

Pursuant to Article 43, paragraph 3 of the Law on Government (“Official Gazette of the RS”, No. 55/05, 71/05 – corrigendum, 101/07, 65/08, 16/11, 68/12 – amended by the decision of the Constitutional Court and 72/12), at the proposal of the Ministry of Justice and Public Administration,  
the Government herewith adopts

## CONCLUSION

1. The Action Plan for the implementation of the National Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018, which makes an integral part of this Conclusion, has been adopted.
2. This Conclusion will be published in the “Official Gazette of the Republic of Serbia”.

05 No. 110-7203/2013  
Belgrade, 25 August 2013

**Government**

President

**Ivica Dačić, duly signed**

## ACTIONPLAN

### FOR THE IMPLEMENTATION OF THE NATIONAL ANTI-CORRUPTION STRATEGY IN THE REPUBLIC OF SERBIA FOR THE PERIOD 2013-2018

#### I. INTRODUCTION

With adoption of the National Anti-Corruption Strategy, the Republic of Serbia opted for systemic development and strengthening of institutions as a necessary precondition for an efficient fight against corruption. The National Anti-Corruption Strategy (hereinafter referred to as: the Strategy) is a medium-term strategic document which contains objectives that will be implemented over the next five years. A framework for the implementation of strategic objectives is specified in the Action Plan which will enable implementation of objectives from the Strategy and systemic monitoring of its implementation. The Action Plan envisages specific measures and activities necessary for the implementation of strategic objectives, time limits, responsible entities and resources required for implementation. It also defines indicators for the performance of activities, which will be used for monitoring the level of their execution, as well as indicators for the assessment of achievement of set objectives. The Anti-Corruption Agency shall exclusively use indicators for the performance of activities in the process of monitoring implementation of the Strategy. Documents and other materials referred to in these indicators, shall be submitted to the Anti-Corruption Agency as evidence that activities were executed. In addition to a large number of activities, this document also contains remarks for the execution of a specific activity. Implementation of the Action Plan does not require additional funds in the budget of the Republic of Serbia considering that the funds are provided through regular funding. Funds required for the implementation of the Action Plan are marked in the column “resources” and represent an approximate projection of required funds in RSD that will be provided through regular funding from the budget.

#### II. ABBREVIATIONS AND GENERAL REMARKS

##### Abbreviations:

Agency – Anti-Corruption Agency  
Council – Anti-Corruption Council  
SAI – State Audit Institution  
EU – European Union  
EC – European Commission  
INTOSAI – International Organisation of Supreme Audit Institutions  
Strategy – National Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018  
OLAF – European Anti-Fraud Office  
GRECO – Group of States against Corruption  
RBA – Republic Broadcasting Agency  
IFC – Internal Financial Control  
POOC – Prosecutor’s Office for Organised Crime  
UNCAC – United Nations Convention against Corruption  
CSO – Civil Society Organisation  
NGO – Non-governmental Organisation  
UNDP – United Nations Development Program  
PPORS – Public Prosecutor’s Office of the Republic of Serbia  
SCC – Supreme Court of Cassation  
MoI – Ministry of Interior  
MJ – Ministry responsible for justice  
AQAC – Accreditation and Quality Assurance Commission  
Commissioner – Commissioner for Information of Public Importance and Personal Data Protection  
UTIN – Unique Tax Identification Number  
CHU – Central Harmonisation Unit  
PPP – Public-Private Partnership  
HJC – High Judicial Council  
SPC – State Prosecutorial Council  
SCC – Serbian Chamber of Commerce  
AFCOS – Anti-Fraud Coordination Service  
SBRA – Serbian Business Registers Agency  
RFPDI – Republic Fund for Pension and Disability Insurance  
RFHI – Republic Fund for Health Insurance  
NEC – National Employment Service

General remarks:

1. Time limits shall start from the date of publication of the Action Plan, unless otherwise provided.
2. An analysis of needs may refer to the employment of new personnel, training of employees, provision of equipment or space, but also to other necessary capacities. The Action Plan envisages all these needs for every case of building capacities of public authorities or holders of public powers.
3. If, according to the needs analysis, it is necessary to amend the act on the systematization of job positions, i.e. employment of new personnel, it is necessary to take into consideration that approval of enactment of this act may be under the competence of another public authority and that, without its consent, it shall not be possible to execute this activity.
4. If, according to the needs analysis, it is necessary to provide equipment, it is necessary to take into account that approval and execution of procurement may be under the competence of another public authority and that, without its consent or conducted procurement procedure, it shall not be possible to execute this activity. The party which is in the Action Plan stated in the column “responsible entities” shall be obliged to initiate an equipment procurement procedure.
5. The entity stated in the relevant column shall be responsible to initiate signing of the memorandum of cooperation, i.e. education of working groups, whereas the responsibility for signing the memorandum, i.e. participating in the work of working groups, shall be divided between the parties signing the memorandum, i.e. participating in the work of working groups.
6. The term “ongoing” in the column denoting time limits for the execution of activities shall refer to the activities that repeat cyclically (for example, implementation of a training program) by 2018, i.e. until the end of application of this Strategy. In this case, monitoring shall be conducted by determining whether a responsible entity complied with the training program for every year of application of the Strategy.
7. An indicator for a conducted training activity shall include: a training program implemented per year of application of the Strategy; submission of reports on the implementation of a training program; submission of programs and lists of training participants and reports on training evaluation.
8. When collecting, processing, storing or exchanging information refers to personal data, this has to be governed by the law, i.e. conducted in accordance with the law governing personal data protection, particularly in a case when this information is taken out from Serbia.

### III. FIELDS OF STRATEGY

#### 3.1. Political Activities

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.1. POLITICAL ACTIVITIES							
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.1.1	<b>Objective</b>	<b>Eliminate deficiencies in the legal framework and control the financing of political activities and political entities</b>					
	<b>Indicator</b>	The number of violations of the Law on the Financing Political Activities will be reduced by 30% by 2017 (in comparison to 2012). The number of final decisions in civil and criminal cases related to the violation of the Law on the Financing Political Activities will be increased by 30% by 2017 in comparison to 2012.					
3.1.1.1	Amending the Law on the Financing Political Activities to clearly set out and divide responsibilities of the Agency, SAI and other authorities in the process of control of political activities and political entities, and to precisely determine obligations and mechanisms for transparent financing of political entities	Develop a Draft law on amendments to the Law and submit them to the Government	6 months	The Ministry competent for finance	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	The working group should include the Ministry responsible for justice, representatives of political entities, local self-government authorities and autonomous provinces, the Standing Conference of Towns and Municipalities. Take into account aspects of granting loans, NGOs' activities, mechanisms of reporting to the Agency
		Submit a proposed law on amendments to the Law to the National Assembly	9 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	12 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.1.1.2	Amending the Law on the State Audit Institution so that the audit program necessarily includes audit of the parliamentary political parties at the national level	Develop a proposed law on amendments to the Law and submit it to the Government	6 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	1,600,000 (information on best practices; costs of public hearings)	
		Adopt the Law on amendments to the Law	12 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.1.1.3	Amending the Law on Tax Procedure and Tax Administration in order to introduce an obligation for the Tax Administration director to include providers of funds and other	Develop a Draft law on amendments to the Law and submit it to the Government	6 months	The Ministry competent for finance	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit a proposed law on	9 months	The Government	The proposed law on	Not required	

	services to political entities in the annual or extraordinary tax audit plan, in accordance with the Agency's report on the financing of political activities and political entities	amendments to the Law to the National Assembly			amendments to the Law is submitted to the National Assembly		
		Adopt the Law on amendments to the Law	12 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.1.1.4	Building capacities of the Anti-Corruption Agency for the process of control of financing of political activities	Conduct the needs analysis	6 months	The Anti-Corruption Agency	The needs analysis is conducted	Not required	General remark No. 2
		Modify the systematization and employ the number of qualified personnel that matches the needs the analysis	15 months		The number and structure of the employed personnel matches the needs analysis	According to the needs analysis (min. gross 50,000 per employee)	General remark No. 3
		Develop and implement the professional training program in accordance with the needs analysis	ongoing		General remark No. 7 contains training indicators	According to the needs analysis and training program (300,000 per training)	
		Provide equipment in accordance with the needs analysis	15 months		A report on the provided equipment is submitted	According to the needs analysis	General remark No. 4
3.1.1.5	Building SAI capacities for efficient audit of the parliamentary political parties	Conduct a needs analysis	6 months	SAI	The needs analysis is conducted	Not required	General remark No. 2
		Modify systematization and employ appropriate number of qualified personnel that matches the needs analysis	15 months	SAI	The number and structure of the employed personnel matches the needs analysis	According to the needs analysis (min. gross 50,000 per employee)	General remark No. 3
		Develop and implement the professional training program in accordance with the needs analysis	ongoing	SAI	General remark No. 7 contains training indicators	According to the needs analysis and training program (300,000 per training)	
		Provide equipment in accordance with the needs analysis	24 months	SAI	A report on the provided equipment /space is submitted	According to the needs analysis	General remark No. 4
3.1.1.6	Building capacities of all public authorities applying the Law on the Financing Political Activities and other regulations in this field, and processing cases of its infringement	Make a list of the public authorities that apply the Law on the Financing Political Activities	6 months	The Ministry competent for finance	The list is made	Not required	
		Conduct the needs analysis	12 months	The public authorities from the list referred to in the first activity of this measure	The needs analysis is conducted	Not required	General remark No. 2
		Modify systematization and employ appropriate number of qualified personnel that matches the needs analysis	36 months	The public authorities from the list referred to in the first activity of this measure	The number and structure of the employed personnel matches the needs analysis	According to the needs analysis (min. gross 50,000 per employee)	General remark No. 3
		Develop and implement the professional training program in accordance with the needs analysis	ongoing	The public authorities from the list referred to in the first activity of this measure	General remark No. 7 contains training indicators	According to the needs analysis and training program (300,000 per training)	
		Provide equipment in accordance with the needs analysis	36 months	The Government	A report on the provided equipment is submitted	According to the needs analysis	General remark No. 4
3.1.1.7	Establishing mechanisms of continuous training and providing information to the political entities obliged to act in accordance with the Law on the Financing Political Activities	Conduct an analysis of the need for training	2 months	The Agency	The analysis of the need for training is conducted	Not required	General remark No. 2
		Develop the training program in accordance with the needs analysis	12 months		The training program is developed on the basis of the analysis	Not required	
		Conduct the training program in accordance with the analysis	ongoing		General remark No. 7 contains training indicators	According to the needs analysis and training program (300,000 per training)	The time limit starts from the date of entry into force of the law referred to in measures 3.1.1.1 and 3.1.1.2
3.1.1.8	Determining accuracy of financial statements of political entities,	Perform complete control of annual financial statements of political	6 months	The Agency	The report on the control of annual	In accordance with the needs	Determine control objectives, scope and methodology. Organize

	adherence to the rules on campaign funding and implementing appropriate sanctions and measures in all determined cases of violation of the law	entities for 2012, compare data with the annual financial statements for 2011 and with the reports on campaign expenditures and reports on campaign expenditures from 2012			financial statements of political entities for 2012 is published		public promotion of the both reports and discuss about their findings
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**The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018**

**3.1. POLITICAL ACTIVITIES**

3.1.2	<b>Objective</b>	<b>Eliminate deficiencies in the legal framework and build capacities in the field of conflict of interest, control of property and incomes of public officials.</b>					
	<b>Indicator</b>	Increased number of controls of administration operation, in accordance with the Law on the Anti-Corruption Agency and other relevant laws (will be increased by 30% in comparison to the initial value in 2012)					

No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.1.2.1	Amending the Law on the Anti-Corruption Agency in order to make a distinctions and clearly define terms of accumulation of functions (to prevent performance of several public functions that are in mutual conflict of interest) and the conflict of interest (to eliminate private interest in exercising public powers)	Develop and submit to the Government Draft law on amendments to the Law that clearly define the term of accumulation of functions, actions for preventing performance of more than one public function, legal exceptions, the term of a public official, his/her rights and obligations, as well as the obligation of adopting a by-law containing a range of public functions. In addition, the Draft law should regulate the term of conflict of interest, and define prohibited behavior of public officials in terms of the prohibition of conflict of a private interest with a private one	12 months	The Ministry competent for justice	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	In drafting amendments consult the Agency
		Submit a proposed law on amendments to the Law to the National Assembly	15 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	17 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.1.2.2	Adopting a by-law containing a range of public functions	Establish a working group for developing the by-law	19 months	The Agency	The by-law containing a range of public functions is adopted	Not required	Mandatory involvement of the MJ and NGOs
		Adopt the by-law	24 months				
3.1.2.3	Amending the Law on the Anti-Corruption Agency in order to increase the number of the parties obliged to submit property reports, data for the control of property and income reports, and to authorize the Agency to carry out emergency property controls	Develop and submit to the Government a Draft law on amendments to the Law in order to increase the number of related parties, to precisely define the parties that are included in the increased number of related parties for whom a public official shall be responsible to submit a report on their property and incomes, and to regulate a legal obligation for these parties, as well as a responsibility, to submit all the required information and documents personally to the Anti-Corruption Agency. The obligation of submission of documents and information should also be extended banks, financial organizations and companies, and envisage an obligation of submission of an emergency report in specific circumstances, as well as the Agency's power to carry out emergency property controls that are not part of the annual audit report, as well as to act upon anonymous notifications.	12 months	The Ministry competent for justice	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	In drafting amendments consult the Agency

