012	18	CID	Vlor, Gjirok, Fier, Berat	DPD Vlore	7	
2	SDHNJKP 3	Knowledge on police trick	9.11.2012	18	CID	VL, GJ, FR, BR	DPD Vlore	7	
3	SDKARPIN 2	Risks Analysis and information elaborating	6.11.2012 7.11.2012	15	BMD	RDBM	PEC	14	
4	SDHPSIVT	Standard procedures of actions for identification and reference of trafficking victims	12.11.2012	12	CID	DPD	PEC	7	
5	SDSZDSH N 4	Introduction and implementation of law requirements on State Police by the General Patrol, for the guarantee of citizens rights of the detainers, arrested in the police premises	13.11.2012	25	SPD	DPD	Korce		
6	SDSAPA	Procedural and administrative acts	13.11.2012	20	SPD	DPD	PEC	7	
7	SDHTDAV	Technics of surveillance and relevant documents preparation.	14.11.2012	20	CID	CID	GSDP	7	

8	SDKHKSV 2	Crime Investigation and crime scene specialist	15.11.2012 16.11.2012	20	BMD	BMD & RDBM D	PEC	14	
9	SDSSPM 2	Evidence collection, their preservation until their complete administration.	20.11.2012	25	SPD	DPD	PEC		
10	SDHNJKP 4	Knowledge on police trick	21.11.2012	14	CID	Durres, Korce, Elbas	DPD Durres	7	
11	SDHKGJPB 2	Search, finding and preservation of biological evidences in crime scene as well as their picking up and transportation in laboratory for further criminal examination.	22.11.2012	15	CID	DPD	DPD Vlore	7	
12	SDSHVCSH 1	Risk Management	22.11.2012	20	SD	DPD	PEC	7	
13	SDSHVCSH 2	Risk Management	23.11.2012	20	SD	DPD	PEC	7	
14	SDHHSHP 4	Criminal offences investigation: Criminal offences investigation: destruction of property by fire and explosives, defined by articles no.150, 151 and 152 of CC	26.11.2012	14	CID	Durres, Korce, Elbas n	DPD Durres	7	
During the year									
1	TDSH	Obligatory training in service	During the year	9700	PTD	GSDP	Central & local structures	24	
Department against Organised Crime and Serious Crimes									

1	SDHMTSH	Training for the specialists of forensic support Sector.	During the year	20	CID	CID	GSDP/Q FP	70	
Trainings for the Department of Public Order									
1	SDSPMPP	Improvement of performance supervisor of General Patrol.	3-M- I Plan of Order Sector	100	SPD	DPD	PEC	35	
2	SDSKPVPR	Introduction of legal acts and sub acts related to General Patrol police officers duties as well as their procedures acc.to: Article 112,267, 274, 275, 277, 287/b	First 6- Months Acc.to the Public order Sector Plan.	50	SPD	DPD	PEC	14	
3	SDSKPVPR	Introduction of legal acts and sub acts related to General Patrol police officers duties as well as their procedures acc.to: Article 89, 90,97,107,124/b	First 6- Months Acc.to the Public order Sector Plan.	50	SPD	DPD	PEC	14	
4	SDSKPVPR	Introduction of legal acts and sub acts related to General Patrol police officers duties as well as their procedures acc.to: Article 84,119,120,238,239,240,311.	First 6- Months Acc.to the Public order Sector Plan.	50	SPD	DPD	PEC	14	
5	SDSKPVPR	Introduction of legal acts and sub acts related to General Patrol police officers duties as well as their procedures acc.to: Article 158, 204,206,246,247	First 6- Months Acc.to the Public order Sector Plan.	50	SPD	DPD	PEC	14	

6		Legal Basis, police officer duties for security of Interior Ministry objects, General Directorate of State Police as well those depending on emergencies.	First 3 months acc.to Ceremonial Sector.	88	SPD	Sec. S.B .C	Sec. S.B .C	7	
7	SDSPASDL	Manners of functioning, usage and preparation of SKAUT , DRAGER dhe LAZER	3-M First 3 months		TPD	TPD	RUTP	7	
8	SDSPSTAZ	On STAZ usage	During the year	90	SPD	Renea	PEC	21	
9	SDSTBNJZH	Basic training for Emersion Unit	During the year	12	Don. Renea	Renea	DR, VL	14	
		Training for the Department of Border and Migration							
1	SDKWVAF	Presentation of Web Virtual Aula of Frontex	3-M.I & IV	40	BMD	RDBM	Com.3.D TI	4	
2	SDKMPKM	Managing course on Border and Migration Police management (1 month)	3-M-IV	20	BMD	RDBM	PEC	140	
3	TBPk	Basic Course of Border Police (1 month)	3-M.III & IV	80	BMD	RDBM	PEC	140	
4	SDKIDKU	Knowledge on and identification of canadian travel documents	3-M.I	20	BMD	RDBM	RDBM Tirane (RInas)	7	
5	SDKIDAU	Knowledge on and identification of american travel documents	3-M.II	40	BMD	RDBM	RDBM Tirane (Durrës)	7	

6	SDKHDR	Maritime Map and radarteknika	3-M.II & III (7 phases)	63	Guard. di Fin. Italiane	RDBM	Blue Border Police	60	
7		Assessment of border police dogs and their instructors	3-M.I	42	BMD & IDP	RDBM	IDP	42	
8		Ship maneuvers and SOS in waterspace	3-M.II & III (7 phases)	84	Guard. di Fin. Italiane	RDBM	Blue Border Police	60	
9	SDKIVTQN J 1-8	Identification of Human beings trafficking victims based on Standard Procedures of Action	3-M.I	80	BMD &CID	RDBM	RDBM	7	
10	SDKIAVT 1-8	Identification of stolen/trafficked vehicles	During the year	?	BMD	RDBM	RDBM	14	
11	SDKKVD 1-7	Control in second line for the cars,buses and lorries.	3-M.II & IV	7X15	BMD	RDBM Not- Tirana	RDBM	14	
12	SDKTAOD	Knowledge on English terminology of the naval operations	3-M.IV	45	BMD	NOIC	NOIC	28	
13		Documents and service in operative room	3-M 3-M.II & III (4 phases)	32	Guard. di Fin. Italian	RDBM	Blue Border Police	30	
14	SDKDUPB	Knowledge on travel documents (biometric passports and other documents) of Albanian citizens and foreigners. Their security elements.	During the year	200	BMD	RDBM	RDBM	7	
15	SDKOPSH	Organization and Planning of Services. Daily order"	First 3	3x15	BMD&OS	RDBM	RDBM	14	

			months		BE				
18	SDKPSH	Schengen procedures.	During the year	3x20	BMD&OS BE	RDBM	RDBM	14	
19	SDKMBSHI	Agreement on Cooperation for information exchange with maritime guard	During the year	10	NOIC & PAMECA	NOIC	NOIC	7	
		Trainings for the Department of Support Service							
1		Upgrading the level of knowledge on TIMS and their preservation.	During the year	150	SD	RDBM	Lab.ITD/ BCP	21	
2		Upgrading the level of knowledge on Email, Event Report, ADAM etc and their preservation.	During the year	400	SD	CID & PSD	Lab.ITD/ BCP	14	
3		Training of new enters of Support services	First 3 months	30	SD	GSDP	PEC	14	
		Trainings of the Department of Police Training							
1	SDTMIPNG	Methodology of interviewing the police officer applicant for raising ranks.	During the year	6	PTD	PEC	PEC	7	
2	SDTRSOSK	Safety and security of important facilities by cameras	3-M II	12	ITD	PEC	Lab.DTI		
		Trainings for Directory of Data Protection and Elaboration							
1	SQDHMDH P	Personal data protection	First 3 months	10	IDTC	GSDP			
2	SQDHMAD	Implementation of legal provisions on well-administration of documentation of secretaries office - archives in State	3-Mujori & III (3-Mujori	25	IDTC	DPD			

		Police structures	phases)						
		Explanation of Abriviations:							
		CID – Organised and Serious Crime Investigation Department							
		POD – Public Order Department							
		BMD – Border and Migration Department							
		SD – Services Department							
		PTD – Police Training Department							
		SPD – Srandards & Performance Directorate							
		IDTC – Data Protection & Elaboration Department							
		ICCD – International Cooperation and Coordination Directorate							

“On continuous training of officers and agents of the Judicial Police”

"Enforcement of sublegal acts for the judicial police” among others is included the sublegal act related to: "On continuous training of officers and agents of the Judicial Police."

For the preparation of this act to the General Prosecutor's Office, with the General Prosecutor's order dated 30.03.2011 no.61, is established interagency working group, with representatives of the General Prosecutor's Office, the Serious Crimes Prosecution Office , Tirana District Prosecution Office , Ministry of Interior, Ministry of Defence, Ministry of Environment, General Directorate of Taxation and the General Customs Directorate.

This agreement aims to the professional continuous development of the judicial police officers and judicial police agents, and considered this as an essential need in the fight against crime including organized crime, it will have an impact on improving the process of criminal investigation offenses and the best guarantee of human rights and fundamental freedoms of citizens in the exercise of their activity.

Agreement "On Continuous training of officers and agents of the Judicial Police", aims to coordinate activities for training , the organization of training programs, participation in them, as well as training costs, provided the rights and obligations for the signatory institutions and for officers and judicial police agents.

Agreement contains 15 articles.

The article 1, gives the definition of the terms by which it becomes clear who are the officers and judicial police agents who will undergo the training process by listing in detail the services of the judicial police in the sections close to Prosecutor's Offices, and those to whom is recognized this quality by law, or perform functions of judicial police.

Also is determined that educational institutions that will develop the training process will be the School of Magistrates and Police Training Center.

The second article of the draft – agreement, provides principles to be followed during the training process in order to ensure participation and balanced distribution of knowledge to all officers and judicial police agents. On the other hand it aims to provide an oriented training process, according to specific needs of officers and judicial police agents and to provide them alongside professional knowledge, knowledge indirectly related to their profession, which results necessary for exercising the functions of the officer and agent of the judicial police.

In the article 3 of the draft agreement, is provided that participation in training by officers and agents of the judicial police is mandatory, which is reinforced by the provisions of Article 10 of the draft agreement, charging the police officer and the agent of the judicial police with the task of taking precautions not to miss training sessions planned, and notification of objective inability

to participate. In this way is sanctioned that the process of training is right and duty of the police officer and agent of the judiciary police.

Furthermore, according to this article, responsibility arises for every institution having at their dependency judiciary police, to take all measures to ensure continuous training of officers and agents of judiciary police.

The fields of the continuous training foreseen in this draft – agreement, in the article, are very broad. They are oriented according to the material criminal law, investigation techniques, evidence collection techniques, acts drafting techniques, special investigation techniques, cooperation relations of judiciary police officer/agent with the prosecutor, the court and the other subjects of the criminal proceeding, but these fields are not placed in a closed list, leaving room for training in other fields which might be identified in the future.

The article 5 of the draft-agreement foresees the establishment of the Board for Organization and Continuous Training of Judiciary Police in composition of which there will be representatives of all institutions having at their administrative dependency judiciary police and representatives from public educational institutions. This composition, as well as the competencies foreseen in the article 6 of the draft-agreement, provide to the Board a coordinating character and at the same time a counselling function for the decision-making bodies. Competencies of the Board mainly consist in the selection of the training topics, sections benefitting from these topics, selection of experts, assessment of the experts' topics, recommendations for the annual training plan, discussion of financial issues pertaining to the training process, but also regarding responsible institutions, recommendations on the need for change, arising problems as well as possibilities for cooperation with international institutions.

The article 7 of the draft agreement foresees the direction, decision-making and quorum of the Board. It foresees that the Chairman of the Board will be Director of the Inspection Directory and Human Resources in the General Prosecutor's Office. It also foresees that the board will approve also a regulation for the way of its functioning and put in detail its activity and supporting technical structure. It is foreseen that the Board will be obligatorily summoned at least twice per year and every representative is entitled to the right of requesting its summoning. Decisions are foreseen to be taken with 2/3rds of its members, in order to reach a wide consensus and not to hinder the decision-making process. The establishment of the Supporting Technical Structure has been foreseen in support of the Board.

The article 9 of the draft agreement foresees the nomination and replacement of training experts. The criteria of being an expert are decided by the board according to the topics it has previously approved. The Board selects two candidatures for each topic. To avoid subjectivism there have been clearly foreseen cases of experts' replacement foreseeing as such the case when the prepared material is not in the appropriate level or for objective impossibility of the expert to

carry out the training. As for the replacement of the expert the procedure is carried out as far as possible in the same way as for his selection.