		Submit a proposed law on amendments to the law to the National Assembly	15 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	12 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.1.2.4	Creating an efficient infrastructure for the cooperation between the Anti-Corruption Agency and competent institutions for the purposes of control of data in submitted property and income reports	Conduct an analysis about what data are necessary for efficient control of the property and incomes of public officials and what institutions have access to such data	6 months	The Agency	An analysis of data necessary for efficient control of the property and incomes of public officials and competent institutions is conducted	Not required	General remark No. 2 and 8
		Conclude memorandums of cooperation between the Agency and competent institutions that have access to the required information used for determining the manner of cooperation and contact points (teams) that will be obliged to timely submit required data to the Agency	12 months	The Agency	The memorandum of cooperation between the Agency and competent institutions having access to required information is concluded	Not required	General remark No. 5 and 8. The exchange of personal data between competent authorities shall be regulated by the law
		Enable for an authorized person in the Agency access to the Tax Administration data about UTIN to the extent necessary for the control of data about the property cards and financing of political parties, in accordance with the "least privileged" principle, which means that a person may and can have access to only those data that are absolutely necessary to him/her for performing activities within his/her scope of work	6 months after implementation of the UTIN system	The Tax Administration	The Agency has access to the UTIN database to the extent required for the control of property cards data and financing of political activities	In accordance with the analysis	The activity may be conducted only after the UTIN system has been implemented (see: 3.2.1.2). General remark No. 8
3.1.2.5	Educating employees in the public administration/ political parties about the application of new provisions related to the prevention of conflicts of interest and property control	Conduct an analysis and develop a professional training program that matches the needs analysis	12 months	The Agency	The training program is developed on the basis of the needs analysis	Not required	
		Conduct the professional training program in accordance with the needs analysis	24 months	The Agency	General remark No. 7 contains training indicators	According to the training program (300,000 per training)	
		Provide equipment in accordance with the needs analysis	ongoing		A report on the provided equipment is submitted	According to the needs analysis	General remark No. 4
3.1.2.6	Establishing a proactive approach to the control of property and incomes of public officials and reviewing conflict of interest	Modify systematization of the Agency in order to increase the number and structure of executive functions in organizational units dealing with control of property and income report and reviewing conflict of interest	12 months	The competent committee of the National Assembly	The systematization is modified	Not required	General remark No. 3
		Employ new personnel in accordance with the modified systematization	24 months	The Agency	The number and structure of the new personnel matches the modified systematization	According to the needs analysis (min. gross 50,000 per employee)	General remark No. 3
		Increase the number of controls of reports and reviews of conflict of interest initiated <i>ex officio</i>	ongoing	The Agency	The number of controls of reports and reviews of conflict of interest initiated <i>ex officio</i> has increased in comparison to the previous year	Not required	
3.1.2.7	Conducting a campaign for informing the public about the implementation of provisions of the Law on the Anti-Corruption Agency	Develop the campaign program	6 months	The Agency	The campaign program is developed	Not required	The time limit shall start from the date of entry into force of the Law on Amendments to the Law on the Anti-Corruption Agency
		Conduct the campaign in	36 months	The Agency	A report on the	5,000,000	

		accordance with the program			conducted campaign is submitted		
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The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.1. POLITICAL ACTIVITIES							
3.1.3	Objective	Adopt and implement an effective legal framework which shall regulate lobbying and participation of the public in the process of adoption of regulations					
	Indicator	The Law governing the lobbying process is adopted. Until the end of 2017, 70% of adopted laws, and decisions of the assemblies of the territorial autonomy and local self-government units, public hearings will be conducted in accordance with the Rules of Procedure regulating organization and conducting of public hearings					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.1.3.1	Establishing mechanisms which will ensure for interested parties and the public to participate in the process of adoption of a regulation at all levels	Conduct an analysis of the existing legal framework with recommendations to determine opportunities for improving participation of the public in the process of adoption of a regulation	6 months	The Republic Committee for Legislation of the National Assembly	A report on the conducted analysis	Not required	In particular through amendments to the Law on the National Assembly, the Law on Public Administration, the Law on Local Self-Government, the Law on Ombudsman, the Law on the National Bank and the Law on Referendum and National Initiative
		Develop and submit proposed laws on amendments to the National Assembly, on the basis of the conducted analysis	18 months	The entities in charge, in accordance with recommendations resulting from the conducted analysis	Proposed laws on amendments to the Law are submitted to the National Assembly	Not required	
		Adopt the law on amendments to the Law	21 months	The National Assembly	Laws on amendments to the Law are adopted	Not required	
		Improve the Statute/Rules of Procedure of local self-government units	27 months	The speakers of the assemblies of local self-government units	Statutes, i.e. rules of procedures of local self-government units are improved	Not required	Establish cooperation with the Standing Conference of Towns and Municipalities
		Adopt amendments to the Rules of Procedure of the Government specifying the criteria and ways of conducting public hearings	3 months from the date of adoption of the law	The Government	Proposed amendments to the Rules of Procedure of the Government is adopted	Not required	
		Adopt a regulation for organizing and conducting public hearings	3 months from the date of adoption of the law	The Government	The regulation is adopted	Not required	
3.1.3.2	Adopting a law that regulates lobbying and access of the public to all the information about the lobbying occurring in public authorities	Develop the Draft law and submit it to the Government	12 months	The Ministry competent for domestic and foreign affairs and telecommunications	The Draft law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	The working group involves representatives of the Ministry competent for the activities of public administration and the Agency
		Develop and submit a proposed law to the National Assembly	15 months	The Government	The proposed law is submitted to the National Assembly	Not required	
		Adopt the Law	20 months	The National Assembly	The Law is adopted	Not required	
3.1.3.3	Adopting amendments to the Law on the Anti-Corruption Agency and the Rules of Procedure of the Government to determine the obligation of the Government to give proposed laws on an opinion of the Agency, as well as to provide an opinion (if submitted within 10 days) attached to the proposed law when submitting it to the National Assembly	Develop a Draft law on amendments to the Law and submit it to the Government	12 months	The Ministry competent for justice	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit a proposed law on amendments to the Law to the National Assembly	15 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	17 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
		Amend the Rules of Procedure of the Government in accordance with the Law	21 months	The Government	Amendments to the Rules of Procedure of the Government are made	Not required	

3.1.3.4	Conducting a campaign for informing the public about the mechanisms of participation in the process of adoption of a regulation at all levels	Develop a program for the campaign	15 months	The Ministry competent for local self-government activities	The program for the campaign is developed	Not required	The program of for the campaign should be developed in cooperation with the National Assembly, the Standing Conference of Towns and Municipalities and interested civil society organizations
		Conduct the campaign according to the program	24 months	The Ministry competent for local self-government activities	The campaign is conducted in accordance with the program; a report on the conducted campaign	5,000,000	Establish cooperation with the Standing Conference of Towns and Municipalities and CSO

**The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018**

**3.1. POLITICAL ACTIVITIES**

3.1.4.	<b>Objective</b>	<b>Determine clear criteria for nomination, selection and dismissal, as well as for evaluation of results of work of directors of public enterprises</b>					
	<b>Indicator</b>	The analysis conducted using the method of random sampling (Agency, Council, CSO, etc.) shows that public authorities consistently apply adopted criteria and procedures in the appointment, dismissal and evaluation of work of directors of public companies.					

No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.1.4.1	Amending the Company Law in order to clearly determine objective criteria for the appointment, dismissal and method of evaluation of work of directors at all levels of the government, and introducing mechanisms of accountability for consistent implementation of these criteria	Develop and submit to the Government a Draft law on amendments to the Law to determine clear and objective criteria on the basis of which a competent ministry shall propose a candidate to the commission, as well as criteria on the basis of which the commission shall make the final selection of candidates fulfilling all the prescribed requirements. In addition, set objective criteria for the evaluation of work of directors and for their dismissal	24 months	The Ministry competent for the economy	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	Considering that this is a new a Law, effects of corruption can be better understood only after some time of application of the Law. For this reason, a longer period of time is left for discussion about and inclusion of experience resulting from the application of the Law.
		Submit a proposed law on amendments to the Law to the National Assembly, on the basis of the conducted analysis	26 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	28 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	

**The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018**

**3.1 POLITICAL ACTIVITIES**

3.1.5.	<b>Objective</b>	<b>Adopt provincial and local anti-corruption action plans whose implementation shall be supervised by standing working bodies of the assemblies of local self-government units and autonomous province</b>					
	<b>Indicator</b>	Consistent implementation of conclusions of provincial and local assemblies adopted on the basis of annual reports of standing working bodies of the assembly on the implementation of provincial and local anti-corruption action plans					

No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.1.5.1	Developing models of the anti-corruption action plan for local self-government units and the autonomous provinces	Conduct an analysis of occurring forms of corruption at the level of local self-government and the autonomous provinces	18 months	The Agency	The analysis is conducted and the most common forms of corruption at the local and provincial level are defined	Not required	Consult CSO, the Standing Conference of Towns and Municipalities, experts in this field. The models are a framework of requests that can be met by all local self-government units and autonomous provinces. The models should contain measures, a procedure and criteria for the selection of assembly members
		Create models of the anti-corruption action plan at the local and provincial level	24 months	The Agency	Models of the anti-corruption action plan are developed at the local and provincial level	Not required	
3.1.5.2	The assemblies of the autonomous	Develop a proposed anti-corruption	30 months	Heads of	The anti-corruption	Not required	Take into account the models

	provinces and local self-government units adopted the anti-corruption action plan for the autonomous provinces and local self-government units and established a standing working body of the assembly competent to monitor implementation of the provincial and local anti-corruption action plan	action plan for local self-government units and the autonomous provinces		administrations of all local self-government units and the governments of the autonomous provinces	action plan for local self-government units and the autonomous provinces is developed using the model made by the Agency		developed by the Agency. Consult the Standing Conference of Towns and Municipalities and CSO
		Adopt the anti-corruption action plan and establish working bodies within the assembly of a local self-government unit and AP assembly	34 months	Mayors of all municipalities and prime ministers of the governments of the autonomous provinces	The anti-corruption action plan is adopted and the working body in the assembly of a local self-government unit and assemblies of the autonomous provinces are established	Not required	
3.1.5.3	Educating aldermen/ provincial deputies (members of the standing working body, but also other members) and officials in the local and provincial administration about anti-corruption mechanisms, methods and importance of the supervision of implementation of the provincial and local anti-corruption action plan	Develop the training program	18 months	All municipal mayors and prime minister of the governments of the autonomous provinces	The training program is developed	Not required	Establish cooperation with the Agency, Standing Conference of Towns and Municipalities (in the field of local self-government) and CSO
		Conduct the training program	ongoing		General remark No. 7 contains training indicators	According to the training program (300,000 per training)	
3.1.5.4	Conducting a campaign for informing the citizens about the mechanisms of the provincial and local anti-corruption action plan	Develop the program for the campaign	6 months	The Agency	The program for the campaign is developed	Not required	
		Conduct the campaign according to the program	24 months	The Agency	The campaign is conducted according to the program; a report on the conducted campaign	10,000,000	Establish cooperation with the Standing Conference of Towns and Municipalities and CSO

### 3.2 Public Finance

#### 3.2.1. Public Incomes

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.2 PUBLIC FINANCE							
3.2.1.1.	<b>Objective</b>	<b>Fully develop the e-Tax system and regularly update the data.</b>					
	<b>Indicator</b>	The percentage of tax returns submitted by the e-Tax system is 95% of the total number of submitted tax returns					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.2.1.1.1	Building Tax Administration capacities for efficient implementation of the e-Tax system	Conduct the needs analysis	12 months	The Ministry competent for finance	The needs analysis is conducted	Not required	General remark No.2
		Employ personnel in accordance with the needs analysis	24 months		The number and structure of employed personnel matches the needs analysis	In accordance with the needs analysis (min. gross 50,000 per employee)	General remark No. 3
		Develop a professional training program and instruction manuals in accordance with the needs analysis	6 months	The Ministry competent for finance	The professional training program is developed on the basis of the needs analysis; instruction manuals are created and printed	5,000,000	
		Conduct the professional training program	ongoing		General remark No. 7	In accordance with the program (300,000 per training)	
		Provide technical requirements and equipment in accordance with the previously conducted needs analysis	24 months	The Tax Administration, the Ministry competent for finance	Provision of necessary technical requirements and equipment in accordance with the previously conducted needs analysis	In accordance with the needs analysis	General remark No. 4
3.2.1.1.2	Conducting a campaign for informing the citizens about the	Develop the program for campaign	6 months	The Ministry competent for finance	The program for the campaign is developed	Not required	

	existence, operation and method of use of the e-Tax system	Conduct the campaign in accordance with the program	ongoing		The campaign is conducted according to the program; a report on the conducted campaign	5,000,000	
3.2.1.1.3	Ensuring regular data entry and update	Conduct regular control of data updating, system operation and elimination of any technical deficiencies	ongoing	The Tax Administration	The number of controls of operability and accuracy of the e-Tax system; reports on conducted controls	60,000 per month (system maintenance costs)	General remark No. 8

**The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018**

**3.2 PUBLIC FINANCE**

3.2.1.2.	<b>Objective</b>	<b>Establish a legal and institutional framework for the implementation of a system for a unique tax identification number for natural persons and legal entities</b>					
	<b>Indicator</b>	The number of issued uniform tax identification numbers					

No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.2.1.2.1	Adopting the law that regulates the unique tax identification number system	Analyze records of persons and personal incomes and of the model of connection with UTIN	12 months	The Ministry responsible for finance	The analysis is conducted	1,600,000 (information on best practices; costs of public hearings)	General remark No. 8
		Develop the Law in accordance with the analysis and submit it to the Government	24 months	The Ministry responsible for finance	The Draft law is submitted to the Government		Enforcement of the law should be adjusted to the measure 3.2.1.2.2 that implies professional training of employees in new solutions until the enforcement of the law
		Submit a proposed law to the National Assembly	26 months	The Government	The proposed law is submitted to the National Assembly	Not required	
		Adopt the Law	28 months	The National Assembly	The Law is adopted	Not required	
3.2.1.2.2	Conducting professional training of employees in new solutions of the law before its enforcement	Develop a professional training program and instruction manuals	until enforcement of the law	The Tax Administration	A professional training program is developed on the basis of recommendations of the needs analysis; instruction manuals are created and printed	5,000,000	
		Conduct the training program and distribute instruction manuals			General remark No.7	In accordance with the program	
3.2.1.2.3	Conducting a campaign to inform the citizens about the UTIN	Develop a program for the campaign		The Tax Administration	The program for the campaign is developed		
		Conduct the campaign according to the program	ongoing	The Tax Administration	The campaign is conducted according to the program; a report on the conducted campaign is made	5,000,000	
3.2.1.2.4	Entering provisions on the method of use of the UTIN in the law governing prohibition of conflict of interest in public administration	Develop a model of use of the UTIN for the purposes of control of property cards of administrative officers and public officials	12 months	The Ministry responsible for finance	A model for the use of the UTIN in the control of property cards is developed	1,600,000 (information on best practices; costs of public hearings)	Development of the model should include the Tax Administration and the Agency. Coordinate with the measure 3.2.1.2.1 (and with the adoption of the Law on the Conflict of Interest)
		Develop and submit a Draft law on amendments to the Law	2 months	The Ministry responsible for finance	The Draft law on amendments to the Law is submitted to the Government		The time limit for the execution of activities shall start from the moment of entry into force of the law regulating UTIN, which can undergo amendments due to the time of adoption of these laws
		Submit a proposed law on amendments to the Law to the National Assembly	3 months	The Government	The proposed law on amendments to the Law is submitted to the National	Not required	General remark No. 1

					Assembly		
		Adopt the Law on amendments to the Law	4 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.2.1.2.5	Amending the Law on the Financing Political Activities in order to regulate the method of use of the UTIN in a tax audit of providers of financial and other services to political entities	Develop a model of use of the UTIN for the purposes of control of providers of financial and other services to political entities	12 months	The Ministry competent for finance	A legal framework for the use of the UTIN in the control of property cards is established	1,600,000 (information on best practices)	Development of the model should include the Tax Administration and the Agency. Coordinate with the measure 3.2.1.2.1
		Develop a Draft law on amendments to the Law and submit it to the Government	2 months	The Ministry competent for finance	The Draft law on amendments to the Law is submitted to the Government		
		Submit a proposed law on amendments to the National Assembly	3 months	The Government	The proposed law on amendments to the law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	4 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	The time limit for the execution of activities shall start from the moment of entry into force of the law regulating UTIN
3.2.1.2.6	Educating persons about the use of the UTIN for control of property cards and providers of services to political entities	Develop a training program and instruction manuals	until the enforcement of the law	The Tax Administration	The training program is developed; instruction manuals are created	5,000,000	
		Implement the program and distribute instruction manuals			General remark No. 7	In accordance with the program (300,000 per training)	As necessary, the training should also be conducted after the entry into force of the law

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.2. PUBLIC FINANCE							
3.2.1.3	Objective	Identify and eliminate any deficiencies in the legal framework for the customs system conducive to corruption					
	Indicator	Adopted amendments to the legal framework in the field of customs match in their content to the measures envisaged in this objective.					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.2.1.3.1	Adopting the law which in a comprehensive manner governs the customs service	Develop a Draft law and submit it to the Government	6 months	The Ministry competent for finance	The Draft law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit a proposed law to the National Assembly	9 months	The Government	The proposed law is submitted	Not required	
		Adopt the Law	12 months	The National Assembly	The Law is adopted	Not required	
3.2.1.3.2	Adopting and amending by-laws to harmonize them with the law governing the customs service	Develop and adopt by-laws	6 months from adoption of the law governing the customs service	The customs service	By-laws are harmonized with the law governing the customs service	Not required	
3.2.1.3.3	Amending the legal framework to eliminate detected deficiencies that support corruption	Conduct an analysis of regulations in terms of risks of corruption in customs operations	36 months	The Ministry competent for finance	The analysis of regulations in terms of risks of corruption the customs operations is conducted	1,600,000 (information on best practices; costs of public hearings)	The working group implies mandatory involvement of the Customs Administration
		Develop draft laws on amendments to the law in accordance with the analysis and submit them to the Government	38 months	The Ministry competent for finance	Draft laws on amendments to the law are submitted to the Government		

		Submit proposed laws on amendments to the law to the National Assembly	39 months	The Government	Proposed laws on amendments to the law are submitted	Not required	
		Adopt laws on amendments to the law	40 months	The National Assembly	Laws on amendments to the law are adopted	Not required	
3.2.1.3.4	Adopting and amending by-laws in accordance with the analysis and ensuring their consistent application	Develop and adopt by-laws	6 months from adopted amendments to the law	The Customs Administration, the Ministry competent for finance	By-laws are harmonized with laws	Not required	Prescribe an obligation that every access to the system and beneficiary accounts by an administrator shall be made solely on the basis of a written order of a superior; arrange a longer period of time in which the employees who attend courses would have to spend working in the Customs Administration, as well as a provision on monetary compensation in case of breach of the obligation
3.2.1.3.5	Educating employees about new provisions of the by-laws	Develop a training program	until the enforcement of the law	Customs Administration (Professional Training Center)	The professional training program is developed	Not required	
		Conduct the professional training program			General remark No. 7	In accordance with the program (300,000 per training)	
		Conduct an analysis of needs with recommendations for employment of new personnel and provision of equipment	12 months	The Customs Administration	The needs analysis is conducted with recommendations for the employment of new personnel and provision of equipment	Not required	General remark No. 2
3.2.1.3.6	Improving the Customs Administration information system	Employ new personnel in accordance with recommendations from the needs analysis	24 months	The Customs Administration	The number and structure of the employed personnel matches recommendations from the needs analysis	New personnel is employed in accordance with recommendations from the needs analysis	General remark No. 3
		Provide technical equipment in accordance with recommendations from the needs analysis	5 years	The Customs Administration	The equipment is provided in accordance with recommendations from the needs analysis; a report on the provided equipment is submitted	In accordance with the needs analysis	General remark No. 4
		Improve the system for the exchange of information with customs services in other countries	ongoing		The number of countries in which information is exchanged is improved	In accordance with the needs analysis	General remark No. 8

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.2. PUBLIC FINANCE							
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
	<b>Indicator</b>	The number of investigations conducted by the anti-corruption control unit at the annual level. The number of submitted disciplinary, misdemeanor and criminal charges at the annual level.					
3.2.1.4.1.	Increasing the number of activities that will help inform the public about the methods of	Continue with the implementation of the program and campaign to inform the public about the	ongoing	The Tax Administration	General remark No. 7	5,000,000 per year	

	reporting on a corruption case in the Customs Administration	methods of reporting on a corruption case in the Customs Administration					
3.2.1.4.2.	Building capacities of the Internal Control Department	Conduct the needs analysis	12 months	The Customs Administration	The needs analysis is conducted	Not required	General remark No. 2
		Distribute qualified personnel in accordance with the needs analysis	24 months	The Customs Administration	Qualified personnel is distributed in the number that matches the needs analysis	In accordance with the systematization (min. gross 80,000 per employee)	General remark No. 3
		Develop the professional training program	24 months	The Customs Administration	The professional training program is developed	Not required	
		Conduct the professional training program	ongoing	The Customs Administration	General remark No. 7	In accordance with the needs (300,000 per training)	General remark No. 4
3.2.1.4.3.	Installing video surveillance in customs offices and at border crossings in the manner that will ensure full coverage of facilities, with a centralized signal recorder in the Customs Administration and with an option to access video surveillance of any facility in real time.	Adopt a by-law that would regulate video surveillance of the Customs Administration and its regional organizational units and handle collected data in accordance with legal protection of personal data	6 months from the entry into force of the law governing the customs service	The Ministry competent for finance	The by-law that regulates video surveillance is adopted	Not required	General remark No. 8
		Implement the pilot project for the installation of centralized video surveillance in selected customs offices and border crossings	36 months	The Customs Administration	A pilot project is implemented; a report on the implemented pilot project is submitted	In accordance with the analysis and configuration of customs offices and border crossings	General remark No. 8
		Install video surveillance in all customs offices and at all border crossings	60 months		All customs offices and border crossings have video surveillance	In accordance with the analysis and configuration of customs offices and border crossings	
		Change the systematization, employ and train persons in accordance with the analysis	12 months	The Customs Administration	Qualified personnel is employed in the number that matches the analysis	In accordance with the needs analysis (min. 300,000 per training)	
		Develop an annual plan with the number of controls exceeding the number in 2012	ongoing	The Customs Administration	The number of annual controls	Not required	

### 3.2.2. Public Expenditures

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.2 PUBLIC FINANCE							
3.2.2.1	<b>Objective</b>	<b>Enhance participation of the public in monitoring budget expenditures</b>					
	<b>Indicator</b>	Program budgeting at all levels of the government should enable transparent budget spending.					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.2.2.1.1	Establishing a mechanism for transition from line item to program budgeting at all levels of the government	Develop a methodology for program budgeting based on examples of good practice	12 months	The Ministry competent for finance	The methodology based on examples of good practice	Information on good practice; min. 1,600,000	The Law on the Budget System prescribes that program budgeting will be adopted by 2015
		Develop an annual report on whether the law, i.e. decisions on the budget at all levels of the government are adopted according to the program budgeting system	Annually, starting from 2015	The Ministry competent for finance	A report of the Ministry competent for finance contains data on whether the law/decisions on the budget at all levels of the government are adopted according to the program budgeting system	Not required	
		Develop the training program for representatives of budget	Until enforcement	The Ministry competent for finance	The professional training program is	Develop the training program for the	The time limit starts from 2015

		beneficiaries and create instruction manuals	of the law		developed on the basis of recommendations of the needs analysis; instruction manuals are created and printed	representatives of budget beneficiaries and create instruction manuals	
		Conduct the training program and distribute instruction manuals	Until enforcement of the law	The Ministry competent for finance	General remark No.7	In accordance with the training program (300,000 per training)	General remark No. 4
3.2.2.1.2	Public disclosing of the annual report on the work of budgetary inspection submitted to the National Assembly	Publish the annual report on the website	annually	The Ministry competent for finance	Published annual reports are accessible to the citizens	Not required	
3.2.2.1.3	Establishing an electronic system for the monitoring of public spending by members of the Parliament from the state budget	Conduct the needs analysis	4 months	The Ministry competent for finance	The needs analysis is conducted	Not required	General remark No. 2
		Distribute qualified personnel in accordance with the needs analysis	15 months	The Ministry competent for finance	Qualified personnel is distributed in the number that matches the needs analysis	In accordance with the systematization (min. gross. 30,000 per employee)	General remark No. 3
		Implement a project for the establishment of the e-system	18 months	The Ministry competent for finance	A report on the project implemented	In accordance with the needs analysis	Take into consideration that the UTIN envisages implementation of the e-system for the monitoring of public spending from the state budget by members of the Parliament (implementation is expected to take place by 2015)
		Develop the professional training program	10 months	The Ministry competent for finance	The professional training program is developed	Not required	
		Implement the professional training program	Until the application of the e-system	The Ministry competent for finance	General remark No. 7	In accordance with the needs (min. 300,000 per training)	General remark No. 4
3.2.2.1.4	Establish mechanisms for conducting effective control of appropriateness and accountability for the spending of public funds	Conduct an analysis of regulations governing the appropriateness and accountability for the spending of public funds	12 months	The Ministry competent for finance	The analysis is conducted	Not required	The working group should include representatives of the budget inspection, SAI, Public Procurement Office, etc.
		Develop and submit to the Government draft laws on amendments to the law in accordance with the analysis	15 months	The Ministry competent for finance	Draft laws on amendments to the law are submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit proposed laws on amendments to the law to the National Assembly	17 months	The Government	Proposed laws on amendments to the law are submitted to the National Assembly	Not required	
		Adopt the law on amendments to the law	19 months	The National Assembly	Laws on amendments to the law are adopted	Not required	
3.2.2.1.5	Establishing complete records on publicly owned property and its beneficiaries	Develop and regularly update complete records on publicly owned property and its beneficiaries, and publish it	12 months	The Republic Property Directorate of the Republic of Serbia	Complete records on publicly owned property and its beneficiaries is established and published	In accordance with the needs	
		Review the conversion of the right to use at developed and undeveloped land owned by the state, and transfer into the right of public ownership in favor of the Republic of Serbia, autonomous province and local self-government units	12 months	The Republic Property Directorate of the Republic of Serbia	A report on the number and result of conducted reviews of conversion	In accordance with the needs	

3.2 PUBLIC FINANCE							
3.2.2.2.	Objective	Consistent application of the Law on Public Procurements and keeping records on the actions of competent authorities related to the irregularities found in their reports					
	Indicator	The scope and nature of irregularities determined in reports of competent supervisory and regulatory authorities.					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.2.2.2.1	Updating the Public Procurement Development Strategy in the Republic of Serbia starting from current changes to the regulatory and institutional framework	Develop and submit to the Government a proposed amendments to the Public Procurement Development Strategy in the Republic of Serbia	6 months	The Ministry competent for finance	Proposed amendments to the Public Procurement Development Strategy in the Republic of Serbia are submitted to the Government	Not required	With involvement of the Public Procurement Office
		Adopt amendments to the Public Procurement Development Strategy in the Republic of Serbia at the Government's meeting	8 months	The Government	The Government adopted amendments to the Public Procurement Development Strategy in the Republic of Serbia	Not required	
3.2.2.2.2	Defining criteria and methods for determining appropriateness of public procurements and accountabilities, if there is no appropriateness	Adopt by-laws establishing clear criteria and methods for the assessment of appropriateness	6 months	The Public Procurement Office	By-laws are adopted	Not required	
3.2.2.2.3	Developing a model of an internal plan for prevention of corruption in public procurements to be used by ordering parties when developing their own internal plans	Develop and adopt the model	6 months	The Public Procurement Office	The model of internal anti-corruption plan is adopted	Not required	
3.2.2.2.4	Developing a model for adoption of internal acts of ordering parties used for precise governing of the public procurement procedure, including recording of any action taken and determining personal accountability for the appropriacy of an action	Develop and adopt the model	6 months	The Public Procurement Office	The model of internal anti-corruption plan is adopted	Not required	
3.2.2.2.5	Introducing records on actions of competent authorities related to irregularities found in the reports submitted by control and regulatory bodies	Introduce records on actions	12 months	The Ministry competent for finance	Records are kept	Not required	
3.2.2.2.6	Regulating a procedure for recording and reporting on execution of contractual obligations of bidders	Develop and adopt a by-law governing the procedure of recording and executing contractual obligations and prescribing a clear obligation about who shall take prescribed measures in case of default of the bidder	6 months	The Public Procurement Office	The by-law is adopted	Not required	
3.2.2.2.7	Increasing transparency of public procurement procedures	Improve the Public Procurement Portal so that procurement plans and other relevant acts and information on public procurements become accessible to the public	24 months	The Public Procurement Office	Plans for procurement and other relevant plans and information on public procurements are available to the public through the Portal; Report of the Public Procurement Office	Not required	
3.2.2.2.8	Introducing e-procurements and e-bidding in order to reduce the influence of the "human factor"	Conduct a feasibility analysis	12 months	The Public Procurement Office	The feasibility analysis is conducted	Costs of analysis	
		Establish an electronic procurement and bidding system	36 months	The Public Procurement Office	The electronic system is established	Min. 50,000,000	
3.2.2.2.9	Strengthening capacities of regulatory and control bodies in the field of public procurement, particularly in the Public	Make a list of regulatory and control bodies in the field of public procurement	6 months	The Public Procurement Office	A list of regulatory and control bodies in the field of public procurement is made	Not required	