The article 11 of the draft agreement foresees the duties of the public educational institutions. These duties have been foreseen to be carried out in accordance with the legal and sub-legal acts regulating the activity of these institutions. Thus, they take over the practical organization of the continuing training activities, implying with this the putting at disposal of its premises, the necessary materials, material and human infrastructure.

One of the most important duties is the one regarding drafting of educational programs and annual educational plan, based on the recommendations of the board. The Magistrates School and the Police Training Centre, based on the experience accumulated in the continuing training field will give their assistance to the Board as for above as well as for the conduct of procedures for the assessment of needs for the training of officers and agents of the judiciary police, involvement of university lecturers or experts with whom they cooperated themselves as well as assisting the experts in the preparation of the course topics of the continuous training.

As far as the issue of the training costs is concerned, following broad discussion, the article 12 of the draft agreement foresees that costs for the organization of the continuous training courses will be faced by each institution in relation to the number of persons that will be trained. For this purpose, each year, within January, institutions will present to the Board, the need for training according to the respective fields they cover and respective budget which will be put at disposal for this purpose.

Articles 13, 14 and 15 of this draft-agreement foresee dispositions for the recognition, control and implementation of this act and for its coming into force, which is foreseen to occur a month after the signing of this agreement.

We put at your attention that fact that the draft agreement “For the Continuing Training of Officers and Agents of Judiciary Police” has been discussed with EURALIUS experts and has been approved by them.

Appendix 11.1: Priority 11: Data on complaints handled by the Commissioner for Protection from Discrimination during 2011 and from January 2012 to 15 March 2012.

1. COMPLAINTS HANDLED BY THE COMMISSIONER DURING 2011

Total number of complaints handled:

Year	Complaints handled during 2011
Carried from 2010	3
Submitted in 2011	15
Total	18

Number of complaints submitted in total and the number of complaints examined from the Commissioner:

Method	Number of complaints
Non-acceptance	7
Accepted for examination	11
Total	18

Separation of the cases examined by way of completion:

Way of completion	Number of cases
Decision on non-discrimination	3
Out of the legal terms	2

Recommendation ¹³	1
Case dismissed for lack of evidence	1
Resign ¹⁴	1
Cases on process	3
Total	11

Separation of the cases examined according to the alleged grounds of discrimination:

Grounds	Numri
Sexual orientation	3
Gender	3
Ethnicity	1
Disability	1
Age	1

¹³ The complain has been submitted from two organizations that protect the interests of LGBT community, claiming discrimination for the consideration to this community from a deputy and for not heeding the request of these organizations to participate in a hearing of one of the Parliamentary Commissions. At the conclusion of the examination, the Commissioner came up with two recommendations, one to the deputy recommending to avoid in the future such declarations that affect the creation of an atmosphere of tense for the LGBT community and the other recommendation to the Parliamentary Commission requiring that the opinions and thoughts of the LGBT are taken into consideration and help them to join their rights and freedoms normally. The Commissioner monitored the sessions of the Parliamentary Commission in order to track the performance of the recommendation.

¹⁴ The complaint was submitted from one NGO in the name of the Roma families displaced from the train station. The NGO in the complaint claimed discrimination because of their ethnicity. This complaint was dismissed because the NGO that submitted the complaint renounced. Then, the Commissioner examined the case ex-officio:

- Required an explanation from the authorities accused for not receiving the reports/charges of these families.
- The intervention of the commissioner ad civil society made possible the realization of the purpose for which the complaint was submitted.

Others ¹⁵	2
Total	11

Separation of the cases examined according to the fields and grounds of discrimination:

Field¹⁶	Employment	Education	Goods and services	Others
Grounds				
Sexual orientation				3
Gender	2			1
Ethnicity				1
Disability			1	
Age	1			
Others¹⁷	2			

2. COMPLAINTS UNDER EXAMINATION BY THE COMMISSIONER FOR THE PERIOD FROM JANUARY 2012 TO 15 MARCH 2012.

Total number of complaints examined:

Year	Complaints under
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¹⁵ Here it is included any other ground not mentioned directly in article 1 of the law no. 10 221, on 04.02.2010 “On Protection from Discrimination”.

¹⁶ Identification of areas has been made according to the law no. 10 221, on 04.02.2010 “On Protection from Discrimination”, in the field of employment, education, goods and services. In the fourth column are included other fields different from those addressed in the law.

¹⁷ Refer to footnote no. 3

	examination
Carried from 2011	3
Submitted in 2012	7
Total	10

Separation of the cases according to the alleged grounds of discrimination:

Grounds	Number
Sexual orientation	2
Gender	2
Political / Philosophical Beliefs	1
Economic / Social Situation	3
Educational / Health Status	1
Others	1
Total	10

Separation of the cases examined by way of completion:

Way of completion	Number of cases
Decision on non-discrimination	1
Non-acceptance	1
On process	8
Total	10

Separation of the cases according to the fields and grounds of discrimination:

Field	Employment	Education	Goods and Services	Others
Grounds				
Sexual Orientation				2
Gender	2			
Political / Philosophical Beliefs	1			
Economic / Social Situation	1		2	
Educational / Health Status	1			
Others		1		

3. STAGE EXAMINATION OF COMPLAINTS ON PROCESS

1. A compliant for alleged discrimination has ben submitted before the Commissioner on 14.11.2011, claiming gender discriminaton, in the field of employment. The complainant pretends unequal treatment in the workplace, including the salary, conditions of work, treatment during the disciplinary porcess etc.

The subject against whom the complaint has been submitted is a private subject.

Regarding to this case, explanations have been taken by the complainant as well as the party against whom the complaint has been submitted and also inspection was conducted/carried out on the premises of the subject against whom the complaint was submitted. Then, the Commissioner considered it necessary to hold a public hearing session in order to confront the claims of both parties. The public hearing session was held on 23.02.2012. From that session some new facts and allegations came out, wich are actually under investigation from the Directorate of Inspection and Investigation. Within three months of the realization of the hearing, the Commissioner has the legal obligation to come up with a final decision.

2. On 26.10.2011, a compliant for alleged discrimination has ben submitted claiming gender discriminaton, in the field of employment. The complainant claims that she had been repedetly subject of a discriminatory behaviour being sexually harassed in the workplace, behaviours that have violated her dignity and have created an intimidating, hostile, degrading, humiliating and

offensive environment for that person. She has been subject to unfavorable treatment as a result of refusal for such behavior. The complainant claims to be victimized as a result of complaints and legal steps taken by her, due to the concern. The complainant raises claims that because of the denunciation that she has made on this case was faced with an intimidating, hostile, degrading, humiliating and offensive environment from other employees of the institution. The complaint was submitted against a public authority.

The problematic of this case remains the collection of evidences and data, because the essence of the complainant's claim for sexual harassment, are data which are considered by the authority that keeps them as protected by the status of personal data so they have been refused to become available to the Commissioner and also the behavior of other employees in the workplace make it difficult to prove such behaviors of sexual harassment in the workplace. Related to this case a public hearing session was held.

3. On 11.01.2012 a compliant has been submitted 3 (three) compliants for alleged discrimination, all three against public authorities. From these, 1 (one) complaintis in the field of employment and 2 (two) others in the field of goods and services, and specifically the possibility to benefit from social security schemes. The complainant pretends to be discriminated because of his political and philosophical beliefs, being subject to unequal treatment in the field of employment. After the compalint was accepted to be examined by the Office of the Commissioner, the party against whom the complaint has been submitted was notified in writing. Written explanations have been requested to both parties and in order to verify the facts an inspection was conducted/carried out from the Directorate of Inspection and Investigation.

In the other complaint, the complainant pretends that because of his economic and social situation, he is excluded by legal and sub-legal acts in force from the possibility to benefit from the social security scheme. Related to this claim legal basis for this area has been collected and examined by the Commissioner. Also, several meetings were held with the complainant in order to clarify his claims as well as with the relevant state institutions to discuss and ask for further information on social policies that the institution develops and in particular for the social category the complainant belongs to.

In the third complaint, the complainant pretends for discrimination because of his economic and social situation, claiming that he is excluded in a discriminatory manner from the possibility to benefit facilities provided for people in need, such as exclusion from certain taxes.

4. On 01.02.2012a compliant has ben submitted claiming for discrimination in the field of employment because of the social situation of the complainant.

The complainant claims to be refused her return to work although she has acquired this right by a court decision. The complaint was submitted against a public authority. Written explanations have been requested to both parties.

5. On 23.02.2012 a compliant has ben submitted before the Commissioner claiming for discrimination because of sexual orientation. The complainant claims to be discriminated from

the police forces, which used violence during their detention. The party against whom the complaint has been submitted was notified in writing and written explanations have been requested about the pretends of the complainant. The procedure for this complaint is ongoing.

6. On 23.02.2012 a compliant has ben submitted before the Commissioner claiming for discrimination because of educational and health status. The complainant claims to be discriminated by the employer in the workplace, including her treatment in changing the working positions, treatment related to promotion in the workplace, treatment during disciplinary porcess, and finally her dismissal from work. This complaint is in the early stages of examination.

Appendix 12.1: Priority 12: Plan of training, detailed as per groups and themes

Month	Training	Participating institutions	Group and number of participants	Period	Location where training will take place	Cost
J A N U A R Y	Two weeks re – training.	IEVP, Rr. “J.Misja”	Basic profile employees. Participants 60 (in two groups)	First group: 09.01.2012 – 20.01.2012 Second group: 23.01.2012 – 03.02.2012 One month	IEVP, Rr. “J.Misja”	Note book Pieces: 90 x 0.22 EUR = 19.35 EUR Writing tools, pieces 90 x 0.14 EUR = 12.9 EUR Markers: 10 x 1.08 EUR = 10.8 EUR Travel expenses 20 x 10 days x 4.3 EUR = 860.18 EUR
	Basic training, second phase	Employees who have already undergone the first phase from 18.04.2011 – 29.04.2011	Basic profile employees. Participants 30 (one group)	16.01.2012 – 27.01.2012 Two weeks	Hospital	Total: 903.19 EUR
	Training on procurement procedures	All IEVP.	Experts who will be involved in the procurement commissions 50	30.01.2012 – 01.02.2011	Hospital	
F E B R U A	Basic training Six weeks Second phase	IEVP Rr. “A.Demi” Rr. “M.Peza” Rr. “J.Misja” Lezhe Lushnje	New employees of basic profile. Participants 47	Two weeks. 06.02.2012 – 17.02.2012	Prisons’ Hospital	Materials – Full per diems – Travel expenses: 26 x 4.3 EUR x 10 days = 1118.24 EUR for travel.

R Y		Rrogozhine Durrës				
	Middle level training	Employees of middle profile who have not been trained	Experts of police and other services at middle level. 20	5 days 20.02.2012 – 24.02.2012	Hospital	20 x 5 days x 4.3 EUR = 430.09 EUR for travel Total: 1548.33 EUR
M A R C H	Six weeks basic training, first phase	Upon requests received	Basic level employees 25	One month 05.03.2012 – 30.03.2012	Prisons' Hospital	Materials, Notebooks 25 x 30 = 5.38 EUR. Writing tools, pieces 25 x 0.14 EUR = 3.58 EUR Travel expenses: 20 x 20 days x 4.3 EUR = 1720.36 EUR
	Training on the application of the complaints and requests' procedures		Middle level employees 25	In cooperation with the Albanian Helsinki Committee (KShH)		No expenses planned / foreseen.
	Training on mental health		Middle level experts. 25	2 days In cooperation with the IET		No expenses planned / foreseen.
	Training on prevention of suicides	IEVP, Rr. "J.Misja" IEVP. F. Kruje	Multidisciplinary group 25 Multidisciplinary group 25	2 days 15.03.2012 16.03.2012	IEVP, Rr. "J.Misja" IEVP F. Kruje	Total: 1729.32 EUR
	Basic training Second phase	Employees who have undergone	Basic profile / level employees,	Two weeks, 02.04.2012 –	Prisons' Hospital	Materials: Notebooks 30 x 0.22

A P R I L		the first phase	30 participants	13.04.2012		EUR = 6.45 EUR Writing tools: 30 x 0.14 EUR = 4.3 EUR Markers: 20 x 1.08 EUR = 21.5 EUR Travel expenses: 20 x 4.3 EUR x 10 days = 860.18 EUR
	Re – training of middle level	IEVP Tirana, F. Kruje, Durres	Police experts, middle level. 25	2 days 11.04.2012 – 12.04.2012	IEVP Rr. “J. Misja”	No expenses planned / foreseen.
	Training of the staff dealing with minors	Lezhë	Middle level employees 15	Ays	IEVP Lezhe	No expenses planned / foreseen. In cooperation with “Save the children”
	Training on prevention of suicides	IEVP, Peqin IEVP, Durrës IEVP, Lushnjë IEVP, Rrogozhine	Multidisciplinary group 25 Multidisciplinary group 25 Multidisciplinary group 25	4 days 17.04.2012 19.04.2012 24.04.2012 26.04.2012	IEVP, Peqin, Durrës, Lushnje, Rrogozhine	Travel provided by means of the General Prisons’ Directorate (DPB)
	Training on mental health		Middle level experts. 25	2 days In cooperation with IET		No expenses planned / foreseen. Total: 892.44 EUR

M A Y	Six weeks basic training, first phase	Upon requests received from IEVP	New employees of basic profile. Participants 30	One month 07.05.2012 – 01.06.2012	Hospital	Materials: Notebooks 30 x 0.22 EUR = 6.45 EUR Writing tools: 30 x 20 = 4.3 EUR Markers: 20 x 1.08 EUR = 21.5 EUR Travel expenses: 20 x 4.3 EUR x 10 days = 860.18 EUR
	Training on mental health		Middle level experts. 25	2 days In cooperation with IET		
	Training on prevention of suicides	IEVP, Burrel IEVP, Lezhe IEVP, Kukes, Tropoje	Multidisciplinary group 25 Multidisciplinary group 25 Multidisciplinary group 25	3 days 12.05.2012 14.05.2012 19.05.2012 26.05.2012	IEVP, Burrel Lezhe Kukës, Tropoje	Expenses on staff per diems: 3 x 39.43 EUR x 2 days = 236.55 EUR Travel provided by means of the General Prisons' Directorate (DPB)
	Training on the application of the complaints and requests' procedures		25 middle level employees	In cooperation with KShH		No expenses planned / foreseen Total: 1128.99 EUR
	Training on the management of emergency situations.		100 employees of the security service	In cooperation with the General Prisons' Directorate	In Tirana, Korça, Peqin, Lezhë, Vlore	

J U N E	Basic training, second phase.	IEVP various	Basic profile / level employees 30	2 weeks 04.06.2012- 15.06.2012	Hospital	Materials: Notebooks 30 x 0.22 EUR = 6.45 EUR Writing tools: 30 x 20 = 4.3 EUR Markers: 20 x 1.08 EUR = 21.5 EUR Travel expenses: 20 x 4.3 EUR x 10 days = 860.18 EUR
	Training on the prevention of discrimination and the protection of vulnerable groups	IEVP, Peqin, F. Krujë, Rrogozhine, Lezhe	Multidisciplinary group, 4 x 25	4 days 18.06.2012 19.06.2012 26.06.2012 27.06.2012	At IEVP, Peqin, F. Krujë, Rrogozhinë, Lezhe	Travel provided by means of the General Prisons' Directorate (DPB)
	Training of the staff dealing with minors	Lezhë	Middle level employees 15	2 days	IEVP Korçe	No expenses planned / foreseen In cooperation with Save the Children
	Training on the application of the complaints and requests' procedures		25 middle level employees	In cooperation with KShH		No expenses planned / foreseen
	Training for managers / directors	IEVP, Durrës, Kavaje, Rrogozhine etc	Directors / managers of 10 IEVP	12.06.2012	IEVP Korçe	Expenses on per diems: 13 x 39.43 EUR = 512.53 EUR Total: 1404.96 EUR

J U L Y	Re – training of middle level	Various IEVP	Experts from the police and other services, middle level. 25	2 days 03.07.2012 – 04.07.2012	Hospital	-
	Basic re – training	IEVP, F. Kruje, Lezhe, Kruje	Basic level employees 30	Two weeks 02.07.2012 – 13.07.2012	F. Kruje	Travel provided by means of the General Prisons’ Directorate (DPB)
	Training for directors / managers	IEVP. Tirana, F. Kruje, Kukes, Lezhe, Burrel	Directors / managers of the 10 IEVP	12.07.2012	IEVP Tropoje	Expenses for per diems: 13 x 39.43 EUR = 512.53 EUR
	Training on the application of the complaints and requests’ procedures		25 middle level employees	In cooperation with KShH		No expenses planned / foreseen Total: 512.53 EUR
S E P T E M B E R	Six weeks basic training, second phase	Employees who have already been trained in March, at the first phase	Basic profile employees 30 participants 25 participants	Two weeks 03.09.2012 – 14.09.2012 5 days 17.09.2012 – 21.09.2012	Hospital Hospital	Materials: Notebooks 30 x 0.22 EUR = 6.45 EUR Writing tools: 30 x 20 = 4.3 EUR Markers: 20 x 1.08 EUR = 21.5 EUR Travel expenses: 20 x 4.3 EUR x 10 days = 860.18 EUR
	Training on management	Experts of various services				
	Training on the	IEVP Burrel	25	1 days	In the respective IEVPs	Travel provided by

	treatment of vulnerable groups and the prevention of discrimination and	IEVP “J. Misja” IEVP Lushnje IEVP Korçe	25 25 20	1 days 1 days 1 days		means of the General Prisons’ Directorate (DPB). Per diems: 3 x 1 x 39.43 EUR = 118.28 EUR Total: 1010.71 EUR
O C T O B E R	Six weeks basic training, first phase	Upon requests from IEVPs	Basic profile employees 30 participants	One month 01.10.2012 – 30.10.2012	Hospital	Materials: Notebooks 30 x 0.22 EUR = 6.45 EUR Writing tools: 30 x 20 = 4.3 EUR Markers: 20 x 1.08 EUR = 21.5 EUR Travel expenses: 20 x 4.3 EUR x 10 days = 860.18 EUR
	Training on the application of the complaints and requests’ procedures		25 middle level employees	In cooperation with KShH		No expenses planned / foreseen
	Training of staff dealing with minors	Vlore	Employees at middle level 15	2 days	IEVP Vlore	No expenses planned / foreseen In cooperation with Save the children
	Training of staff dealing with minors	IEVP, Rr. “J. Misja”	Employees at middle level 15	2 days	IEVP Rr. “J. Misja”	In cooperation with Save the children Total: 892.44 EUR
N	Six weeks basic	Upon requests	Basic profile	Two weeks	Hospital	Materials:

O V E M B E R	training, second phase	from IEVP	employees 30 participants	05.11.2012 – 16.11.2012		Notebooks 30 x 0.22 EUR = 6.45 EUR Writing tools: 30 x 20 = 4.3 EUR Markers: 20 x 1.08 EUR = 21.5 EUR Travel expenses: 20 x 4.3 EUR x 10 days = 860.18 EUR Total: 892.44 EUR
	Training on the application of the complaints and requests' procedures		25 middle level employees	In cooperation with KShH		No expenses planned / foreseen
	Re – training of middle level	Various IEVP	Middle level police experts. 25	2 days 20.11.2012 – 21.11.2012		No expenses planned / foreseen
D E C E M B E R	Re – training with basic level / profile employees	IEVP, Peqin	Basic level / profile employees 30	Two weeks 03.12.2012 – 14.12.2012	IEVP Peqin	Travel provided by means of the General Prisons' Directorate (DPB).
	Middle level training	Various IEVP	Middle level employees 20	5 days 17.12.2012 – 21.12.2012	Hospital	No expenses planned / foreseen
Total			1,317 employees of all levels	219 days of training		Total expenses for year 2012: 10915.35 EUR

Appendix 12.2: Priority 12: Correspondence to the Ombudsman

Institution	Date of the official letter	Recommendations	Responses
<p>Jordan Misja</p> <p>Lezhë</p>	<p>20.01.2011/ No. K4/I 1.2</p>	<p>a. Verification of the case and assessment by the object “Ardit Skendaj’s complaint on his misbehaving by police staff of IEVP Jordan Misja”.</p> <p>b. Investments on improvements of conditions and treatment, ways of handling the imprisonments at IEVP, Lezhë.</p>	<p><i>04.02.2011, No. 932</i></p> <p>a. Disciplinary measure is provided “Written Notice by IEVP” to the security staff member D. Rama as well as “Warning”, to other staff members of police on not repeating of cases.</p> <p>b. Measures are taken on supplying them with basic materials based on their needs. There are no issues in this aspect.</p> <p>During 2011, building 2 will be going to be reconstructed, funds available 19 mln lekë. 800 thousands on equipment of security elements. Preparations on projects on reconstructing the building 1, 2, 5 are under process. (Investment on security elements is over. Building 2 is reconstructed. Upon its completion, building 1 and 5 will get started.)</p>
<p>Vaqarr</p>	<p>11.02.2011/ No. K4/S-2</p>	<p>a. Taking measures on improvements of conditions at.</p> <p>b. Meal service improvement</p> <p>c. Prevention of cancelling the rewarding authorizations.</p>	<p><i>22.02.2011, No. 1172/1</i></p> <p>a. current request by GDP, on funds for improving conditions at IEVP.</p> <p>b. Inspections and sudden audits at IEVP on implementing the meal rules, hygiene and cleanliness of the environment where the food and meal is cooked and stored. And also rule of imprisonment’s rights.</p> <p>c. Reviewing imprisonment’s requests on rewarding authorization in accordance with legal requirements.</p>

			(Inspections are performed at I EVP and meal service is improved. Detergents are provided on hygiene improvement.)
Peqin	28.02.2011/ No. K4/N 1-2	a. Explanations related to the complaint of the criminal Ndrçim Metani at I EVP Peqin, who requires meeting with his mother at I EVP Ali Demi.	<i>18.03.2011, No. 1783/1</i> a. Both interested parties are informed on procedures which are preceded by I EVP Peqin, on verification of family connection and the request submitted to Mini Municipality Cërrik to provide them a family certificate, because it is missing in their folder. On hold to get an answer. (Documentation is assured and the meeting occurred.)
Lezhë	23.02.2011 No. KA/M2-2	a. Information on the complaint of the criminal Marjan Lugaj to transfer him at I EVP Lezhë.	<i>31.03.2011, No. 1579/1</i> a. The reason of his transfer at I EVP Fushë-Krujë, is because of the prevention of exceptional events. This is a temporary transfer, until it is found the appropriate time to return him at I EVP Lezhë. (Transferred at I EVP Lezhë)
Rrogozhinë	29.03.2011 No. K2/I 17-2	a. Filling in the structure of Health Sector, by doctors, working full time. b. Taking immediate measures on: <i>i.</i> Removing wires and cables layers in the imprisonments jail rooms; <i>ii.</i> Reconstruction of jail, pre-detention rooms and toilets; <i>iii.</i> Misty removal in the isolated room and other infrastructure deficiencies; <i>iv.</i> Repair if the industrial washing	<i>23.04.2011, No. 2522/1</i> a. Recently, a full time doctor is in charge at this I EVP, who performs his duty within the defined requirements. On hold, to receive a proposal of an experienced doctor to be nominated. b. I EVP owns a fund of 716.82 EUR on performing various services. An order is provided on fulfilling all recommendations of AP, end of April 2011. (Reconstructed.)