	Procurement Office considering new powers granted by the Public Procurement Law	Conduct a needs analysis	12 months	Anybody from the list shall conduct the needs analysis on its own	The needs analysis is conducted	Not required	General remark No. 2
		Employ professional personnel in accordance with the needs analysis	30 months	Regulatory and control bodies from the list	The number and structure of the employed personnel matches the needs analysis	According to the systematization (min. gross 50,000 per employee)	General remark No. 3
		Develop a professional training program in accordance with the needs analysis	18 months	Regulatory and control bodies referred to in the list	The professional training program is developed on the basis of the needs analysis	According to the needs analysis	
		Implement the professional training program	ongoing	Regulatory and control bodies referred to in the list	General remark No. 7	In accordance with the needs (min. 300,000 per training)	
		Provide equipment in accordance with recommendations from the needs analysis	48 months	Regulatory and control bodies referred to in the list	Equipment is provided in accordance with the needs analysis; a report on provided equipment is submitted	In accordance with the needs analysis	General remark No. 4
3.2.2.2.10	Implementing final decisions of the Republic Commission for Protection of Rights in the Public Procurement, in all cases	Amend regulations in order to establish clear procedures for complying with decisions of the Commission for the Protection of Rights in Public Procurement Procedures	12 months	The Ministry competent for finance	Regulations are amended	Not required	The report should contain information on the number of decisions implemented
		Monitor implementation of decisions of the Commission for the Protection of Rights in Public Procurement Procedures	ongoing	The Republic Commission	A report on the work of the Republic Commission for the Protection of Rights in Public Procurement Procedures	Not required	
3.2.2.2.11	Educating on the application of new solutions in the field of public procurements	Develop a training program and create instruction manuals	10 months	The Public Procurement Office	The training program is developed on the basis of recommendations from the needs analysis; instruction manuals are created and printed		The manual should contain models of the acts to be adopted in the public procurement procedure, as well as examples of good practice
		Develop and implement the training program and distribute instruction manuals	24 months	The Public Procurement Office	General remark No. 7	In accordance with the needs (min. 300,000 per training)	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.2. PUBLIC FINANCE							
3.2.2.3	Objective	Improve cooperation and coordination between relevant institutions in combating corruption at all levels of the government.					
	Indicator	The percentage of cases related to public procurements processed within the defined time limits will be increased by 30% by the end of 2017 in comparison to 2012					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.2.2.3.1	Improving cooperation and coordination of anti-corruption activities between relevant institutions in the field of public finance	Conclude a memorandum of cooperation between the Public Procurement Office, the Republic Commission for Protection of Rights in the Public Procurement, the Ministry of Finance and Economy, the Public Audit Institution, the Anti-Corruption Agency, the Anti-Corruption Council and the Commission for the Protection of Competition	6 months	The Public Procurement Office	The memorandum is concluded	Not required	General remark No. 5
3.2.2.3.2	Training members of the police and public prosecutor's office in public procurement for the purposes of conducting more	Develop a professional training program and create instruction manuals	6 months	The Judiciary Academy	The professional training program is developed on the basis of the needs analysis;	5,000,000	

	effective investigations of criminal offenses and training judges for the purposes of more efficient judicial proceedings in cases of determining criminal responsibility in the field of public procurements, and training magistrates for the purposes of more efficient conduct of proceedings related to offenses prescribed by the Law on Public Procurement	Implement the professional training program and distribute instruction manuals	ongoing		instruction manuals are created and printed		
					General remark No. 7	According to the program and needs (min. 300,000 per training)	
3.2.2.3.4	Introducing records on actions of magistrates courts, prosecutor's office and courts of general jurisdiction related to the irregularities found in reports submitted by the SAI and Public Procurement Office	Educate employees in the SAI and Public Procurement Office about characteristics and apparent features of corruption offenses	15 months	The Judiciary Academy	The number of training sessions	In accordance with the needs (min. 300,000 per training)	
		The SAI and Public Procurement Office submit misdemeanor reports and submit their findings to the competent prosecutor	ongoing	SAI and Public Procurement Office	The number of reports	Not required	
		A new register of cases of corruption offenses contains records of actions of competent authorities on the basis of findings of the SAI and Public Procurement Office	ongoing (from the moment the register is created)	The public authority that keeps the register of corruption offenses	A report on work	Not required	
3.2.2.3.5	Establishing efficient cooperation with CSO and regulatory, control and repressive authorities in prevention and combating corruption in public procurements	Develop a training program and manuals for prevention and combating corruption in public procurements	6 months	The Judiciary Academy	The training program is developed; manuals are created and printed;	5,000,000	In cooperation with the Public Procurement Office
		Conducting specialized seminars and workshops	24 months	The Judiciary Academy	General remark No. 7	In accordance with the needs (min. 300,000 per training)	
		Introduce records on actions of competent authorities upon CSO reports in a new register of cases of corruption offenses	ongoing	The public authority that keeps the register of corruption offenses	A register of corruption offenses contains records on actions of competent authorities upon CSO reports	Not required	

### 3.2.3 Public Internal Financial Control, External Audit and Protection of EU Financial Interests

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.2 PUBLIC FINANCE							
3.2.3.1	Objective	Establish and develop a system for public internal financial control in the public sector at all levels of the government					
	Indicator	The percentage of public authorities that have an internal audit unit that produced at least one report increased by min. 50% by the end of 2017. An average number of offenses of public authorities established by the State Audit Institution will be decreased by 75% by the end of 2017					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.2.1.1	Regulating by the law the position of internal auditors and ensuring functional and operational independence of the internal audit and defining financial management and control principles, as well as the function and activities of the CHU.	Conduct an analysis of harmonization between existing regulations and EU standards, comparative solutions and best practice	6 months	The Ministry competent for finance	The analysis is conducted	1,600,000 (information on best practices)	The measure may be executed through amendments to the Law on the Budget System or through adoption of the law governing internal control or internal audit, depending on the results of the harmonization analysis
		Develop and submit the Draft law to the Government	12 months	The Ministry competent for finance	The Draft law is submitted to the Government	1,600,000 (costs of public hearings)	The working group should include auditors with the longest practical experience in internal audit.
		Submit a proposed law to the National Assembly	15 months	The Government	The proposed law is submitted		
		Adopt the Law	20 months	The National Assembly	The Law is adopted	Not required	
3.2.1.2	Applying regulations in the field of public internal financial control in the public sector	Compose an annual report on whether and what beneficiaries of public funds consistently perform	annually	The Ministry competent for finance	The Central Harmonization Unit of the Ministry	Not required	The Consolidated Annual Report on the status of internal financial control in the public sector in the

		their obligations of adopting plans for the implementation and development of the financial management and control system, determining a manager responsible for financial management and control, adopting internal acts and procedures related to financial internal control, as well as submitting an annual report to the Central Harmonization Unit			competent for finance created a consolidated annual report on the status of internal financial control in the public sector in the Republic of Serbia, which presents whether and what beneficiaries of public funds performed their obligations		Republic of Serbia is published on the website of the Ministry competent for finance. The measure refers to the obliged parties defined by the Law on the Budget System
3.2.1.3	Building capacities of beneficiaries of public funds that have implemented their own internal audit	Introduce obligations for beneficiaries of public funds – defined by the Law on the Budget System, to make an assessment of the required number of executive parties (in terms of risks, complexity of operations and amount of funds disposed by a beneficiary of public funds), to harmonize systematization, salaries and number of executive parties with results of the assessment and to inform the Central Harmonization Unit about execution of these obligations	6 months after adoption of the law	CHU	Obligations for beneficiaries of public funds are introduced	20,000,000 per year	The measure refers to the beneficiaries defined by the Law on the Budget System. Harmonize salaries and the awarding system for authorized internal auditors in accordance with the Internal Financial Control Strategy in the public sector of the Republic of Serbia
		Enter data on the execution of these obligations in the Consolidated Annual Report on the situation in terms of internal financial control in the public sector	15 months after adoption of the law	CHU	The Consolidated Annual Report on the situation in terms of internal financial control in the public sector in the Republic of Serbia contains data on these obligations	Not required	
		Develop a training program for internal auditors in the fields that may be the subject of the audit, as well as in possible different actions in cases of detecting significant irregularities or frauds	6 months	CHU	The training program for internal auditors is developed	Not required	
		Implement the training program for internal auditors in the fields that may be the subject of the audit, as well as in possible different actions in case of detecting significant irregularities or frauds	ongoing	CHU	General remark No. 7	RSD 10,000,000 per year	Until 31 December 2012, the total of 141 internal auditors were certified in the public sector (ministries, companies, institutions, agencies, insurance funds)
3.2.1.4	Building CHU capacities	Conduct the needs analysis	12 months	The Ministry competent for finance	The needs analysis is conducted	Not required	General remark No. 2
		Employ qualified personnel in accordance with the needs analysis	30 months		The number and structure of the employed personnel matches the needs analysis	According to the systematization (min. gross 50,000 per employee)	General remark No. 3
		Develop a professional training program in accordance with the needs analysis	18 months	CHU	The professional training program is developed on the basis of the needs analysis	According to the needs analysis	
		Implement the professional training program	ongoing		General remark No. 7	In accordance with the needs (min. 300,000 per training)	
		Enable connection of the CHU with other participants in the public internal financial control, as well as with employees in CHUs in other countries	ongoing	The Ministry competent for finance	A report on connecting	Not required	

3.2.1.5	Increasing the number of trained managers and employees in the public sector in the assembly and importance of the financial management and control system	Organize and conduct training in internal control function	ongoing	CHU	General remark No. 7	10,000,000	
3.2.1.6	Increasing the number of trained internal auditors	Organize trainings for internal auditors and certification	ongoing	CHU	General remark No. 7	60,000,000	Train internal auditors to conduct harmonization audits, financial audits, IT audits and performance audits, or combinations of the above stated types of audits, as well as possible different actions in cases of detecting significant irregularities or frauds
3.1.2.7	Creating e-records on the parties obliged to introduce the public internal financial control at all levels	Create software, define what data are necessary and collect and enter information on obliged parties	12 months	The Ministry competent for finance	Transparent e-records are created with all defined data, and are regularly updated	2,000,000	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.2. PUBLIC FINANCE							
3.2.3.2	Objective	Change the legal framework to ensure complete financial and operational independence of the SAI in accordance with the standards of the International Organization of Supreme Audit Institutions (INTOSAI) and carry out the audit of appropriacy					
	Indicator	An independent assessment of all the levels of compliance with INTOSAI demonstrates compliance					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.2.3.1	Amending the Law on the State Audit Institution which ensures complete financial and operational independence	Develop and submit a proposed law on amendments to the Law to harmonize it with the standards of the International Organization of Supreme Audit Institutions (INTOSAI)	10 months	The Government	The proposed law on amendments to the Law is in accordance with INTOSAI standards	1,600,000 (information on best practices; costs of public hearings)	Extend the term of office of Council members and other SAI officials to be longer than term of office of the legislative and executive officers, ensure that the SAI official, whose term of office is terminated, continues professional work in SAI. Increase the number of deputies that can initiate dismissal of Council members. Strengthen financial independence and immunity of Council members
		Adopt the Law on amendments to the Law	12 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.2.3.2	Building SAI capacities and improving working conditions by increasing the number of employees and permanent resolving of the problem of premises for work	Increase the number of employees in accordance with the SAI staffing plan	15 months	SAI	The staff is employed in accordance with the SAI staffing plan	In accordance with the SAI staffing plan (min. gross 50,000 per employee)	General remark No. 3
		Ensure adequate office space that can be staffed with appropriate SAI employees	15 months	The Government	SAI is moved to new premises	RSD 150,000 per month (the rent)	The whole institution at one place

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.2. PUBLIC FINANCE							
3.2.3.3	Objective	Establish and develop the system for prevention, detection, reporting and treatment of irregularities using means from EU funds and funds of other international institutions and organizations					
	Indicator	Positive EU assessment of the prevention system established in Serbia					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.2.4.1	Improving the normative framework that governs prevention, detection, reporting and treatment of irregularities in the context of use of means from EU funds	Adopt amendments to the Regulation of the European Union on Decentralized Development Assistance Fund Management as part of IPA	6 months	The Government	Amendments are adopted	Not required	In developing amendments consult donors
		Develop the Law governing IPA in the program period 2014-2020 and submit it to the Government	6 months	The Ministry competent for finance	The Draft law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit a proposed law to the National Assembly	8 months	The Government	The proposed law is submitted		