		<p>machine of the institution.</p> <p>c. Ensure funds on completing basic materials and sports stuff..</p> <p>d. Ensure funds on investments of building 1, 2, 3.</p>	<p>c. Planning for 2012 funds on supplies, as the fund of 2011 was not adequate.</p> <p>d. Investment funds for 2012 are planned.</p>
Peqin	30.03.2011 No. K4/I 19-3	<p>a. Ensure funds for reconstruction of toilets in the high security sector.</p> <p>b. Ensure sanitary service for the disable imprisonments.</p> <p>c. Establishment of medical laboratory unit.</p> <p>d. Training course for staff of EKG.</p> <p>e. Training course for autoclave.</p> <p>f. Taking immediate measures on: <i>i.</i> Removal of wires and cables layers in the imprisonments room; <i>ii.</i> Setting up the lifts; <i>iii.</i> Providing supplies to some environments as protection from fire; <i>iv.</i> Removal of misty, painting of walls and repair of toilets; <i>v.</i> Repair of phone sets in sectors A and B.</p> <p>h. Ensure running hot water</p> <p>g. Ensure heating system along winter time</p>	<p><i>13.04.2011, No. 2523/1</i></p> <p>a. Funds for 2012 are planned, by additional request, as it is limited budget. There are no funds for 2011.</p> <p>b. DPB has taken measures to handle this category at IEVP Krujë, as a categorized institution treating individuals having health problems.</p> <p>c. A lab doctor is assigned.</p> <p>d. Training is not needed, as it is considered as a routine process in health care system.</p> <p>e. The doctor is trained.</p> <p>f. IEVP owns 5017.73 EUR funds on performing various services. An order is provided on fulfilling all recommendations of AP, end of April 2011. (Process of laying out wires and cables is completed.)</p> <p>h. water pipes have enough capacity to fulfill prisoners needs and ensuring them hot water. (4 new gas water pipes are established for showers with enough running water capacity.)</p> <p>g. Upon completion of the heating system project, implementation of it will get started at IEVP. (The Project has completed, upon releasing funds for 2012 implementation is foreseen.)</p>
	07.04.2011 No. 1779/2		<i>13.04.2011, No. 2750/1</i>

Durrës	(Through MD)	<p>a. I EVP Durrës: Many damages, because of moisture</p> <p>b. Durres Phsyiatric Hospiatal: Poor work done in the building projected for the hospital.</p>	<p>a. EVP location does not totally avoid the issue of moisture. The construction company has not entirely completed the repairs. GDP worked out ventilation toilet windows, which solved the ventilation issue. Limitation of funds does not provide the opportunity to replace supplies.</p> <p>b. The building was supposed to be the hospital under the authority of Ministry of Health. By CMDit went back to DPB for administration. Interventions are made to make the building suitable for mental sick individuals, but there is a need for additional funds for strengthening the security elements. The issue of running rainy water inside the building is over.</p>
Durrës Hospital			
Kavajë		<p>c. I EVP Kavajë : Doors quality and inserts presence.</p>	<p>c. Doors are established based on the approved project since the initial stage of the project. Inserts and found supplies of ventilation are all taken out.</p>
Korçë		<p>d. I EVP Korçë: i. Arrangements of outside environment of buildings; ii. Poor quality of hydro sanitary supplies and; iii. Investments for still water.</p>	<p>d. Korca I EVP owns two water wells, of state budget funds, finally solving out this issue. Currently, a project of dirty water pipes is under construction, an investment to be implemented along 2011.</p>
Jordan Misja	22.02.2011 No. R4/I6-2	<p>a. Setting up security cameras in the ventilation area of I EVP.</p>	<p>14.04.2011, No. 1521/1</p> <p>a. Measures taken on purchasing supplies and accessories and within 15 the installation of cameras will get completed in these spaces.</p>
DPB	11.04.2011 No. K4/120-2	<p>a. Overall implementation of CMD no. 1061 dated 08.07.2010 “On the approval of structure and salary level of police staff of prisons”.</p>	<p>14.04.2011, No. 2840/1</p> <p>a. The decision is forwarded at GDP on January 2011 and it shows the basic level of salary and the additional payments of special nature of the job and any other type of service. CMD implementation for</p>

			new job title starts up on July 1st, 2010, but it is related to the order date on collecting the respective job title. (The Order of the General Director of prison on assigning title position to the middle class employee, no. 696 dated 27.01.201; The Order of Police Director of the Prison no. 361/1 dated 12.01.2010 for title assigns of the staff of basic position. Gaps between periods of time July-December 2010 are paid off almost in all IEVP during the first three months of 2011.
Peqin	05.04.2011 No. K4/E9-2	a. Verification of the case by object of the complaint of Emiljano Beqiraj for transfer.	<i>11.04.2011, No. 1688 (IEVP Peqin)</i> a. Through the verifications performed by IEVP Peqin, there is no request for transfer of Beqiraj in the protocol. Afterwards, the imprisonment had a meeting where the procedure to be followed for transfer, was explained to him.
Jordan Misja	14.04.2011 No. K4/I24-2	a. Poor infrastructure of IEVP 313, establishes inappropriate environment on maintaining of female imprisonments. b. Periodic disinfection of the environments.	<i>02.05.2011, No. 2948/1</i> a. Poor infrastructure of IEVP 313, even after some sudden audit controls, makes inappropriate conditions for maintaining female imprisonments. As we have informed earlier, the mentioned issues in your official note for women section, we believe a solution will be provided by the new investment that will be undertaken in this IEVP. The Project is under tender stage. Funds for investments are requested for 2012-2013. b. With respect to measures taken on periodic disinfection of the environment, according to AP observation as well, this institution has been disinfected many times. Because of the fact that this

		<p>c. Taking measures on logistic supplies.</p>	<p>institution is amortized and is located next to a problematic infrastructural zone, its diminishing is very hard. The General Directorate of Prison has given advice for periodic disinfection of it, as well informing institutions that for other services of this kind they can direct themselves to Enterprise no. 3 of Tirana Municipality.</p> <p>c. Relating to measures to be taken on logistic supplies, we inform you that four fridges supplies of the GDP storage are delivered to 313 for women section. Recently, there are no other free funds on supplies. With respect to bins, the chief of this institution is in charge to initiate the purchase practice. With respect to beds, advice has been given to paint them using a color resistant material. 5 spoiled shelves are replaced by new ones by GDP.</p>
Vlorë	28.04.2011 No. K4/V4-2	<p>a. Reduction of over population.</p> <p>b. Supply the dentist with the polymerization lamp</p> <p>c. Purchasing a new auto ambulance</p>	<p><i>11.05.2011, No. 3295/1</i></p> <p>a. As you are aware of developments of projects implementation on penitentiary system, through EU funds, it is planned opening three new institutions in Elbasan, Berat and Fier, that will positively influence in reduction of over mobility in local penal institution.</p> <p>b. There are no funds available for 2011 to purchase this supply. In the near future will be included in the list of stomatologic materials, but always bearing in mind priorities in the dental service for all IEVP.</p> <p>c. Relating purchasing of an auto ambulance, the contract agreement of 2010 of the company awarded is not implemented. It is planned for investments in</p>

		<p>d. The issue of dampness in the building walls of the institution</p> <p>e. Taking measures on repairing shower heads, using uniforms and gloves in distributing food and meal, labeling the meals according to time schedules, encouragement of the cooperation with local institutions on rehabilitation of bridge road of IEVP with the auto mobile road, as well as repairing the central heating water system.</p>	<p>the onward years, because there are no funds available for 2011 on vehicles.</p> <p>d. Dampness issue through institution walls is made present to the Ministry of Justice and to the construction company, that undertook the responsibility to repair it.</p> <p>e. Immediate measures are taken by IEVP Vlorë, on accomplishing the assigned recommendations.</p>
DPB	25.04.2011 No. K4/F16-6	<p>a. Ensuring medical orthopedic supplies to perform the surgery of pre detention prisoner Fotaq Zaharia</p>	<p><i>03.05.2011, No. 3214/1</i></p> <p>a. A meeting occurred with Chief of the Orthopedic –Traumatology Unit, Mr. Edi Gjika, who confirms that to perform the surgery medical supplies are required, these are not found in any state hospital institution under the capacity of the Ministry of Health or Ministry of Defense.. According to him, medical supplies may be found only in private medical distributors. In addition, ensuring orthopedic medical supplies does not absolutely provide the expected outcome after the surgery. Health Sector at the General Directorate of Prison contacted distributors owning the medical supplies, in order to initiate purchasing practice. However, it remains hard finding the orthopedic material in the Albanian medical market.</p>
Ali Demi	28.04.2011 No. K4/B10-2,		<i>11.05.2011, No. 3294/1</i>

		<p>a. Ensuring a better division of security level</p>	<p>a. Infrastructure of IEVP Ali Demi, cannot provide the opportunity to divide the imprisonment based on their level and construction of sections according to security level.</p>
Lushnjë	19.04.2011 No. K4/I4-2	<p>a. Issues related to bad treatment by security bodies</p> <p>b. Starting the implementation of the project on reconstruction of IEVP</p> <p>c. Filling in vacancies of medical staff full time employee.</p> <p>d. Provided recommendations, directly related to internal organization of the institution</p>	<p><i>11.05.2011, No. 3295/1</i></p> <p>a. After the assessment of the official note of the Ombudsman, we clearly noticed that there are no bad treatments of security forces. Continually it is monitoring the rule of law and respecting imprisonments rights and pre detention prisoners' rights by the Police Directorate at GDP.</p> <p>b. Project is facing the tender stage. Funds for investments are requested by PBA 2012-2014. The approval of funds foreseen for this investment is a decision of Ministry of Finance.</p> <p>c. Will be considered in the future, but bearing in mind the fact of appropriate candidates who are ready to work in the prison system. Currently we have though this solution that will not be long term.</p> <p>d. Measures are taken and list of food prices is announced in the Section B of the institution. The telephone set is repaired in the Section A. There are delivered sleeping wearing clothes in the separation rooms such as: sheets, blankets, and within 10 days, GDP will supply them with pillows and bed matrixes. Within dates of 12.05.2011 new taps will get replaced. (The new water tap is replaced.) Gas tank system is made of security type of case for security reason. The fridge will be delivered by GDP within 10 days. The fridge will be replaced by a new</p>

		<p>e. Purchasing a new auto ambulance</p> <p>f. Reduction of over population</p>	<p>one that is in the GDP storage. (Fridge is delivered.) Heat water pipes are within technical parameters and in good terms and conditions. Institution spaces are disinfected to demolish insects and within the date disinfection will occur periodically to be able to see if there is any epidemic foe summer season.</p> <p>e. The purchase of a new auto ambulance did not come through, as the contract agreement of 2010 was not implemented by the winning company. It is being planned for the coming years some investments, as there are no funds available for 2011 on purchasing vehicles.</p> <p>f. Opening of three new institution is being planned in Elbasan, Berat and Fier, that will positively influence in reduction of over population in the local penal institution.</p>
Berat	02.05.2011 No. K4/B9-2	<p>a. Working full time is offered to the doctor</p> <p>b. Supplies of p/b Berat with fridge</p> <p>c. Purchasing a new auto ambulance</p>	<p><i>18.05.2011, No. 33651</i></p> <p>a. Full time work is offered to the doctor, but it has been his choice to work part time. Because of the salary upon his position, there was not any opportunity to hire another doctor working full time</p> <p>b. Supplying of p/b Berat with fridge will get done, when there will be supplies in the GDP storages. Currently, there are zero funds available and there are no state funds for year budget of of 2011 for fridges, as there were limited funds, provided in the beginning of this year. The institution may use the existing fridge to keep safe the meal samples, until they get new fridge.</p> <p>c. Purchasing of a new auto ambulance is not</p>

		<p>d. IEVP infrastructure</p>	<p>possible, because the contract agreement of 2010 is not implemented by the winning company. Vehicles procurement is planned through investments in coming years, where funds with PBA-n 2012 -2014 are requested. There are no funds available for 2011 to purchase vehicles.</p> <p>d. Related to general infrastructure, by EU funds, a new institution is being constructed in Berat District, which will give solution to all issues coming from shelter and life of pre detention prisoners in this institution.</p>
Burrel	18.05.2011, No. K4/I28-2	<p>a. Overall repair of cameras and land line phones</p> <p>b. Immediate measures taken on replacing expired medicine of emergency</p> <p>c. Using sports spaces to organize activities</p> <p>d. Internal organizational issues of IEVP like purchasing gloves to audit the food, setting up food price list, keeping safe food samples, etc.</p>	<p><i>06.06.2011, No. 33663/1</i></p> <p>a. Overall repair of cameras is performed and separate room of operative room of cameras is established. 5 old cameras are replaced with new ones. As a result, registration time recorded is increased in 35 days. Measures are taken on changing the whole registration system and of that of inverting system. Referring the raised issue, because of spending quickly the impulses of line phones, this is a problem of the central telecom, who implements a fix program that is a standard of all prisons and cities.</p> <p>b/c. Advice has been provided to the institution on taking immediate measures to replace expire medicine of emergency and to use sports areas to organize activities.</p> <p>d. Relating to other recommendations, which are not mainly related to the internal organization of the institution, on the logistic side, measures are takes on</p>

			<ul style="list-style-type: none"> ✓ Gloves for police staff members to make food control of family members are purchased. ✓ Samples are kept safe in fridge. The cooking stove is working. From the logistic section of the prison, number of audit to control the food quality will be added. (Inspections are performed and food quality is improved.) ✓ Measures will be taken in the security sector to set up a desk fridge. ✓ Measures are taken (based on the contact of the chief sector of IEVP) to separate rooms from other prisoners rooms in a separate section. ✓ Shower spaces are improved and instead of tanks respective showers are placed. ✓ Price list is set up and replaced because the prisoners torn it. ✓ Industrial washing machine is new, but it requires a different programming, that is an issue to be covered by the institution itself. ✓ Dampness issue requires investment funds for hydro isolation; this will be solved by investment foreseen in the year of 2012. Meanwhile, project duty assigned is completed to get rid of dampness.
Jordan Misja	23.05.2011, No. K4/I29-2	a. Improvement on better conditions and treatment of minors IEVP 313 in Tirana	<p><i>06.06.2011, No. 3740/1</i></p> <p>a. In May of 2008, an overall reconstruction occurred in minor's rooms, first floor of the building,</p>

			<p>concretely, bed rooms, sitting rooms, supplied by computers and toilets were reconstructed, too. This project was implemented in the framework of the reform program of Justice for Minors, funded by European Commission, Sweden agency for Development and Cooperation, in coordination with UNICEF.</p> <p>However, poor infrastructure of IEVP 313, even after some sudden interference, does not create facilities of high standards to maintain minors. Related to measures taken on painting spaces of the environment for minors, things are under process and will get completed within the dates of 10.06.2011, after painting the environment for women and isolation rooms. Garbage bins are supplied to them and they are in charge to fix deficiencies of existing showers within foreseen timelines. GDP will supply them with new shower supplies within the date of 10.06.2011. (Supplied, in case of needs they will supply them again.) In case of needs they will get supplies on detergents based on norms on improving hygiene and sanitary terms and conditions. On supplying the minor's rooms with new furniture, they have to use iron beds, that are found in IEVP 313, while supplying them with new iron shelves, blankets and sheets, etc. by GDP. Supplied with a quantity amount and will supply them again based on contracts.) Also GDP supplied them with fans for fresh ventilation of the space. Ventilation system requires investment funds, which are not available</p>
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			for this year. Possibly will take care next year on funds.
DPB	25.03.2011, No. K4/5-2	a. Transfer of Pëllumb Ramaj in Fushe-Kruje	<i>16.06.2011, No. 3737/1</i> a. Ramaj Transfer cannot be performed for security reason. (Transferred in IEVP Fushë-Krujë.)
Krujë	03.06.2011, No. K4/K10-2	a. Noticing that sick imprisonments are kept in prison conditions b. Improvement of infrastructure of this institution c. Conditions. hygiene/shower/fridge	<i>23.06.2011, No.</i> a. Social Care Unit in IEVP develops an activity plan with prisoners of this kind. Their participation in these activities is under the condition of their sickness, physic ability, willingness to participate on them. b. The Project run by GDP, is a project functioning in the prison. Meanwhile, based on ongoing recommendations of monitors, CPT, BE etc., the institution should be under the authority of Ministry of Health, who should invest in the functioning or returning this institution into a hospital for imprisonments having obligatory medical care. c. Exposed wires are taken out and improvements are made in the shower areas. Measures are taken on immediate improvements in the kitchen environment towards hygiene issue, using gloves to give out meal and food. With respect to the kitchen staff having uniforms, this will be performed immediately, based on the status of our storages and after the audit of the materials in the storage". Within the month of June 2011, GDP will provide supplies, based on the distribution plan. During this period of time, measures will be taken on purchasing a small fridge

		<p>d. Supply by running still water</p> <p>e. Purchase of an ambulance</p> <p>f. Electric lines</p>	<p>of these samples.</p> <p>d. On improvement of supplying running water, it is planned for the next year, project will be developed by GDP for new water pipes from Kruja city.</p> <p>e. IEVP Krujë owns a suitable ambulatory functioning. In case there will be funds on purchasing new ambulatories, GDP will plan ahead to supply the institution by a new one.</p> <p>f. The project is drafted on a new electric line to become effective in IEVP Krujë. Investment funds are required with PBA 2012-2014. The approval of investment will be performed by Ministry of Justice and Ministry of Finance.</p>
GDP	21.06.2011, No. K4/A16-2	<p>a. On the complaint of the citizen Arjan Sina</p>	<p><i>07.07.2011, No. 4575/1</i></p> <p>a. Based on the verifications performed by the respective staff of the General Directorate of Prisons, for treating such cases, it came out that since January 2011 and onwards; no request for transfer is registered in the protocol for Arjan Sina. Referring to your official note where the imprisonment is requesting to be transferred in IEVP Ali Demi, currently the transfer cannot be developed, because of over mobility level of this institution. However, his request will be considered, by adding him in the list of planning to transfer him in the coming months. (Transferred in IEVP Vaqarr.)</p>
GDP	21.06.2011, No. K4/P11-2	<p>a. On the complaint of citizen Pëllumb Tafilaj</p>	<p><i>07.07.2011, No. 4576/1</i></p> <p>a. By the request of the execution institute of Peqin Penal Decision, for security reason, he is transferred from IEVP Peqin in the IEVP Fushë Krujë, by order</p>

			no. 3661, dated. 12.04.2010. Because of having conflict with other imprisonments in I EVP Fushë-Krujë, by orders no. 5608/3, dated 07.07.2010 he is transferred from this institution to I EVP Korçë. Starting from that point of view and based on the law no. 8328, dated. 16.04.1998 “On the rights and treatment of imprisoned and pre-detained sentenced persons” as amended; he cannot be transferred where there are security issues.
DPB	07.07.2011, No. K4/E11-2	a. On the claims of the imprisonment Erion Cici	<i>13.07.2011, No. 4979/1</i> a. Based on the information forwarded by the Execution Institution of Peqin Penal Decision, the imprisonment Erjon Cici runs in conflict with other imprisonments of this institution. For this reason, this citizen, for the moment, cannot be transferred in Peqin, I EVP. However, his request will be considered, by adding him in the list of planning for transfer. Transferred in Peqin, I EVP.
DPB	04.07.2011, No. K4/A14-4	a. On the claims of the imprisonment Arben Gjokeja	<i>13.07.2011, No. 4980/1</i> a. The citizen Arben Gjokeja is undergoing the punishment in the Institute of Execution of Fushe-Kruje Penal Decision, an institution that runs a completed health staff employees. Gjokeja is diagnosed by “moderated epilepsy” by neurologist Specialist of Kruja Camp, based on the recommendations of specialized doctors of the profile by luminal and diazepam. He did not missed medical consultations in the I EVP and outside the institution.

			<p>On 06/05/2011, he came to the Hospital of the Prison for treatment, where all laboratory examinations occurred and consultations were performed, and overcome results were good. This mentioned case does not deal with emergency medical issue. However, measures are taken that this individual needs to be planned according to procedures and needs for a specialized medical re-consultation along July 2011.</p>
GDP	13.07.2011, No. K4/I27-2	<p>a. On the improvement and unification of administrative practices in the penitentiary system, on treatment of imprisonments and pre detention prisoners requirements and complaints</p>	<p><i>26.07.2011 No. 5178/1</i></p> <p>a. Based on the articles 49 and 50 of the law no. 8328 dated 16.04.1998 “On the rights and treatments of punishment by prison”, changes, article 56 paragraph 4 of CMD no. 303, dated 25.3.2009 “On the approval of the General Regulation of Prisons” changed, General Directorate of Prisons on the purpose of standardization and unification of administration practices of imprisonments complaint-requirements, submitted for implementation the official note no. 3967, ed 22.04.2010. Based on this official note, the administration of the complaint-requirement is performed by Social Care Unit Sector, according to a register, items of which contain the administrative procedures of complaint-requirements, delegating them to the respective sectors for review and giving solution based on the object, time schedule of their treatment and reply to their requests. In order to improve the current practice of the administration of complaint-requirement, General Directorate of Prisons is</p>

			<p>cooperating with Helsinki Albanian Committee to implement a project aiming in other words the standardization of the mechanism of the complaint-requirement in the penitentiary system. Under the foreign experts assistance in the area of prison system and pre detention imprisonments, three working round tables are planned to be organized in a specialist level of GDP, where best successful practices of European countries will be introduced. The first round table will be developed on September 28, 2011. Meanwhile, object for discussion will be suggestion of performed studies by KSHH on the mechanism of complaint-requirements in prisons.</p>
Sarandë	21.07.2011, No. K4/I56-2	<p>a. Filling in the medical staff of stomatologist position</p> <p>b. Filling in the inventory of the institution pharmacy by medicines.</p>	<p><i>28.07.2011, No. 5397/1</i></p> <p>a. Filling in vacancy of stomatologist of health staff position, cannot be accomplished, because in the organic structure of Saranda IEVP, there is no approval for medical staff employee of this category.</p> <p>b. With respect to filling in the inventory of institution pharmacy by medicine those of general pills as well as of the emergency ones, we inform you that the whole prison system is supplied periodically based on needs and requirements of the institution. Based on the doctors' confirmation of the institution, emergency medicines are specified according to the decease type, health issues of pre-detention prisoners and first aid box. Relating to measures that are taken on strictly completing the health cards, attention is drawn to health sector for all observed shortcomings and getting rid of them all</p>

		<p>c. Establishment of additional spaces for doubling showers and washrooms</p>	<p>in the future.</p> <p>c. Establishment of additional spaces for doubling showers and washrooms has been an issue raised earlier by the responsible structures in the General Directorate of Prisons. The Investment sector drafted the project duty on reconstruction of jails and prison rooms to extend them and add washroom spaces and showers in the pre-detention section. Also, the investment sector in cooperation with the police sector will implement a feasibility study on the environment to extend additional ventilation space, establishing cult environment and reconstruction of the elements of the pre-detention building. (The project duty on heating and ventilation system is completed, funds on implementing this project is on hold.)</p>
Vaqarr	11.07.2011, No. K4/V9-2	<p>a. Completion of paramedical drugs inventory</p> <p>b. Enrichment of institution library</p>	<p><i>28.07.2011, No. 5114/1</i></p> <p>a. Regarding the issues raised by your side for the completion of the inventory of paramedical drugs, certain remarks were made to the director of health and it was required the supply of paramedical service with two articles that were missing. This issue has been covered recently.</p> <p>b. Regarding the measures which should be taken by the sector of Social Care to enrich the library of the institution, through a fund available to enrich libraries in IEVP, the General Directorate of Prisons has obtained a range of books of different literary genres. Currently, the respective procedures for their delivery are being prepared and they will end within</p>