		Adopt the Law	10 months	The National Assembly	The Law is adopted	Not required	
3.2.4.3.	Conducting campaigns for raising awareness about the need for conscientious management of funds	Develop a campaign program	2 months after adoption of the Law	The Ministry competent for finance	The campaign program is developed	Not required	The work involves donors and NGOs
		Conduct the campaign according to the program	12 months after adoption of the Law		The campaign is conducted according to the program; a report on conducted campaign	5,000,000	
3.2.4.5.	Establishing an organizational unit for combating irregularities and frauds in the Ministry of Interior (AFCOS) as a mechanism of cooperation of competent institutions with the European Anti-Fraud Office (OLAF)	Modify the Rulebook on the Systematization of Job Positions in the Ministry of Interior	8 months	The Ministry of Interior	The Rulebook on the systematization of posts is modified in order to establish a new organizational unit AFCOS	Not required	
		Provide adequate space for the operation of the AFCOS office	10 months		AFCOS has adequate offices for work	In accordance with the needs	
		Employ personnel in accordance with the modified systematization	10 months		The number and structure of the employed personnel matches the modified systematization	In accordance with the systematization (min. gross 50,000 per employee)	
		Develop a professional training program for employees in AFCOS	18 months		The training program is developed	Not required	
		Conduct the professional training program for employees in AFCOS	ongoing		General remark No. 7	In accordance with the needs (min. 300,000 per training)	

### 3.3. Privatization and Public-Private Partnership

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.3 PRIVATIZATION AND PUBLIC-PRIVATE PARTNERSHIP							
3.3.1	Objective	Change the legal framework to eliminate risks of corruption in the regulations governing the procedure and control of privatization, reorganization and bankruptcy of the companies with state and social capital					
	Indicator	The number of supervisions of the procedures of privatization of restructuring and bankruptcy of the companies with public and social capital will be increased by 30% by the end of 2017 in comparison to 2012					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.1.1.1	Conducting the analysis of provisions of the regulations regulating the procedures of privatization, reorganization and bankruptcy in terms of the risk of corruption	Conduct an analysis of regulations on the basis of the ACA methodology	6 months	The Ministry competent for finance and economy	A report on the analysis of regulations	Not required	The analysis involves representatives of the PPORS, the SCC, the Privatization Agency, the Anti-Corruption Agency, the Council, the MoI, the Ministry competent for justice and the CSO dealing with these issues
3.3.1.2	Amending the Privatization Law (possibly other laws, if necessary), in accordance with the analysis, to eliminate deficiencies that provide for corruption in the procedures of privatization, reorganization and bankruptcy	Develop a Draft law on amendments to the Law that complies with the analysis, and submit it to the Government	15 months	The Ministry competent for finance	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	Specify the subject of privatization and allocation of strategic resources (e.g. electricity, water supply, telecommunications network, etc.), the manner of advertizing the privatization process and increase publicity of the privatization process; precisely define ways of deciding on the method of privatization and control of privatization agreements; prescribe the obligation of investigating the economic importance of restructuring, contents of the privatization agreement and financial statement, criteria for the appointment of the director of the Privatization Agency; the land ownership structure must first be considered for the privatization
		Submit a proposed law on amendments to the Law to the National Assembly	17 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	18 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	

							procedure; regulate cases in which the government directly or through public companies undertakes obligations in case the buyer of a privatized company does not fulfill its obligations, etc.
3.1.1.3	Amending the Law on Bankruptcy and the Law on the Agency for Licensing of Bankruptcy Trustees to eliminate deficiencies that provide for corruption, in accordance with the analysis	Develop draft laws on amendments to the law, which is in accordance with the analysis, and submit them to the Government	15 months	The Ministry competent for finance	Draft laws on amendments to the Law are submitted to the Government	Not required	Specify the manner of determining classes of creditors, expert's evaluation of the property value (with or without encumbrance); the bankruptcy trustee must be legally obliged to analyze operations of the debtor prior to the commencement of the bankruptcy procedure, to identify reasons that led to the bankruptcy and to notify creditors by submitting a detailed report; delete an exception that the bankruptcy judge can select a bankruptcy trustee, and specify greater powers of the assembly of creditors to dismiss a bankruptcy trustee; specify powers and procedures involving the Privatization Agency
		Submit a proposed law on amendments to the law to the National Assembly	17 months	The Government	The law on amendments to the law is submitted to the National Assembly	Not required	
		Adopt laws on amendments to the law	18 months	The National Assembly	The laws on amendments to the law are adopted	Not required	
3.1.1.4	Harmonizing by-laws with amendments to the law	Adopt by-laws that are harmonized with amendments to the law	21 month	The Ministry competent for finance	Adopted by-laws are harmonized with amendments to the law	Not required	The measure refers to the amendments of the law referred to in previous measures within this objective pointed to by the corruption risk analysis
3.1.1.5	Conducting professional training of employees in new solutions of the regulations before its implementation	Develop a professional training program and instruction manuals	20 months	The Ministry competent for finance and economy	The professional training program is developed; instruction manuals are created and printed	Not required	
		Conduct professional training program and distribute instruction manuals	ongoing		General remark No. 7	In accordance with the training program (RSD 300,000 per training)	
3.1.1.6	Conducting campaigns for informing the citizens about the procedure	Develop a program for the campaign	6 months	The Ministry competent for finance	The campaign program is developed	Not required	The time limit shall start from the moment of entry into force of the law on amendments to the law referred to in this objective
		Conduct the campaign according to the program	ongoing	The Ministry competent for finance	The campaign is conducted according to the program; a report on the conducted campaign	5,000,000	The training program should include CSOs dealing with these issues

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.3 PRIVATIZATION AND PUBLIC-PRIVATE PARTNERSHIP							
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
	<b>Indicator</b>	The number of the procedures of control of restructuring, bankruptcy and ownership transformation of the companies with public and social capital on the basis of alleged corruption will be decreased by 30% in comparison to 2012.					
3.3.2.1	Establishing the system of continuous and compulsory coordination between the Privatization Agency and respective public bodies and authorities for the purposes of proactive approach to the prevention of the risk of corruption in this field	Conclude a memorandum of cooperation with the MoI, PPORS, SCC, Agency and Council	3 months	The Privatization Agency	The memorandum of cooperation is concluded with the MoI, PPORS, SCC, Agency and Council	Not required	General remark No. 4
		Organize semi-annual meetings	semi-annually in relation to the conclusion	The Privatization Agency	Meeting minutes	Not required	Involve the MoI, PPORS, SCC, the Anti-Corruption Agency, and the Council

			of the memorandum				
		Define a manual of good practice and ways of actions, in this field, as a preventive action mechanism	12 months	The Privatization Agency	The manual is published and available on the website of the Privatization Agency	5,000,000	Required cooperation with the MoI, RPPPO, SCC, the Anti-Corruption Agency and the Council
3.3.2.2	Developing and conducting the program of mutual professional training of the authorities participating in the privatization process and the authorities competent for the prevention and criminal prosecution of cases of corruption	Create a professional training program	6 months	The Judicial Academy	The professional training program is submitted	Not required	
		Conduct the professional training program	ongoing	The Judicial Academy	General remark No. 7	In accordance with the needs (min. 300,000 per training)	
3.3.2.3	Conducting an analysis of powers of the Ministry competent for finance to control the appropriacy of work of the Privatization Agency	Conduct an analysis of powers and problems in the oversight of appropriacy of work of the Privatization Agency	6 months	The Ministry competent for finance	The analysis is conducted	Not required	
		Suggest amendments to regulations or take other measures resulting from the analysis of powers in the supervision of the appropriacy of work of the Privatization Agency	12 months		The measures are taken resulting from the analysis of powers and problems in the supervision of the appropriacy of work of the Privatization Agency	Depending on the analysis	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.3 PRIVATIZATION AND PUBLIC-PRIVATE PARTNERSHIP							
3.3.3.	<b>Objective</b>	<b>Eliminate risks of corruption in the field of public-private partnerships and concessions and its consistent application</b>					
	<b>Indicator</b>	Analysis of effects of the Law on Public-Private Partnerships and Concessions does not indicate to a very high risk of corruption					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.3.3.1	Conducting an analysis of the risk of corruption of the Law on Public-Private Partnership and Concessions and degree of compliance with other laws	Conduct the analysis of risk of corruption and degree of compliance with other laws	12 months	The Ministry competent for finance	An analysis of risk of corruption is conducted; an analysis of compliance with other laws is conducted	1,600,000 (information on best practices)	Formulate precise, clear and objective criteria for determining a "balanced relation" in the sharing of risks between partners; specify competences of the Public-Private Partnership Commission to prevent a potential conflict of interest in practice, having in mind the provision of the Law that the Commission shall give its opinion in the procedure of approval of a public-private partnership in whose preparation it is involve
3.3.3.2	Adopting amendments to the Law on the Public-Private Partnership in accordance with the analysis	Develop a Draft law on amendments to the Law, which is in accordance with the analysis, and submit it to the Government	18 months	The Ministry competent for finance	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit a proposed law on amendments to the Law to the National Assembly	20 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	22 months	The National Assembly	The Law on amendments to the law is adopted	Not required	
3.3.3.3	Adopting by-laws to apply the Law on the Public-Private Partnership	Define and adopt by-laws	24 months	The Ministry competent for finance	By-laws are adopted	Not required	
3.3.3.4	Conducting professional training of employees in new solutions of the regulation before its	Develop a professional training program and create instruction manuals	20 months	The Ministry competent for finance	The professional training program is developed on the	Not required	

	implementation				basis of the needs analysis; instruction manuals are created and printed		
		Conduct the professional training program and distribute instruction manuals	ongoing		General remark No. 7	In accordance with the needs (min 300,000 per training)	The professional training program should involve interested civil society organization
3.3.3.5	Conducting campaigns for informing the public about the public-private partnership	Develop a program for the campaign	6 months	The Ministry competent for finance	The campaign program is developed		
		Conduct the campaign according to the program	ongoing		The campaign is conducted according to the program; a report on the conducted campaign	15,000,000	The training program should involve interested civil society organizations
3.3.3.6	Establishing mechanisms for control and transparency of work of the Public-Private Partnership Commission	Regularly publish and update data on the website about the appropriacy of the public-private partnership and concessions	ongoing	The Ministry competent for finance	The data about the appropriacy of the public-private partnership are available at the website and are regularly updated	Not required	General remark No. 8

### 3.4. Judiciary

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.4 JUDICIARY							
3.4.1	Objective	Ensure full independence or autonomy and transparency of the judiciary system in terms of budgetary powers					
	Indicator	The HJC and SPC are fully competent and accountable for the judicial budget until the end of 2017					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.4.1.1	Forming HJC and SPC capacities for independent budget planning and execution	Conduct the needs analysis	6 months	HJC, SPS	The needs analysis is conducted	Not required	General remark No. 2; The analysis conducted in the field of training should involve the Judiciary Academy; the defined time limit can be modified to comply with the activities envisaged in the Strategy for Judicial Reform.
		Modify the act on systematization so that the number of employees in the HJC and SPC Administrative Office matches the needs analysis	15 months	HJC, SPC	The number of employees in the HJC Administrative Office	Not required	General remark No. 3
		Employ new personnel according to the recommendations from the needs analysis	17 months	HJC, CSO	New personnel is employed in accordance with recommendations from the needs analysis	According to the systematization (min. gross 50,000 per employee)	General remark No. 3
		Provide equipment in accordance with the needs analysis	20 months	HJC, CSO	The equipment is procured in accordance with the needs analysis	According to the needs analysis	General remark No. 4
3.4.1.2.	Setting clear criteria for the selection of managers in courts and public prosecutor's offices	Define and adopt criteria	6 months	HJC	Decision on the adoption of criteria, Rulebook on the Systematization of Job Positions	Not required	
			6 months	SPC	Decision on the adoption of criteria, Rulebook on the Systematization of Job Positions	Not required	
3.4.1.3.	Including training and professional development program for employees in the	Conduct an analysis of needs in terms of professional training of employees in the HJC and SPC	6 months	HJC, SPC	The analysis is conducted	300,000 (material for conducting a survey among employees)	