			<p>to the market examination.</p> <ul style="list-style-type: none"> ▪ Uniforms were distributed and cooks have been equipped with gloves for food distribution. ▪ Measures for labeling food samples in fridges were taken. ▪ Fire extinguishers were replaced and provided for in every area. ▪ For the creation of a friendly room for children, measures will be taken for the creation of appropriate conditions in the existing rooms with the necessary material basis supported by GDP. ▪ By contacting the logistic chief of IEVP, much emphasis will be put on furnishing the area with tents in order to have better ventilation.
Mine Peza	11.07.2011, No. K4/I33-2	<p>a. Taking measures for the creation of necessary ventilation conditions.</p> <p>b. Measures for installation of telephone devices in appropriate position.</p>	<p><i>28.07.2011, No. 5113/1</i></p> <p>a. Considering the measures for the creation of conditions for necessary ventilation, according to the confirmation of the director of IEVP, a special investment should be done for this purpose. The placement of grills in all convicts' rooms and creation of recreational areas will be a priority in investments plans in the future. (The projects and estimates have been drafted and measures will be taken for their accomplishment.)</p> <p>b. Within a very short-term period measures will be taken for the installation of telephone devices in an appropriate position, to guarantee the privacy for the</p>

		c. Demolition of closed and nonfunctional cells.	right of detainees to make phone calls to their families. c. The demolition of closed and nonfunctional cells, as well as the planning and possession of funds for this purpose, will be included in the working plans of Investment Sector and the Police Sector. (This was forecast within 2012.)
GDP	20.07.2011, No. K4/P5-5	a. On undertaking initiative for the implementation of new administrative rules for the protection of personal data of convicts.	<i>01.08.2011, No. 5398/1</i> a. By order no. 4265/2 date 28/06/2011 of the General Director, the working group was set up for “Creation of the structure and the way of its management, related to the protection of personal data”. Within the framework of implementing the changes currently approved in the General Regulation of Prisons, in which it is aimed pursuant to law no. 9887, date 10.03.2088 “For the protection of personal data”, GDP addressed for cooperation the Commissioner for the Protection of Personal Data, who appointed a representative in the role of the assistant for the implementation of new administrative rules in the penitentiary system. The working group in GDP, composed of five members, finished the first draft of the regulation for the protection of personal data, which will be sent for opinion, suggestion or additional comments to the specialist in the Directorate of Procedural and Legal Issues and Foreign Affairs to the Commissioner for the Protection of Personal Data.
GDP	26.07.2011, No. K4/I36-2	a. On convicts transfer together with his	<i>01.08.2011, No. 5398/1</i> a. Attention has been drawn to all directors of

		personal objects according to the legislation in place.	criminal institutions in the country, for properly implementing all legal obligations which derive from the transfer of one convict from one institution to another. According to the Sector of Transfer-Association in the General Directorate of Prisons, cases when the convict has not been transferred together with his personal possessions can be considered sporadic. The underlined cases have happened due to objective reasons, as the possession of big amount of personal objects, which, despite the economic cost, has resulted in the provision of two cars available for the transfer of convicts.
Tepelenë	26.07.2011, No. K4/T5-2	<p>a. Taking measures for the completion of full-time medical staff.</p> <p>b. The completion of the inventory for emergency drugs.</p>	<p><i>05.08.2011, No. 5490/1</i></p> <p>a. Taking measures for the completion of full-time medical staff is a main objective of GDP, but the appropriate applicants willing to work in the penitentiary system should be taken under consideration. This concern has been raised even at other structures such as the Ministry of Justice as well as the Ministry of Health. For the time being, employment of part-time doctors and dentists has been considered, a solution we hope not to be long-term.</p> <p>b. According to the information transmitted by IEVP Tepelenë, there is not a lack in medicine, either general or paramedical. Penitentiary institutions are managed and administered in relation to the supply with medicine by the General Directorate of Prisons, where the supply criterion is related to the disease rate, monthly consumption and first aid kit. Based on</p>

		<p>c. Proper completion of medical files.</p> <p>d. Purchase of a new auto-ambulance</p> <p>e. Dampness issues</p> <p>f. Other recommendations which deal more with the internal organization of the institution.</p>	<p>these criteria, IEVP are furnished periodically according to the requests and needs, excluding emergency cases. It should be made clear that IEVP do not have amounts of drugs available to cover the needs for one year, but for 2 or 3 months.</p> <p>c. Related to the measures taken to complete medical files properly, by improving the description of medical service, attention has been drawn to the medical staff for meeting this recommendation immediately.</p> <p>d. The purchase of a new auto-ambulance was not accomplished, because the contract signed in 2010 was not executed by the winner company. Investments are foreseen in the coming years because in 2011 there are not any funds for cars.</p> <p>e. Dampness issues which require investment funds for hydro-isolation can be solved by the future investments. However, the Sector of Investments will include this investment in the working plans for 2012.</p> <p>f. Considering other recommendations which deal mainly with the internal organization of the institution, this performance can be introduced:</p> <ul style="list-style-type: none"> ▪ The institution has been ordered that within September it can take measures for the repair of shower heads and to analyze the removal of iron grills from shower cabins. (Shower heads have been repaired and iron grills have been removed from shower cabins.)
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			<ul style="list-style-type: none"> ▪ For the provision of uniforms and gloves to distribute food, within August, the General Directorate of Prisons will send uniforms for cooks. The logistic chief of Tepelenë was contacted to buy gloves immediately. (Gloves are bought and cooks are furnished with uniforms.) ▪ Measures have been taken for labeling food samples according to meals in the freezer area. ▪ Related to the supply of the institution with industrial cooker, we may inform that the current cooker contains 6 gas furnaces and electric oven, which are used in most IEVP with not a very high number of convicts. In the warehouse of IEVP, there is also another cooker with 4 gas furnaces, which can be used by the institution according to needs. ▪ IEVP Tepelenë has also been suggested to hold official meetings and have official communication with respective local institutions, for the rehabilitation of the linking road of the institution with the runway.
Prison's Hospital	27.07.2011, No. K4/Q2-2	a. Painting patients' rooms in the sector of females and males.	<p><i>05.08.2011, No. 5491/1</i></p> <p>a. Painting patients' rooms in the sector of females and males is completed, in order to improve the hygiene of the environment where this category is kept during their medical treatment. Priority is placed also on the reconstruction of rooms in females' area</p>

		<p>b. Projecting to create a special observation room for cases diagnosed with mental disorders and isolation measures.</p> <p>c. Investing on a new dental device and other accessories.</p> <p>d. Increasing the number of rehabilitation staff and mainly custody staff.</p>	<p>to eliminate dampness.</p> <p>b. By the transfer of mentally ill people under obligatory medical treatment from the Prison's Hospital in IEVP Krujë, medical measures will immediately be taken to start the project for the creation of a special observation room for cases diagnosed with mental disorders and isolation measures. As regards tightening instruments, based on market study and information by hospital institutions, tightening instruments of high standards are not available in the medical market. Cooperation has been required from cooperative institutions and organizations for these accessories, but their supply has not been possible.</p> <p>c. Hospital Centre of Prisons is a medical institution, where people stay for a specific period, based on their diagnosis, need for treatment (in concept it is a hotel service). Investment or cost of a dental device and other accessories in comparison with the needs is not seen as a necessity and it is economically excused in comparison with the problems posed in this area. For this service and the cases introduced, it is offered assistance in the premises of IEVP Ali Demi.</p> <p>d. Increasing the number of rehabilitation staff and mainly custody staff, it will be seen as a possibility in the compilation of new organic structures which will be drafted for 2012. However, the final approval of proposed structures is not subject to General Directorate of Prisons.</p>
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		<p>e. Taking protection measures for the medical staff toward cases with contagious diseases.</p>	<p>e. Related to taking protection measures for medical staff toward cases with contagious diseases, a guideline will be drafted regarding these measures. For this case, criminal institutions at home have been inspected by the Specialists of the Institute of Public Health who, based on some criteria, have determined the level of difficulty and danger from infection for every work position. The General Directorate of Prisons has required once again the reconsideration of deciding on the criteria and a realistic and concrete approach in relation to the measures that should be taken. The implementation of the Memorandum between Ministry of Justice and Ministry of Health is being finalized through data processing offered by Health Sector in General Directorate of Prisons, as well as the determination of guidelines for the implementation of the accord.</p>
Kukës	29.07.2011, No. K4/K12-2	<p>a. Cooperation with State Police to offer an environment for the creation of a meeting room.</p> <p>b. Displacement of telephone device in a more confidential place.</p>	<p><i>05.08.2011, No. 5550/10</i></p> <p>a. General Directorate of Prisons in compliance with your recommendation, will officially address State Police to offer an environment for the creation of a meeting room. Based on the cooperation with the State Police the necessary procedures will be carried out, starting with the duty of projecting and planning funds.</p> <p>b. Within August, the displacement of the telephone device to a confidential place will be accomplished, aiming at privacy protection during communication with families. The Sector of Social Issues will also take measures for increasing and updating book titles</p>

		<p>c. Renewal of medical cards of medical staff.</p> <p>d. Placement of a fridge to serve the needs of detainees. e. Installation of heating system.</p>	<p>in the library of this institution.</p> <p>c. According to the information supplied by IEVP Kukës, medical staff has applied to renew medical cards, but there is a time frame and procedure until it is obtained, according to the guidelines from the Ministry of Justice. As regards the completion of medical files, the doctor of the institution confirms that all detainees, of a total of 8, are furnished with medical files. Due to the small number of detainees and low rate of illnesses, there have not been inserted descriptions in the medical documentation.</p> <p>d. As regards the placement of a fridge at the disposal of detainees, we inform you that detention kitchen is equipped with the appropriate fridge. Meanwhile, the placement of fridges in the detainees rooms will be subject to consultation between staff of IEVP Kukës and the detainees. The possibility to take the immediate measures will also be considered for the mounting of doors in the toilets and showers areas. (Doors have been mounted in the toilets and shower areas.)</p> <p>e. As regards the installation of heating system, the project for Kukës detention center has been drafted and the announcement of opening tender for the accomplishment of this investment is expected to take place.</p>
GDP	19.09.2011, No. K4/I35-2	<p>a. Recommendations for the improvement of procedures and protection of confidentiality and privacy of convicts and detainees during</p>	<p><i>21.09.2011, No. 6703/1</i></p> <p>a. Cooperation Agreement between Faculty of History and Philology, Department of Journalism is signed, for the implementation of project “Convicts</p>

		telephone calls.	in the midst of need for communication and information with the outside world.” Therefore, expected results from this cooperation are recommendations on efficient ways, spaces and practices in the creation of confidentiality of convicts with the outer world, especially telephone communications. Within September 2011, a working group will also be set up with representatives from Police, Education and Legal Sector, for drafting a guideline related to the determination of correct practices where obligatory rules will be defined to guarantee confidentiality of convicts during telephone communications.
GDP	28.09.2011, No. K4/G5-4	a. On transfer of women convicts of IEVP Ali Demi to Rrogozhinë	<i>06.10.2011, No. 7031/1</i> a. Currently, the work of projecting the transformation of the building into an appropriate environment, where women convicts will be kept, is completed. The necessary fund for investment in this object reaches the figure 696,747.40 EUR. Funds with additional requests were required during the project of PBA 2012-2014, but addressing the defined ceiling for capital expenditure and for penitentiary system for 2012, it is not expected to have any financing from state budget on this object during the coming year. This means that investment can start in a better case in 2013 (in case funds will be allocated). It is thought that construction will take place in 2-3 stages (thus, it will last 2-3 years), depending on the funds made available by the government budget. As regards prison 325 in Ali

			<p>Demi street, the draft-estimate is being prepared for the construction of a new prison. However, even for this investment the approval from the government budget is expected, which is included in the additional requests of PBA 2012-2014 and in case fund allocation workings can start in 2013.</p> <p>Therefore, there is not any short-term forecast for the transfer of women convicts or IEVP Ali Demi staff, at least for the coming 2-3 years, because even if investment will start in 2013, its completion will require a minimum of two years.</p>
GDP	04.10.2011, No. K2/Sh11-2	a. Request for information related to dismissal of Head of Logistics Sector of IEVP Lushnjë	<p><i>10.10.2011, No. 7106/1</i></p> <p>a. By order no. 6004/1 date 31/08/2011, Mr. Avdullai has been dismissed from the position of head of logistics of IEVP Lushnjë, based on verified violations by the inspections of the Institution Directorate and Interior Audit Sector in General Directorate of Prisons. Violations noticed include: i. Legal violation in the process of conducting purchases of small procurements for the first half of the year 2011; ii. Irregularities and illegal acts in the administration of material basis.</p> <p>On 20/07/2011 IEVP Lushnjë has given him “Warning Notice” for not conducting properly his functional duty. After violations noticed by the Interior Audit Sector, the director of IEVP Lushnjë hands in his resignation. On 26/08/2011, the hearing session started in the General Directorate of Prisons, for all reported violations where a minute was kept, which was signed by both parties. Based on the</p>

			above, it was decided that Mr. Avdullai be dismissed from the duty of head of logistics department in IEVP Lushnjë.
GDP	10.10.2011, No. K4/S8-2	a. Explanations on the complaint by former Saranda Prison Police employee Mr. Suez Maze	<p><i>21.10.2011, No. 7258/1</i></p> <p>a. By order no. 11640/1 date 28.12.2010 of General Directorate of Prisons he has been released from duty, based on his personal request. Mr. Maze has started the practice of applying for supplementary benefit “early retirement for many years in service”, in the institution where he was released. Saranda Institution, after filling in the respective forms with the necessary data for working time of Mr. Maze, sent the practice to the General Directorate of Prisons, which also sent it for treatment to the Regional Directorate, in the Regional Directorate of Social Insurances Sarandë, by written document no. 54/1-S date 11.08.2011. Therefore, the authority resides with the Regional Directorate of Social Insurances Sarandë, to decide for the right of Mr. Maze to benefit.</p> <p>Treatment for 2 years with temporary pay is given only to those employees in uniform who have been made redundant or have been fired. Mr. Maze left Prisons Police on his own personal request.</p>
Fushë-Krujë	17.10.2011, No. K4/K16-2	a. Logistics Issues	<p><i>03.11.2011, No. 7474/1</i></p> <p>a. Logistics Issues: i) Replacement of all taps and shower heads has been carried out ii) Repair of furnace of showers which were broken down has been completed iii) Logistics Sector in the General Directorate of Prisons assigned responsibility and</p>

		<p>b. Health Service and inspection from logistics and medical staff.</p> <p>c. Continuous Inspections</p>	<p>measures were taken by the administration of the institution for deciding on a graph on convicts having shower; iv) Within 03.11.2011, it will be inserted the furnace thermocouple for the regulation of water temperature in showers. v) The list is updated every month. However, it was assigned that within 02 November, the new list be placed after verification of article prices, which will be monitored by Logistics Sector of the Institution.</p> <p>b. Health and Logistics Sector, conduct continuous inspections about food quality, hygiene and sanitary conditions, as well as health status of convicts. Regarding health service, it is an institution composed of medical staff. Currently, there are employed 3 doctors and 8 nurses who offer a 24-hour service. The institution, in the pharmaceutical storage has also over 140 medical items, as well as it has a special fund for the purchase of drugs.</p> <p>c. Specialists of the General Directorate of Prisons have conducted a series of inspections in this institution and have given the respective recommendations, where among other things these can be included: i) Improvement of procedures of documenting medical visits; ii) Clinical and Biochemical analysis conducted to chronic patients; iii) Daily observation and carrying out medical visits to convicts in isolation cells; iv) Carrying out surveys by Logistics Sector of the institution every 4 – 5 days, as well as; v) Compilation of inspection graphs and respective minutes on the food quality.</p>
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GDP	10.10.2011, No. K4/I41-2	a. Guaranteeing access and creating facilities to convicts to deposit criminal lawsuits.	<i>07.11.2011, No. 7676/2</i> a. Guideline no. 7676/1 date 04/11/2011, was issued by the Director General, by vesting directors of criminal institutions with responsibility in case of noticing lack of guarantee of facilities for convicts and detainees to deposit criminal lawsuits. In cooperation with Albanian Helsinki Committee the project “For a much better respect to individuals deprived of freedom in the penitentiary institutions” is being carried out, and it focuses on; a) Improvement of internal mechanisms of inspection and supervision in prisons and; b) Improvement of internal mechanisms of complaints-requests in penitentiary and police system. Implementation of this project will serve also for guaranteeing deposits of criminal lawsuits for prisoners.
GDP	01.11.2011, No. K4/B23-2	a. Explanations on the complaint by convict Blindim Isa	<i>10.11.2011, No. 7759/1</i> a. The request of this convict to be transferred to IEVP Vaqarr has been rejected, because pursuant to amended law no. 8328 date 16.04.1998 “For rights and Treatment of convicts and detainees”, convicts should do their time in institutions near their families residencies. Based on regional principle, IEVP Lezhë is the nearest institution where his family reside, and based on verifications carried out, this convict was born in Kukës, the place where his family actually live.
GDP	04.11.2011, No. K4/A39-2	a. Explanations on the complaint of convict Arben Çeta	<i>10.11.2011, No. 7846/1</i> a. By order no. 7319 of the Director General of Prisons, based on the request by Mr. Çeta family

			members, his transfer to IEVP Ali Demi, Tiranë, was concluded from 28.10.2011, to serve his remaining time.
Durrës	01.11.2011, No. K4/D11-2	<p>a. Adaptation of special section according to health and security parameters.</p> <p>b. Planning a necessary fund to make observation rooms and meeting rooms of convicts and their families a special section.</p> <p>c. Taking measures for repairing isolation rooms.</p> <p>d. Preserving food sample in fridge conditions.</p> <p>e. Inclusion of transit convicts in daily force.</p>	<p><i>14.1.2011, No. 7758/1</i></p> <p>a. Investment Sector in the General Directorate of Prisons will do the respective verifications for the adaptation of the special section according to health and security parameters.</p> <p>b. Investment Sector will include in its working plans a necessary fund for functionality of observation rooms and meeting rooms with families for convicts in the special section. With the opening of funds for year 2012, these investments will be considered with priority.</p> <p>c. For taking measures to repair isolation rooms, the institution has been instructed that within December 2011, it should look at the possibility of repairing rooms and transforming them according to the parameters envisaged in the regulation.</p> <p>d. As regards the preservation of food samples in fridge conditions, it was assigned that until the purchase of small fridges, they should be kept in freezers, which are in the kitchens of the institution.</p> <p>e. Related to the inclusion of transit convicts in daily force this can be conducted by the institution by treating them with food portions as unemployed convicts.</p>
Mine Peza	24.11.2011, No. K4/I51-2	<p>a. Planning funds to intervene in investments.</p>	<p><i>09.12.2011, No. 8430/1</i></p> <p>a. Immediately after the completion of drafting estimates and submission in the requirements of draft</p>

		<p>b. Placing telephones in a more appropriate environment, which will guarantee access and privacy of detainees with their families.</p> <p>c. Improving the situation by eliminating overpopulation in I EVP Mine Peza.</p> <p>d. Placing paneling in meeting rooms, to create privacy during meetings of families with convicts.</p>	<p>budget, within the first half of year 2012, there will be planned funds for the implementation of recommendations raised, which are mainly related to intervention in investment.</p> <p>b. Placement of telephones in more appropriate environment, that will guarantee access and privacy of detainees with their families, will be completed within January 2012.</p> <p>c. For the improvement of the situation by eliminating as early as possible overpopulation in I EVP Mine Peza, by transferring detainees in I EVP Jordan Misja, within the framework of lowering overpopulation of detainees in this institution, pursuant to order no. 7389/1 dt. 25.10.2011 of Director General of Prisons, 10 detainees of this institution were transferred to I EVP Jordan Misja. Also, practices of transferring 10 other detainees from this institution are being prepared.</p> <p>d. According to data from Investment Sector, within December 2011, the compilation of project and estimate will be over, to place a paneling in meeting rooms, to create privacy during meetings of families with convicts.</p>
Tropojë	05.12.2011, No. K4/T7-2	<p>a. Workings of basic contract for new areas in I EVP Tropojë.</p>	<p><i>23.12.2011, No. 8637/1</i></p> <p>a. Workings of the basic contract for new areas in I EVP Tropojë have been completed and are in the process of testing, which will be taken into possession within 28.12.2011. According to recommendations of Peoples' Advocate an additional contract has been prepared which consists in the</p>

		<p>b. Planning of transport means.</p> <p>c. Additional structures in staff in detention centers.</p>	<p>improvement of conditions in continuation to the basic contract, which together with the existing contract will expire within 28.12.2011.</p> <p>b. For 2011 there were not any funds for planning transport vehicles. Having the approval of budget for 2012 and planning funds for “Means of transport”, there will be envisaged the equipment of the institution with a transport vehicle with security elements.</p> <p>c. It has been proposed by the General Directorate of Prisons an additional structure in the detention Tropojë, but the procedure of approval has not finished yet, and it is passed from Ministry of Justice and Department of Public Administration. Currently, the service in this section is being carried out by the existing staff.</p>
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Appendix 12.3: Priority 12: Probation Service Report for Recommendation 12

Pursuant to Order of Prime Minister No. 2, date 11.01.2012 “For the approval of organics and structure of Probation Service”, Probation Service is currently carried out in 12 Local Offices in cities Shkodër, Lezhë, Tiranë, Durrës, Elbasan, Korçë, Fier, Gjirokastrë, Kukës, Mat, Berat and Vlorë.

Probation Service, as its main priority until the end of May 2012, has the opening of 4 other offices by increasing the number of Local Offices to 16. Reaching this objective, amendment to the above mentioned Order of Prime Minister No. 2, date 11.01.2012 will be proposed.

New and old personnel training will be accomplished under the framework of twinning Project with Probation Service in United Kingdom (*Albanian Twinning Project – Probation Service AL 09 IB JH 01* “Support for establishing Probation Service and Alternative Measures other than Imprisonment”. “Compilation of training strategy, preparation of training program and probation personnel training”, many training sessions have been accomplished with the personnel of local offices. The project has 11 months that continues with its successful work to train the staff of the Probation Service. This successful work will continue with high intensity. During this year “Plan of National Strategy for Probation Service”, “Strategy of Communication and Public Relations” will be prepared and implemented and the implementation for the assessment system “OASYS” will also start and will last until June 2012.

Another strategic objective of Probation Service is broadening the range of services it offers in relation to the implementation of alternative sanctions and community service for convicts and especially for youth convicts. As regards youth convicts, when court decides for them, other than alternative sentence, one of other measures envisaged under article 60 or 63 of Criminal Code, supervision of the sentence placed by the court will be conducted by Probation Service, and in specific cases it will carry it out in cooperation with outside services (organizations, agencies institutions, etc.) specialized in offering these services. Therefore, pursuant to Council of Ministers Decision No. 302, date 25.3.2009 "For the approval of Regulation for the organization and function of Probation Service and the determination of standards and procedures for supervising the conduct of alternative sentences" and in the Order of Minister of Justice No. 6325, date 31.7.2009 “For approval of Regulation for cooperation of Probation Service with NPO (non-profitable organizations) and mediation service”, Probation Service has signed cooperation memoranda with 8 specialized NPO among which we can mention:

- “Centre of Legal Integrated Services and Practices”, which in cooperation with centers “DonBosko” and “YAPS” offers specialized services, especially when dealing with minors, execution of alternative sentence measures, guarantee supervision of every alternative conviction mainly for minors, offer legal and psychological support to the convicts referred by the courts.
- Foundation “Conflicts Solutions and Dispute Settlement” offers specialized mediation between the victim and the wrongdoer as well as settling disputes, where of special

importance in this cooperation are the minor convicts, referring this foundation for settling eventual conflicts.

- Emanuel Community, offers counseling service and consultation to minors and youths who suffer from drug and alcohol addiction and to their families. It also provides them with vocational education and integration in the community. Emanuel Community offers crisis and orientation centre, individual and group therapy, rehabilitation and psycho-pedagogical treatment to the convicts referred from courts or Prosecution of district courts.
- “Action Plus” association offers training programs to drug users who are given rehabilitation punishment, therapy to survive on using methadone, individual counseling and psychological support to the users, examination if the individual is a drug user, reduction of damage, etc., where of greater importance is the treatment of minor convicts.
- Centre “Free Legal Service, Tiranë”, offers legal aid to the convicts with alternative sentence and detainees who cannot afford an attorney.
- Social Centre Murialdo, provides facilities for vocational education by offering different courses for mechanics, plumbers, carpenters, office assistant, etc, as well as educational activities, sports, cultural and artistic skills, to contribute in the process of convicts integration, mainly of minors and youths.
- Association “Përthyerje”, offers a counseling program for anger management.
- Women Centre “Hapa të Lehtë” (Light Steps), offers vocational education courses mainly to women and young women, by better preparing them for labor market.

Recently, in cooperation with specialized NPO-s which deal with minors, cases are being followed when minors are sentenced by the court with community service, and in cooperation with hosting centers and central government units it is being conducted the supervision of conviction fulfillment. When the court has sanctioned the decision, without allowing them to have additional measure for “Vocational course completion”, these NPO-s have managed to provide minors with vocational courses here.

Moreover, these NPOs have offered psychological services even to families of these minors under treatment, by considering them as a very important factor for the successful accomplishment of the program for alternative convictions.

Another important activity of these NPOs is psychological counseling of minors. NOP personnel has organized meetings and information exchange with specialists from Probation Service, aiming at provision of an efficient treatment.

In the running years, we will increase the level of cooperation with the existing NPOs and the process of reaching agreements of cooperation with other NPOs will continue. In future plans the extension of NPO network and their range of services will be a priority.

We have signed Cooperation Memoranda with a considerable number of municipalities and communes in order that alternative convictions will be served in these municipalities and communes, when the convict has its house there, by having a positive impact from this conviction.

Eventually we have signed 171 Cooperation Memoranda between Probation Service and local authorities, actually with 8 district Units, 49 municipalities (9 of which are municipality units in Tiranë) and 114 communes. Meanwhile, the work and correspondence to sign cooperation memoranda with other municipalities and communes continues.

STATISTICS FOR THE NUMBER OF CONVICTED MINORS WITH ALTERNATIVE SENTENCE

The total number of individuals convicted with one of the alternative forms of imprisonment and who have been under the supervision of Probation Service for the period 01.06.2009 until 31.12.2011 is 4669 individuals, from whom 736 are minors. The total number of convicts under Probation Service observation (without estimating individuals who have done their alternative conviction time) is 3787 convicts.