	HJC and SPC Administrative Office into the Judicial Academy training program	Administration Office					
		Develop a training program in accordance with the needs analysis	6 months	The Judiciary Academy	The professional training program is developed on the basis of the needs analysis	Not required	Consult the High Judicial Council and the State Prosecutorial Council
		Conduct the training program	ongoing	The Judiciary Academy	General remark No. 7	In accordance with the needs (min. 300,000 per training)	
		Conduct annual evaluation	annually	The Judiciary Academy	A report on the evaluation of the training program	Not required	
3.4.1.4.	Ensuring transparency of data on HJC and SPC financing	Publish the annual financial statement on the HJC and SPC website	annually	HJC,SPC	The report is published in accordance with the Law on Budget System	Not required	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.4 JUDICIARY							
3.4.2	<b>Objective</b>	<b>Ensure that the process of selection, promotion and accountability of holders of judiciary functions is based on clear, objective, transparent and pre-determined criteria</b>					
	<b>Indicator</b>	Criteria for the selection, promotion and accountability are consistently applied according to the assessment of the holders of judiciary functions (according to a survey conducted on a representative sample) by the end of 2017					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.4.2.1	Harmonizing the Law on Judges and the Law on Public Prosecutor's Office with the Law on the Judicial Academy in terms of the criteria for the first selection for the judicial function	Develop a draft law on amendments to the law and submit it to the Government	8 months	The Ministry competent for justice	The Draft law on amendments to the law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit proposed laws on amendments to the law to the National Assembly	10 months	The Government	Proposed laws on amendments to the law are submitted to the National Assembly	Not required	
		Adopt laws on amendments to the law	12 months	The National Assembly	Laws on amendments to the law are adopted	Not required	General remark No. 2
3.4.2.2.	Amending the Rulebook on the contents and manner of taking the entrance exam so as to increase transparency in the process of enrolment to the Judicial Academy	Form a working group for drafting the Rulebook	12 months	The Judicial Academy	A decision on forming a working group	Not required	
		Draft and adopt the Rulebook	16 months	The Judicial Academy	The Rulebook is adopted	Not required	
3.4.2.3.	Promoting the initial and ongoing training at the Judicial Academy among students of law universities, judicial and prosecutorial assistants and interns	Develop a program for organizing information seminars and create information material	6 months	The Judicial Academy	The program for creating information material is developed	In accordance with the needs (min. 1,000,000)	
		Implement the plan for information seminars and distribute the information material	ongoing	The Judicial Academy	General remark No. 7	In accordance with the needs (min. 5,000,000)	
3.4.2.4	Amending the Law on the Judicial Academy, the Law on High Judicial Council, the Law on the State Prosecutorial Council, so to introduce mandatory ongoing training for all holders of judicial functions	Develop draft laws on amendments to the law and submit them to the Government	8 months	The Ministry competent for justice	Draft laws on amendments to the law are submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit proposed laws on amendments to the law to the National Assembly	10 months	The Government	Proposed laws on amendments to the law are submitted to the National Assembly	Not required	
		Adopt laws on amendments to the law	12 months	The National Assembly	Laws on amendments to the law are adopted	Not required	
3.4.2.5	Adopting a normative framework that defines clear and objectively measurable criteria and procedures for selection and	Develop and adopt the Rulebook on the criteria and procedures for selection and progress of holders of the judicial function	6 months	HJC	The Rulebook on the criteria and procedures for selection and progress	Not required	

	progress of holders of the judicial function (criteria that will be objectively measured)	Develop and adopt the Rulebook on the objective criteria and procedures for selection and progress of holders of the deputy public prosecutors' function	6 months	SPC	of holders of the judicial function and deputy public prosecutors is in effect	Not required	
		Publish HJC and SPC Rulebooks on their website	6 months	HJC, SPC	HJC and SPC Rulebooks are published on their websites	Not required	
3.4.2.6	Establishing transparency in the process of selection of a candidate of the holders of the judicial function and deputy public prosecutors' function	Publish a ranking of candidates who applied, in accordance with legal protection of personal data	ongoing	HJC, SPC	The ranking of candidates is published on the website	Not required	General remark No. 8
		Publish a decision on the selection of a candidate with a statement of reasons made in accordance with criteria	ongoing	HJC, SPC	The decision on the selection of a candidate is published together with the statement of reasons	Not required	General remark No. 8
3.4.2.7	Adopting a normative framework that defines clear criteria and procedures for the responsibility of holders of judicial and public prosecutor's function	Implement provisions of the Rulebook on a disciplinary procedure and disciplinary accountability in order to establish a functional system of the disciplinary prosecutor and disciplinary commission	ongoing	HJC, SPC	The number of processed holders of judiciary functions	Not required	
		Conduct an analysis of effects of application of the Rulebook	ongoing	HJC, SPC	A risk analysis document is prepared	Not required	
		Amend the Rulebook so to precisely define more serious breaches of the Code of Ethics as well as other improvements identified with the analysis of effects of application	6 months after the analysis has been conducted	HJC, SPC	Amendments to the Rulebook are adopted	Not required	
3.4.2.8.	Conducting an analysis of what data could be treated as confidential in a personal record and harmonizing the Law on the Public Prosecutor's Office and the Law on Judges with the Law on Data Secrecy and the Law on the Anti-Corruption Agency	Conduct an analysis on what data should be considered confidential in a personal record and an analysis of compliance with the stated laws	6 months	HJC, SPC	The analysis is conducted	500,000 (information on best practices)	The activity should be conducted by involving the Commissioner for Information of Public Importance and MJ
		Develop a Draft law on amendments to the law and submit it to the Government	8 months	The Ministry competent for justice	Draft laws on amendments to the law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit a proposed law on amendments to the law to the National Assembly	10 months	The Government	Proposed laws on amendments to the law is submitted to the National Assembly	Not required	
		Adopt laws on amendments to the law	12 months	The National Assembly	Laws on amendments to the law is adopted	Not required	
3.4.2.9.	Establishing a procedure for regular publishing of statistical data and practices of HJC and SPC disciplinary authorities referring to the number of reports, types of violations, types and number of decisions, the period in which a matter was resolved	Semi-annually publish statistics on the HJC/SPC website	ongoing, semi-annually	HJC, SPC	Reports are published on the website semi-annually	Not required	

<b>The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018</b>							
<b>3.4 JUDICIARY</b>							
<b>3.4.3</b>	<b>Objective</b>	<b>Establish efficient and proactive actions in detecting and prosecuting criminal offenses related to corruption</b>					
	<b>Indicator</b>	The number of criminal proceedings related to corruption resulting in judgments will be increased by 30% until the end of 2017 in comparison to 2012					
<b>No.</b>	<b>Measure</b>	<b>Activity</b>	<b>Time limit</b>	<b>Responsible entities</b>	<b>Indicators</b>	<b>Required resources</b>	<b>Remarks</b>

3.4.3.1	Creating a multidisciplinary training program for conducting proactive investigations for the police, Military Security Agency, prosecution and court	Conduct an analysis of past experiences in the field of legality and admissibility of evidence gathered during investigation and special investigative actions	12 months	SCC, PPORS	The analysis document is prepared and adopted	1,600,000 (information on best practices)	
		Integrate analysis results in the training program	18 months	The Judiciary Academy	The analysis document is adopted	Not required	
		Prepare a manual for the use of special investigative techniques	15 months	The Judiciary Academy	The manual is published	5,000,000	
		Conduct training plan and distribute instruction manuals	ongoing	The Judiciary Academy	General remark No. 7	In accordance with the needs (min 300,000 per training)	
3.4.3.2	Implementing and developing a proactive investigation process	Create statistics about initiated proactive investigations (use special techniques and act on the initiative of the police and prosecutor's office)	12 months	PPORS, The Ministry of Interior	The number of initiated proactive investigations has increased in comparison to the previous year	Not required	
		Keep records of proactive actions related to corruption offenses	ongoing		Records are created	Not required	
3.4.3.3	Amending the Law on Seizure and Confiscation of the Proceeds from the Crimes so to introduce an obligation for MoI to submit to the prosecutor's office a completed financial investigation in addition to a criminal charge	Develop a Draft law on amendments to the Law and submit it to the Government	3 months	The Ministry competent for justice	Draft laws on amendments to the Law are submitted to the Government	1,600,000 (costs of public hearings)	
		Submit a proposed law on amendments to the Law to the National Assembly	5 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	6 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.4.3.4	Building capacities of judicial authorities for conducting proactive investigations	Conduct the needs analysis in terms of increasing the number of deputy public prosecutors and their specialization	6 months	PPORS, SPC	The needs analysis is conducted	Not required	
		Increase the number of deputy public prosecutors in accordance with the analysis that act in corruption offense cases in the POOC, special division of higher prosecutor's offices	15 months	PPORS, SPC	The number of deputy public prosecutors in the POOC and higher prosecutor's offices matches recommendations from the needs analysis	According to the systematization (min. net 80,000 per employee)	
		Develop a specialized training program for deputy public prosecutors and judges on the basis of the needs analysis	7 months	The Judicial Academy	The specialized training program is developed on the basis of recommendations from the needs analysis	Not required	In developing the program consult PPORS, SPC and HJC
		Implement the specialization program	ongoing	The Judicial Academy	General Remark No. 7	In accordance with the needs (min. 300,000 per training)	
3.4.3.5	Continuous training of judges and prosecutors in financial investigation	Develop the training program and training manuals	6 months	The Judicial Academy	The training program and training manuals are developed	5,000,000	Program and manual development should involve HJC and SPC
		Every year, the HJC and SPC prescribe the number of days of training of judges and prosecutors	annually	The High Judicial Council, the State Prosecutorial Council	The act providing for mandatory training days is adopted	Not required	
		Implement the training program and distribute training manuals	ongoing	The Judicial Academy	General Remark No. 7	In accordance with the needs (min. 300,000 per training)	
3.4.3.6	Changing the legal framework so to enable sending MoI members	Conduct an analysis on what laws should be amended to enable	1 month	PPORS, MoI	The analysis is conducted	Not required	

	to the POOC	sending MoI members to the POOC					
		Develop a draft law on amendments to the law and submit it to the Government	3 months	The Ministry competent for justice, MoI	Draft laws on amendments to the law are submitted to the Government	1,600,000 (costs of public hearings)	
		Submit a proposed law on amendments to the law to the National Assembly	3 months	The Government	Proposed laws on amendments to the law are submitted to the National Assembly	Not required	
		Adopt laws on amendments to the law	3 months	The National Assembly	Laws on amendments to the law are adopted	Not required	
3.4.3.7	Harmonizing records of court deposits with the situation of CD cases ( <i>Corpus delicti</i> cases), especially drugs and money	Update and harmonize the records and situation of CS cases in court deposits	semi-annually	Court presidents	Records in court deposits show the true situation of CD cases	Not required	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.4 JUDICIARY							
3.4.4		Objective	Improve the substantive criminal law and harmonize it with international standards				
		Indicator	All GRECO recommendations are implemented. All necessary UNCAC standards are fulfilled.				
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.4.4.1	Amending the Criminal Code so to introduce the criminal offense of Illicit enrichment	Develop a Draft law on amendments to the Criminal Code and submit it to the Government	9 months	The Ministry competent for justice	The Draft law on amendments to the Criminal Code is submitted to the Government	1,600,000 (information on best practices, costs of public hearings)	
		Submit a proposed law on amendments to the Criminal Code to the National Assembly	12 months	The Government	The proposed law on amendments to the Criminal Code is submitted to the National Assembly	Not required	
		Adopt the law on amendments to the Criminal Code	15 months	The National Assembly	The Law on amendments to the Criminal Code is adopted	Not required	
3.4.4.2	Improving measures against corruption crimes and industrial criminal offenses by making amendments to the Criminal Code	Develop a Draft law on amendments to the Criminal Code and submit it to the Government	9 months	The Ministry competent for justice	The Draft law on amendments to the Criminal Code is submitted to the National Assembly	1,600,000 (experts, information on best practices, costs of public hearings)	Criminal offenses from the Law on the Anti-Corruption Agency and the Law on Financing Political Activities should be taken into consideration
		Submit a proposed law on amendments to the Criminal Code to the National Assembly	12 months	The Government	The proposed law on amendments to the Criminal Code is submitted to the National Assembly	Not required	
		Adopt the law on amendments to the Criminal Code	15 months	The National Assembly	The Law on amendments to the Criminal Code is adopted	Not required	
3.4.4.3	Conducting a campaign for rising public awareness about implementation of new provisions of the Criminal Code	Develop a program for the campaign	2 months	The Ministry competent for justice	The campaign program is developed	Not required	Time limits shall start from the date of adoption of amendments to the Criminal Code
		Organize and conduct the campaign	6 months		The campaign is conducted according to the program; a report on the conducted campaign	5,000,000	
3.4.4.4	Training holders of judicial functions and police members in new legislation in the Criminal Code	Develop a training program and create instruction manuals	3 months for the program/6 months for manuals	The Judicial Academy	The training program is developed; instruction manuals are created and printed 5,000,000 (for	5,000,000 (for manuals)	Time limits shall start from the date of adoption of amendments to the Criminal Code

					manuals)		
		Implement the training program and distribute instruction manuals	ongoing		General remark No. 7	In accordance with the needs (min 300,000 per training)	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.4 JUDICIARY							
3.4.5	<b>Objective</b>	<b>Establish efficient horizontal and vertical cooperation and exchange of information between the police, prosecutor's offices, judiciary, other public authorities and institutions, regulatory and supervisory bodies, and European and international institutions and organizations</b>					
	<b>Indicator</b>	Average duration of criminal investigations of criminal offenses related to corruption, measured at the annual level, will reduce by 30% until 2017 in comparison to 2012					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.4.5.1	Improving cooperation and coordination in anti-corruption activities between relevant institutions	Conclude a memorandum of cooperation between the police, public prosecutor's offices, judiciary, other public authorities and institutions, which will determine the method of cooperation and focal points	6 months	The Ministry competent for justice	The memorandum on cooperation is concluded	Not required	The memorandum on cooperation should sign the HJC, SPC, MoI, SCC, PPORS, Agency, Public Procurement Office, Tax Administration, and SAI. It is necessary to promote proactive actions, acting upon requests of the Agency and SAI, Tax Administration, Public Procurement Office, etc. General remark No. 4

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.4 JUDICIARY							
3.4.6	<b>Objective</b>	<b>Establish a unique record system (electronic register) for criminal offenses related to corruption, in accordance with the law governing protection of personal data</b>					
	<b>Indicator</b>	The Ministry responsible for justice has a possibility to develop a reliable annual report on cases related to corruption, containing information about investigation, appeals and judgments by the end of 2017					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.4.6.1	Amending by-laws in order to establish a unique methodology for data collection, recording and statistical reporting on criminal offenses related to corruption	Establish a multi-sectoral working group that will determine a single methodology for data collection and statistical reporting	6 months	The Ministry competent for justice	A decision on establishing a multi-sectoral working group, methodology is developed	500,000 (information on best practices)	MJ, PPORS, HJC, SPC, HJC, MoI, POOC
		Define and adopt amendments to by-laws on the basis of the conducted analysis of results of work of the multisectoral group	12 months	The Ministry competent for justice	By-laws are in effect	Not required	General remark No. 8
3.4.6.2	Establishing a system for the monitoring of criminal offense cases related to corruption	Establish a single recording system (electronic register) for criminal offenses related to corruption	18 months	The Ministry competent for justice, the Republic Public Prosecutor's Office, the State Prosecutorial Council, the Supreme Court of Cassation, the High Judicial Council, the Ministry of	The electronic register is put into operation	In accordance with the needs (min.50,000,000)	The measure should be executed in compliance with the general remark No. 8
		Introduce mutually compatible electronic forms in the police, courts and public prosecutor's offices designed for archiving and tracking criminal cases	20 months		Compatible electronic forms are introduced	5,000,000 (costs of creating forms, printing, distribution)	Forms should contain an option for the monitoring of proactive cases, actions upon requests of the Agency, SAI, Tax Administration, Public Procurement Office, etc.
		Establish a system of regular control and exchange of information	22 months	Interior, Prosecutor's Office for Organized Crime	An annual report on work	Not required	General remark No. 8
		Determine focal points responsible for cooperation	22 months		A list of focal points responsible for cooperation is made	Not required	
3.4.6.3	Enabling interconnection between databases on criminal investigations, and/or electronic exchange of information and access to databases by prosecutors and the police, Customs Administration, Tax Administration, Agency and	Conduct a feasibility study	16 months	The Ministry competent for justice	A report on the feasibility study matches recommendations from the feasibility study	1,000,000	Implementation of the measure should involve the Public Prosecutor's Office of the Republic of Serbia, State Prosecutor Council, Supreme Court of Cassation, High Judicial Council, Ministry of
		Adopt a regulation on organizing interconnection of databases by	17 months	The Ministry responsible for justice	Regulations on organizing	Not required	Interior, Prosecutor's Office for Organized Crime.