Table 1 introduces the total number of minor convicts according to alternative sentence given by the court.

Table 1. Types of alternative sentence given by the court to minors (for the period 01.06.2009-31.12.2011)

No	Types of alternative convictions	Total number of minor convicts	Total in %
1	Annulment of executing imprisonment sentence and granting probation (article 59 of CC)	402	54.62 %
2	Staying at home (article 59/a of CC)	24	3.26 %
3	Early release on probation (article 64 of CC)	1	0.13 %
4	Annulment of executing imprisonment sentence and obligation to do a service to the interest of the community. (article 63 of CC)	309	41.99 %
5	Split of imprisonment sentence (article 58 of CC)	0	0 %
TOTAL		736	100 %

Number of 309 minors for whom the court has decided the annulment of executing imprisonment sentence and obligation to do a service in the interest of the community comprises 41.99 % of the total number of 736 convicts with this alternative conviction (article 63 of CC).

Statistics for period 01.06.2009 to 31.12.2011

Table 2: Number of convicts according to types of alternative sentence given by the court (period 01.06.2009 until 31.12.2011)

No	Types of alternative sentences	Total number	Total in %
1	Annulment of executing imprisonment sentence and granting probation (article 59 of CC)	3629	77.74 %
2	Staying at home (article 59/a of CC)	111	2.38 %
3	Early release on probation (article 64 of CC)	488	10.45 %
4	Annulment of executing imprisonment sentence and obligation to do a service to the interest of the community. (article 63 of CC)	440	9.43 %
5	Split of imprisonment sentence (article 58 of CC)	1	0 %
TOTAL		4669	100 %

Appendix 12.4: Priority 12: Cooperation with NGO-s

The Albanian Center for the Rehabilitation of Victims of Trauma and Torture (ACRVTT): Of the main activities we may mention: the two-day seminar about medical emergencies, with the participation of 26 assistant doctors in the penitentiary system; training seminar about the activity of the institutions and their work, such as the General Directorate of Prisons, the Prisons' Hospital, IECD of Durrës and Kruja, in which the way of documentation and the scientific system activity are included. Participants were 24 persons from the health, social and policy staff.

Hospital of Pulmonary Diseases” Shefqet Ndroqi” Tirana: A project financed by Global-Fund on the situation of tubercular diseases in prisons. 1000 persons were controlled in the IECD of Lezhë, Fushë-Krujë, Durrës, Rrogozhinë, Kavajë and Vaqarr. It was completed the questionnaire in relation to the information about 300 sentenced persons and pre-trial detainees in the penitentiary system. Sensibilization and information materials were distributed on the tuberculosis disease.

Free Legal Service (TLAS): Provision of legal aid for benefitting probation service for the vulnerable imprisoned persons in 9 IECD-s (Ali Demi, Vaqarr, Rrogozhinë, Peqin, Kavajë, Krujë, Fushë-Krujë, Lezhë, Lushnjë).

The Christian Association of Albanian Imprisoned Persons (CAAIP): A weekly religious activity in IECD-s. Material support to 40 children with imprisoned parents. Provision of professional courses in IECD-s “Ali Demi”, “Jordan Misja”, Mine Peza, Peqin, Rrogozhinë, Korçë, Lezhë. It offers recreational and educational activities through sports, art and artistic works.

The Center for Children’s Protection in Albania (CRCA): Educational, entertainment, information and sports activities with juveniles in the IECD-s of Vaqarr and Kavajë; organization of informal educational courses (until October, when the formal educational process started); staff training on the international legislation protecting children’s rights.

Save the Children: The second stage of the project was implemented in support of Kavaja juveniles. The main activities provided during the first six months of the project are: qualification of the personnel of Institute for Juveniles (IJ) Kavaja through training sessions and joint activities. Trainings about the mediation of conflicts, mediation techniques introduced in the training were included in the working methodology of the IJ staff, Kavaja. 6 representatives of the IJ of Kavaja have participated in the training course in Bari, Italy. The greenhouse for the production of the basket products has been established and is operational, where the juveniles are involved. The raw material for the wood workshop has been provided and 15 school desks are produced. Animation activities were carried out by Italian experts. Part of the project is also the assistance provided for the involvement of the juveniles in the process of their reintegration in

the family and society. As a result, 8 out of 16 persons followed by this project have been reintegrated.

Jehovah witnesses: This association conducts religious services and rites for the imprisoned persons and also offers free biblical and educational literature. Based on the new agreement, these activities were offered in the IECD-s of Korçë, Lezhë, Vaqarr and the Hospital Center of Prisons.

The European Institute of Tirana (EIT): 21 monitoring and evaluation activities were carried out during 2011 on the implementation of national and international standards for the sentenced persons and pre-trial detainees with mental health problems. Further, based on the new agreement for 2011, EIT aims at the improvement of the current legal framework, specifically the “Law on Mental Health” of 1996. In the course of implementation of the project “Improvement of Care to Mental Health in the Albanian penitentiary system”, EIT also aims at the training of penitentiary staff for public health issues, intending further capacity development and improvement of the provision of services for the mentally ill persons.

Correctional and Human Rehabilitation Center (CHRC): Spiritual support and religious literature for the Moslem believers. Weekly activities of religious character.

Center of Integrated Legal Services and Practices: Psychological assistance and free legal representation for the judicial processes on juveniles; provision of psychological and legal assistance for juveniles who are in conflict with the law, IECD Jordan Misja, IJ Kavajë.

The Association “Përthyerje”: Organization of art courses (painting) in the form of occupational therapy for the imprisoned persons, IECD Ali Demi. About 30 paintings of the sentenced women have been administered in the framework of this project. The organization of art courses (painting) for the juvenile pre-trial detainees, IECD Jordan Misja. 20 juveniles were involved in the painting course. Also, professional training is offered on the issue of the probation service with the social care staff in prisons.

The Albanian Committee of Helsinki (ACH), in cooperation with the Dutch Agency of the Correctional Institutions (AHIK): Support to the prisons’ administration through the project “Together for the respectful treatment of the rights of persons deprived of liberty”. During 2011, we may mention the provision of expertise in the area of the penitentiary system, specifically the improvement of the mechanism of complaint application. For this purpose, working round tables were organized with national and international experts. By the end of the process of the unification of the format of complaint application and the procedural manual for the persons in conflict with the law, ACH, in cooperation with the Training Sector at the General Directorate of Prisons will organize training sessions with the responsible staff at IECD for the familiarization with the new formats and procedures for the treatment of the complaint applications. .

STOP/AIDS: Depistation in 4 IECD-s about HIV/AIDS, Hepatitis B,C, Syphilis; Public awareness about the sexually transmitted infections; training seminar for the medical, police and psychosocial staff about HIV/AIDS.

Faculty of History- Philology, Department of Communication and Journalism, Tirana University: For the implementation of the project: “Sentenced persons, between the need for information and communication with the external environment”. The surveys of the persons under restricted liberty in 21 penal institutions aimed at the collection of information about the formulation of policies and guide strategies for their communication with the external environment, particularly for the maintenance of confidentiality and privacy during communication.

Institute of European Studies, Tirana University: For the implementation of a scientific research process at penal institutions, where women pre-trial detainees and sentenced persons are held regarding the PhD topic “Sentenced persons and their reintegration in the society- Gender perspective in the Albanian penitentiary system”.

Faculty of Social Sciences, Department of Psychology, Tirana University: For the purpose of the protection and familiarization with the rights of the pre-trial detainees and sentenced persons and their treatment according to all international and national accepted standards, through the free legal and psychological assistance for the persons who are deprived of their liberty.

No Limit Center: For the implementation of the project “Handicraft work as a rehabilitation therapy, form of communication and way of self-employment”. The project aims at the encouragement and support of the artisan sentenced persons in three penitentiary institutions, IECD Ali Demi, Peqin and Fushë-Krujë.

Appendix 12.5: Priority 12: Addressing the Recommendations of the Peoples Advocate to the Directorate General of State Police

<p>Recommendation done by the Peoples Ombudsman for the Regional Police Directorate of Tirana, Dibra, Elbasani, Berati, Shkodra, Lezha, Fieri, Korca, are as follows:</p> <ul style="list-style-type: none"> • Instalment of billboards for the rights of the detained arrested and accompanied persons in the premises of detention centres. • Review and acquaintance with the requirements of the Law for State Police regarding the cases of accompanied and treatment of the detained persons, as well as the acts of General Director of the State Police for respecting the rights of the detained persons. • Notification of familiars and relatives in cases of person’s detention. • Taking of signature by the detainee after he is left free. • Formation and unification of the detained persons register regarding the reason of detention, which is related to the width of the section. • Analyse of the identified cases related to 				<p>Administrative cost</p>	
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<p>specific cases of breakages of detained persons rights e.g. E Lena and A Nikolla, by the police officers, (a file case of Peoples Ombudsman of January 2012, Tirana Regional Police Directorate).</p> <ul style="list-style-type: none"> • Concrete analyse and found responsibilities identified by the Peoples Ombudsman during 2011 which are related to specific cases of breakages of detained persons fundamental rights and cases of arbitrary actins committed by the police officers against the “ State Police” law requirements. • Preparation of a description by the central structures of the State Police for the abovementioned case and the delivery of it to local police structure for acquaintance. <p>For Vlora and Kukes Regional police Directorates</p> <ul style="list-style-type: none"> • Taking out of use and function of the security and detention premises in the Police Commissariat of Saranda and Tropoja. • Implementation of the feeding standards for the detainees and arrested persons according to the joint Order of the Ministry of Interior and the Minister of 					
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<p>Health, No. 432, date 10.03.2008.</p> <p>For Gjirokastra and Kukes Regional Police Directorate.</p> <ul style="list-style-type: none"> Return to function of the detention premises in the Police Commissariat of Gjirokastra and Kukes, according to the requirements and standard procedures that need to be accomplished, by taking out of these premises the tools and video instalments. 					
<p>Measures planned to be implemented for the accomplishment of the recommendation made by the Peoples Ombudsman are as follows;</p> <ul style="list-style-type: none"> Instalment of billboards for the rights of the detained arrested and accompanied persons in the premises of detention centres. Development of retraining sections with all police personnel of the basic role and first leading role, for acknowledgement of the acts issued by the General Director of the State Police for respecting the rights of detained persons. Preparation and delivery to all local police structures of Orders and Guidelines issued by the General Director of the State Police regarding the 	<p>General Directorate of State Police and the Peoples Ombudsman</p>	<p>February 2012</p> <p>April – June 2012</p> <p>April 2012</p>	<p>400 police employees.</p>	<p>Administrative cost</p>	<p>Retraining sections will be attended by the police employees of</p>

<p>measures to be taken and tasks to be carried out for respecting the rights of the detained persons regarding notification of their familiars and relatives in cases of person's detentions. Taking of signature from the detained person after he is left free.</p> <ul style="list-style-type: none"> • Approval of the Order of the general Director of the State Police for implementing the Register of detained persons by all police structures regarding the section of the reason of detention which is linked with the width of the section. • Development of the specific and all-inclusive implementation for the specific case of breakage of the fundamental human rights of the detained persons E Lena and A Nikolla from police employees, a case file of the Peoples Ombudsman of January 2012 of Tirana Police Directorate. Identification of the responsible persons and start of disciplinary actions, as well as the preparation of a description by the central structures of the State Police for the abovementioned case for acknowledgement and distribution to local police structures. • Approval of the Order of the general 		<p>April 2012</p> <p>April 2012</p> <p>April 2012</p>			<p>the basic role and first leading role, in total 20 groups of 20 participants.</p> <p>This training process will last 4 class hours for each group.</p>
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<p>Director of the State Police for taking out of use and function of the security and detention premises in the Police Commissariat of Saranda and Tropoja.</p> <ul style="list-style-type: none"> • Inspection throughout the country by specialised structures of the Support Services Department for implementation of the feeding standards for the detained /arrested persons according to the joint Order of the Ministry of Interior and the Minister of Health, No. 432, date 10.03.2008. • Approval of the Action Plan for return to function of the detention premises in the Police Commissariat of Gjirokastra and Kukes, according to the requirements and standard procedures that need to be accomplished, by taking out of these premises the tools and video instalments. 		<p>April 2012</p> <p>April 2012</p>		<p>Administrative cost</p>	
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