	other relevant authorities	respecting the confidentiality of legally protected personal data			interconnection of databases are adopted		General remark No. 4 and 8
		Create technical conditions for connecting databases	18 months	The Ministry responsible for justice	Technical conditions are provided and match recommendations from the feasibility study	Depending on the feasibility study (min. 50,000,000)	
		Develop a professional training program in administration and use of a database	20 months	The Judicial Academy, the Criminal and Police Academy	The training program is developed	Not required	
		Implement the professional training program	ongoing	The Judicial Academy, the Criminal and Police Academy	General remark No. 7	In accordance with the needs (min. 300.000 per training)	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.4 JUDICIARY							
3.4.7.	Objective	Improve mechanisms for prevention of conflict of interest in judiciary professions					
	Indicator	The number of procedures initiated by competent authorities due to conflict of interest in judiciary professions increased by 40% until 2017					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.4.7.1	Establishing an efficient mechanism for the control of court experts	Adopt a rulebook that would introduce objective criteria for the selection of court experts and ensure even distribution of court experts to subject matters	6 months	The Ministry competent for justice	The rulebook is adopted	Not required	Introduce adequate criteria in case provisions of the rulebook on even distribution of court experts are not applied
		Introduce mandatory reporting of the court to the Ministry competent for justice on any case when judgment was reversed due to erroneous expert's report	6 months	The High Judicial Council	The form for the stated report, number of reports	Not required	
3.4.7.2	Training holders of judiciary functions in rights and obligations of court experts	Develop the training plan	3 months	The Judicial Academy	The training program is developed	Not required	
		Implement the training program	ongoing	The Judicial Academy	General remark No. 7	In accordance with the needs min. 300,000 per training)	
3.4.7.3	Adopting a rulebook that would regulate a method of use of funds raised through the institution of criminal prosecution delay	Develop the most appropriate method for the procedure of allocation of funds raised through the institution of criminal prosecution delay	6 months	The Public Prosecutor's Office of the Republic of Serbia	The analysis of the methodology is conducted	500,000 (information on best practices)	
		Formulate and adopt the rulebook	8 months		The rulebook is adopted	Not required	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.4 JUDICIARY							
3.4.8.	Objective	Provide adequate resources in the public prosecutor's office and courts for dealing with cases of corruption (capacity building)					
	Indicator	The number of unresolved court cases related to corruption will be decreased by 30% until 2018 in comparison to 2012					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.4.8.1.	Building capacities of judicial authorities for conducting criminal proceedings	Conduct the needs analysis	6 months	The Ministry competent for justice, HJC, SPC	The needs analysis conducted	Not required	The number of deputy public prosecutors and judges, and assistant prosecutors and/or judges acting in criminal offense case procedures in the PPOC, special division of higher prosecutor's offices, has increased
		Employ new personnel in accordance with recommendations from the needs analysis	15 months		The number and structure of the employees matches recommendations from the needs analysis	According to the systematization (min. gross 50,000 per employee)	
		Introduce the professional training system in public prosecutor's offices	ongoing	PPORS, SPC	The number of professionally trained deputy prosecutors and assistant	In accordance with the needs (min. 300,000 per training)	General remark No. 3

					prosecutors		
		Develop a training program for holders of judicial functions	6 months	The Judicial Academy	The training program is developed	Not required	
		Implement the training program for holders of judicial functions	ongoing	The Judicial Academy	General remark No. 7	In accordance with the needs (min. 300,000 per training)	
		Provide equipment in accordance with the needs analysis	25 months	The Ministry competent for justice, HJC, SPC	Equipment is procured in accordance with the needs analysis; a report on the procured equipment is submitted	According to the needs analysis (min. 5,000,000)	General remark No. 4
3.4.8.2	Introducing a team of economic forensics in public prosecutor's offices	Conduct the needs analysis according to the structure of cases and number of deputy public prosecutors	6 months	PPORS, SPC, the Ministry competent for justice	The needs analysis is conducted	Not required	General remark No. 2
Amend the Rulebook on the Systematization of Job Positions in Public Prosecutor's Offices and the Rulebook on Governance in Public Prosecutor's Offices		12 months	Amendments to the Rulebooks are adopted		According to the systematization (min. gross 50,000 per employee)	General remark No. 3	
Employ an appropriate number of economic forensics		24 months	SPC, the Ministry competent for justice	The number and structure of the employees matches the needs analysis	Not required	General remark No. 3	
Develop the training program for economic forensics		12 months	The Judicial Academy	The professional training program is developed on the basis of the needs analysis	Not required		
Conduct the training program for economic forensics		ongoing	The Judicial Academy	General remark No. 7	In accordance with the needs (min. 300,000 per training)		

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.4 JUDICIARY							
3.4.9.	Objective	Adopt a long-term strategy which in a comprehensive manner improves financial investigations					
	Indicator	Determined strategic objectives comprehensively improve efficiency of financial investigations					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.4.9.1.	Adopting a strategy which comprehensively improves efficiency of financial investigations	Conduct a comparative legal analysis, take into consideration experiences from practice and define strategic objectives for achieving more efficient financial investigations	10 months	The Ministry competent for justice	The analysis is conducted	Not required	The working group should include the MoI, PPORS, POOC, HJC, Directorate for Prevention of Money Laundering, Tax Administration, SAI, CSO General remark No. 5
		Develop a strategy regulating the field of financial investigations and submit it to the Government for adoption	12 months	The Ministry competent for justice	A proposal of the strategy regulating the field of financial investigations is submitted to the Government	Not required	
		Adopt the strategy regulating the field of financial investigations	13 months	The Government	The strategy regulating the field of financial investigations is adopted	4,000,000 (costs of the analysis, experts, public hearings)	
3.4.9.2.	Training holders of judicial functions and members of the police and the Military Security Agency in new strategic solutions	Develop a training program	3 months after adoption	The Judicial Academy	The training program is developed	Not required	
		Develop manuals	6 months after adoption		Manuals are created and printed	5,000,000	
		Implement the training program	ongoing		General remark No. 7	In accordance with	

						the needs (min. 300,000 per training)	
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### 3.5. Police

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.5 POLICE							
3.5.1		Objective	Build police capacities required for investigations of criminal offenses related to corruption				
		Indicator	The number of criminal reports on basic and qualified forms of criminal offenses that resulted in raising charges increased in comparison to 2012				
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.5.1.1	Establishing mechanisms for basic, specialized and continuing education of police officers of anti-corruption activities	Conduct an analysis of needs for the training of police officers, with recommendations	6 months	MoI (Directorate for Police Education)	The needs analysis with recommendations is conducted	500,000 (material for conducting a survey among employees)	The training program should be based on a multidisciplinary approach that includes specific modern investigative techniques (financial forensics, etc.); execution of the measure should involve the MoI and the Criminal and Police Academy
		Adopt a police officers training program as part of the basic, specialized and continuing police training	10 months	MoI (Directorate for Police Education)	The training program is adopted	Not required	
		Conduct training of police officers according to the program	ongoing	MoI (Directorate for Police Education)	General remark No. 7	In accordance with the needs (min. 300,000 per training)	
		Make annual evaluation of effects of the training conducted	annually	MoI (Directorate for Police Education)	Annual evaluation is made; results of annual testing	500,000 per year (costs of surveys and interviews)	
3.5.1.2	Amending the Law on Police and the Act on Systematization and Internal Organization - MoI, for the purposes of establishing efficient mechanisms for coordination of anti-corruption actors in terms of strategy, tactic and operation	Develop a Draft law on amendments to the Law and submit it to the Government	8 months	MoI	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (costs of public hearings)	
		Submit a proposed law on amendments to the Law to the National Assembly	10 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	14 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
		Develop amendments to the Act on Systematization of Job Positions	3 months	MoI	Proposed amendments to the Act on Systematization of Job Positions are submitted to the line ministry	Not required	The time limit shall start on the date of adoption of the Law on amendments to the Law
		Adopt amendments to the Act on Systematization of Job Positions	5 months	MoI	The Act on Systematization of Job Positions is in effect	Not required	
3.5.1.3	Improving material and technical conditions of work, and organizational and personnel structure of anti-corruption actors within the police	Establish an anti-corruption organizational unit in the Criminal Police Directorate	14 months	MoI	The act on establishing the organizational unit is adopted	According to the systematization (min. gross 50,000 per employee)	
		Establish separate organizational units within the Criminal Police Directorate in Belgrade and Criminal Police Division in Novi Sad, Kragujevac and Niš, and determine contact persons in other RPDs	14 months	MoI	The act on establishing the organizational unit is adopted and focal points are nominated	Not required	
		Increase the number of members of the Sector of Internal Control of the Police in accordance with EU standards, to the level of 1% of employees in the MoI	24 months	MoI	The Sector of Internal Control has the number of employees that match 1% of employees in the MoI	In accordance with the needs (min. gross RSD 50,000 per person)	

3.5.1.4.	Establishing efficient mechanisms for internal and external coordination between anti-corruption actors in terms of strategy, tactic and operation	Develop a normative framework for creating, access, administration, use and changes of the single database on perpetrators of criminal offenses in the field of corruption	8 months	MoI	The act defining creation, access, administration, use and changes to the single database on perpetrators of criminal offenses in the field of corruption is adopted	In accordance with the needs (information on best practices)	
		Create a single database of perpetrators of criminal offenses in the field of corruption	18 months	MoI	The single database is used in everyday work of the MoI	A software solution, hardware	General remark No. 8
		Establish procedures for direct coordination and early warning between the police and prosecution	12 months	MoI	The acts regulating coordination and early warning procedures are adopted	Preparation of information on best practices	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.5 POLICE							
3.5.2	Objective	Strengthen integrity and internal control mechanisms for the purposes of combating corruption in the police sector					
	Indicator	The Corruption Perception Index in the police sector is reduced according to public opinion polls conducted in the Republic of Serbia					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.5.2.1.	Organizational integration of control of legality of actions and work of the police in the MoI Sector of Internal Control and improvement of coordination with the Internal Control Service	Normative and operational integration of control of legality of actions of the police, other organizational units in the MoI Sector of Internal Control	6 months	MoI	The acts integrating the process of control of police actions are adopted	Not required	
		Increase the number of employees in the Sector of Internal Control	6 months	MoI	The number of employees in the Sector of Internal Control has increased	In accordance with the Personnel Plan (min. gross 50,000 per employee)	General remark No. 3
		Provide technical equipment in the MoI Sector of Internal Control	6 months	MoI	A report on procured equipment, a report on donations	Funds for technical equipment depending on the needs	General remark No. 4
3.5.2.2	Building capacities for the execution of internal control by developing control and instruction activities	Adopt guidelines on the manner and forms of conducting internal control	6 months	MoI	The guidelines are published and in effect	Not required	
		Adopt a Rulebook on collecting, processing and analysis of data on corruption for the purposes of a risk analysis and assessment of the situation	6 months	MoI	The Rulebook is published and in effect	Not required	
		Introduce an obligation to develop preventive plans of headquarter directorates, preventive plans of regional police directorates and annual reports on the implementation of preventive plans	annually	MoI	Obligations to develop preventive plans and submit annual reports on their implementation are introduced	An analysis of best practices and models for development of preventive plans	
		Develop an annual report on the implementation of preventive plans of police directorates in the headquarter and regional police directorates	annually	MoI	The report is published on the MoI website	Not required	
3.5.2.3	Developing mechanisms for the strengthening of police officers integrity	Conduct all activities envisaged by the Integrity Plan in set periods of time	48 months	MoI	The MoI report on the implementation of the integrity plan that is submitted to the Agency points that all the measures from the integrity plan have been executed	Resources envisaged by the integrity plan	
		Conduct an analysis of the risk of corruption in the organizational structure of the police	annually	MoI (Sector for Internal Control)	The risk analysis is conducted	An analysis and experts' advice on best practice	

		Develop a plan for the preparation of measures for the strengthening of integrity of employees in the positions holding a risk of corruption	9 months	MoI	The plan for the preparation of measures for the strengthening of integrity of employees in the positions holding a risk of corruption is developed	Not required	
		Implement measures for the strengthening of integrity of employees in the positions holding a risk of corruption	ongoing	MoI (Sector for Internal Control)	The number of executed measures	An analysis and experts' advice on best practice	
		Establish a test integrity mechanism	12 months	MoI (Sector for Internal Control)	The integrity test is applied in the work of the Sector for Internal Control	Testing equipment and running costs	
		Ensure monitoring of the implementation of the Code of Police Ethics and sanction its violation	annually	MoI (Sector for Internal Control)	A report on the monitoring of implementation of the Code is developed	Not required	The report on the monitoring of implementation should show whether violation of the Code is sanctioned
		Publicly disclose quarterly reports on anti-corruption results achieved by the MoI	quarterly	MoI	Reports are published quarterly on the MoI website	Not required	
3.5.2.4	Establishing a personnel monitoring and development system together with the Sector of Internal Control through control of integrity of a person in his/her professional career	Adopt an act on the organization of material and criteria for career advancement	6 months	MoI	The act is adopted and entered into force	An analysis of best practice	
		Develop bi-annual reports on consistent application of standards for career advancement prepared by the Sector of Internal Control	bi-annually	MoI	A report is published on the MoI website	Not required	

### 3.6. Spatial Planning and Construction

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.6 SPATIAL PLANNING AND CONSTRUCTION							
3.6.1	<b>Objective</b>	<b>Register all the real estate in the Republic of Serbia and related data in the public electronic Real Estate Cadastre</b>					
	<b>Indicator</b>	Amount of information about real estate and utility lines annually registered in the cadastre increased by 15% starting from 2013					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.6.1.1	Providing an information desk and free legal assistance in real estate cadastre services	Make amendments to the Systematization Act by introducing appropriate job positions	6 months	The Ministry responsible for construction and urban planning	The Systematization Act envisages posts for work at the information counter	Not required	General remark No. 3
		Employ qualified personnel in accordance with the systematization	15 months	Real Estate Cadastre Services	The number of employed qualified personnel matches the number in the systematization	Min. gross 50,000 per employee	General remark No. 3
		Prepare the customers' manual and information flyers with the data about procedures and documents required	12 months	The Republic Geodetic Authority	The customers' manual and information flyers with the data about procedures and documents required are available to the citizens	5,000,000	
		Develop a training program for the employees at the information counter related to customer relations	12 months	The Republic Geodetic Authority	The training program is developed	Not required	
		Implement the training program	18 months	The Republic Geodetic Authority	General remark No. 7	In accordance with the number of employees (300,000 per training)	

3.6.1.2	Introducing incentive mechanisms to timely report on the change in data	Amend the Regulation on the fees for the use of survey and cadastre information so to contain the stated mechanisms	6 months	The Ministry responsible for construction and urban planning	Amendments to the Regulation on the fees for the use of survey and cadastre information containing the stated mechanisms are adopted	Not required	
3.6.1.3	Conduct a campaign to promote electronic real estate cadastre, registered real estate value required in the procedure and documents	Develop a program for the campaign, supporting materials and a media coverage plan	6 months	The Republic Geodetic Authority	The campaign program is developed, as well as supporting materials and media coverage plan	2,000,000	The measure shall be executed in cooperation with the Ministry competent for construction and urban planning
		Conduct the campaign according to the program	18 months	The Republic Geodetic Authority	Campaign is conducted according to the program; a report on the conducted campaign	3,000,000	
3.6.1.4	Building capacities of organizational units in the Real Estate Cadastre Service as well as of the internal control within the Sector for Professional and Administrative Supervision in the Republic Geodetic Authority	Conduct the needs analysis	9 months	The Republic Geodetic Authority	The needs analysis is conducted	Not required	General remark No. 2
		Amend systematization and employ an appropriate number of qualified personnel in accordance with the analysis	15 months	The Republic Geodetic Authority	The number of employed qualified personnel matches the number required by the needs analysis	Min. gross 50,000 per employee	General remark No. 3
		Develop and implement a professional training program in accordance with the analysis	ongoing	The Republic Geodetic Authority	General remark No. 7	According to the needs analysis and training program (300,000 per training)	
3.6.1.5	Amending the Rulebook on Geodetic-Cadastral Information System and the Rulebook on the Manner of Keeping, Inspection and Issuance of Cadastral Information	Adopt amendments to the Rulebook by also enabling appropriate registered access for natural persons	6 months	The Ministry competent for construction and urban planning	Amendments to the Rulebook are adopted	Not required	
		Change the electronic cadastre database in accordance with amendments to the Rulebook	18 months	The Republic Geodetic Authority	Natural persons have registered access to the electronic cadastre	Depending on the need and a software solution	
3.6.1.6	Adopting the Rulebook which harmonizes the manner of issuance of a cadastral certificate so that it has a form of an electronic document and contains an electronic signature	Develop and adopt the Rulebook to comply with the Law on Electronic Signature and the Law on Electronic Document	6 months	The Republic Geodetic Authority	The Rulebook is adopted	Not required	
		Change the electronic cadastre database in accordance with the adopted Rulebook	18 months	The Republic Geodetic Authority	The cadastral certificate has a form of an electronic document and contains an electronic signature	Depending on the need and a software solution	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.6 SPATIAL PLANNING AND CONSTRUCTION							
3.6.2	<b>Objective</b>	<b>Reduce the number of procedures and introduce a single window system for issuing building and other permits and approvals</b>					
	<b>Indicator</b>	In comparison to 2012, the number of permits and approvals issued through the single window system amount to (state here) by the end of 2017. The time required for the issuance of a building permit will be reduced by 30% by the end of 2017 in comparison to 2012					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.6.2.1	Amending the Law on Planning and Construction so as to simplify procedures and make them match the type of a building	Develop A Draft law on amendments to the Law and submit it to the Government	12 months	The Ministry competent for construction and urban planning	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (costs of public hearings)	This measure should be harmonized with measure 3.6.2.2, which envisages professional training until implementation of the law. The measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning
		Submit a proposed law on amendments to the Law to the National Assembly	15 months	The Government	The proposed law on amendments to the Law is submitted to the National	Not required	

					Assembly		
		Adopt the Law on amendments to the Law	17 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.6.2.2	Conduct professional training of employees in new solutions of the Law before its implementation	Develop a professional training program and create instruction manuals	17 months	The Ministry competent for construction and urban planning	The professional training program is developed on the basis of recommendations from the needs analysis; instruction manuals are created and printed	Not required	The measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning
		Implement the training program and distribute instruction manuals	Until implementation of the law				
3.6.2.3	Conducting a campaign aimed at informing the public about the procedure	Develop a program for the campaign	10 months	The Ministry competent for construction and urban planning	The campaign program is developed	Not required	The time limit shall start after the implementation of the Law, and the measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning
		Conduct the campaign in accordance with the program	12 months	The Ministry competent for construction and urban planning	The campaign is conducted in accordance with the program; a report on the conducted campaign	5,000,000	The measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.6 SPATIAL PLANNING AND CONSTRUCTION							
3.6.3	<b>Objective</b>	<b>Ensure transparency of criteria and involvement of the public in the process of consideration, amendments and adoption of spatial and urban plans at all levels of the government</b>					
	<b>Indicator</b>	The percentage of the plans publicly considered will be increased by 30% by the end of 2017 (in comparison to 2012)					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.6.3.1	Amending the Law on Planning and Construction so as to introduce an obligation of early notification about the commencement of development of spatial and urban plans at all levels of the government as well as draft plan publication on websites	Develop a Draft law on amendments to the Law and submit it to the Government	12 months	The Ministry competent for construction and urban planning	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (costs of public hearings)	The measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning
		Submit a proposed law on amendments to the Law to the National Assembly	15 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	17 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.6.3.2	Amending the Rulebook on the Manner of Development and Contents of Planning Documents so as to harmonize and standardize the contents of plans and to clearly define purposes and general principles of compatibility of purposes	Develop and adopt amendments to the Rulebook	20 months	The Ministry competent for construction and urban planning	The Rulebook on the Manner of Development and Contents of Planning Documents is amended	500,000 (information on best practice, costs of publication)	The measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning
		Publish standardized contents of plans	20 months		Standardized contents of plans are published		
3.6.3.3	Conducting campaigns for informing the public about the importance of early inspection of plans and public hearings	Develop a program for the campaign and create a manual for modalities of citizens' participation in the development of plans at an early stage	12 months	The Ministry competent for construction and urban planning	The campaign program is developed; the manual for modalities of citizens' participation in the development of plans at an early stage is created	5,000,000	The measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning, as well as with local self-government units. It is desirable to involve interested CSOs.
		Conduct the campaign in accordance	24 months		The campaign is		

		with the program in local self-government units			conducted according to the program; a report on conducted campaign		
3.6.3.4	Adopting guidelines for uniform actions of local self-government units in the field of issuance of building and other permits and approvals, legalization process and land conversion	Develop and adopt the guidelines and forward them to all local self-government units	6 months	The Ministry competent for construction and urban planning	The guidelines are adopted and forwarded to all local self-government units	Not required	The measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.6 SPATIAL PLANNING AND CONSTRUCTION							
3.6.4		Objective	Ensure efficient internal and external control in the process of issuing building and other permits and approvals in the field of urban planning				
		Indicator	In comparison to 2012, the number of inspections conducted in accordance with the annual plan will be increased by 75% by the end of 2017				
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.6.4.1	Enabling citizens access to the web portal for case progress monitoring	Develop a feasibility study for the establishment of a web portal for case progress monitoring	15 months	The Ministry competent for construction and urban planning	The feasibility study is developed; a report on the study	IT technologies, information about best practice; min. 500,000	Similar to the courts' web portal for case progress monitoring
		Amend regulations for the purposes of introducing legal grounds	25 months	The Ministry competent for construction and urban planning	Amendments to the regulations are adopted for the purposes of introducing legal grounds	Not required	The measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning
		Provide equipment and develop software	35 months		Equipment is procured and the software is developed;	In accordance with the analysis (50,000,000)	
3.6.4.2	Professional training of employees	Develop a professional training program and created instruction manuals	35 months	The Ministry competent for construction and urban planning	The professional training program is developed; instruction manuals are created;	Funds for manuals are required	The measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning
		Implement the professional training program and distribute instruction manuals	Until the beginning of operation of the web portal		The professional training is implemented; instruction manuals are distributed	In accordance with the number of employees, (RSD 300,000 per training)	
3.6.4.3	Organizing a campaign for informing the public	Develop a program for the campaign	6 months	The Ministry competent for construction and urban planning	The campaign program is developed	Not required	The time limit shall start from the moment of establishment of the web portal. The measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning
		Conduct the campaign in accordance with the program	12 months	The Ministry competent for construction and urban planning	The campaign is conducted according to the program; a report on the conducted campaign	5,000,000	
3.6.4.4	Amending the Law on Planning and Construction so as to expand the network of inspection services	Conduct the analysis of needs for the expansion of the seat/network of inspection services	6 months	The Ministry competent for construction and urban planning	The needs analysis with recommendations is conducted	Not required	The measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning
		Develop a Draft law on amendments to the Law in accordance with recommendations from the analysis, and submit it to the Government	15 months		The Draft law on amendments to the Law is submitted to the Government	Not required	
		Submit a proposed law on amendments to the Law to the National Assembly	17 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	18 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.6.4.5	Building capacities of inspection services	Conduct the needs analysis	9 months	The Ministry competent for construction and urban planning	The needs analysis is conducted	Not required	The measure should be executed in
		Amend systematization and employ	15 months		The number and	Min. gross RSD	

		the number of qualified personnel that matches the analysis		planning	structure of employed personnel matches the needs analysis	50,000 per employee	cooperation with The Republic Geodetic Authority and the Ministry competent for natural resources, mining and spatial planning
		Develop and implement the professional training program in accordance with the analysis	ongoing		General remark No. 7	In accordance with the number of employees (RSD 300,000 per training)	
3.6.4.6	Improving proactive approach of inspection services by envisaging a larger number of inspections in the annual plan	The annual plan of inspection services should envisage a larger number of inspections	ongoing	The Ministry competent for construction and urban planning	The number of planned inspections is increased in comparison to the number of planned inspections in the previous year	Costs of inspection, gasoline, equipment, min. 30,000 per each	The measure should be executed in cooperation with the Ministry competent for natural resources, mining and spatial planning

### 3.7. Health

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.7 HEALTH							
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.7.1	<b>Objective</b>	<b>Identify and eliminate all deficiencies in the legal framework that pose a risk of corruption and ensure its full application</b>					
	<b>Indicator</b>	In comparison to 2012, the number of founded complaints related to the health sector, at the annual level, will be reduced by 30% by the end of 2017					
3.7.1.1	Amending the Law on Health Care, the Law on Health Insurance, the Law on the Chambers of Health Care Professionals and the Law on Medicines and Medical Devices to eliminate deficiencies that pose a risk of corruption	Conduct an analysis of the risk of corruption in stated systemic laws in the field of health care, with recommendations	7 months	The Ministry competent for health care	The analysis of the risk of corruption, with recommendations, is conducted	5,000,000 (information on best practices)	It is necessary to change the legal framework so that the appointment of directors of health care institutions and health care workers is performed through a competition and on the basis of determined objective criteria; to introduce the electronic information system for tracking the flow of money, especially non-standard services and one's own revenues (separately from the information system for the provision of health care services); to introduce mechanisms of financial motivation of employees in the field of health care based on performance; to precisely regulate legal conditions under which health care workers in public institutions can render health care services in private institutions; to regulate the status of health care workers in accordance with the status of public service employees
		Develop a draft law on amendments to the law in accordance with the needs analysis and submit it to the Government	10 months	The Ministry competent for health care	Draft laws on amendments to the law are submitted to the Government	1,600,000 (costs of public hearings)	
		Submit a proposed law on amendments to the law to the National Assembly	12 months	The Government	Proposed laws on amendments to the law are submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	15 months	The National Assembly	Laws on amendments to the Law are adopted	Not required	
3.7.1.2	Harmonizing by-laws with amendments to the Law on Health Care, the Law on Health Insurance, the Law on the Chambers of Health Care Professionals and the Law on Medicines and Medical Devices	Develop and adopt by-laws in accordance with new legal solutions	3 months after adoption of amendments to the law	The Ministry competent for health care	New and amended by-laws are adopted	Not required	
3.7.1.3	Conducting an analysis of the entire remainder of the legal framework in the health sector in terms of corruption and implementing the necessary changes in accordance with its recommendations	Develop a draft law on amendments to the law in accordance with recommendations from the analysis and submit it to the Government	48 months	The Ministry competent for health care	Draft laws on amendments to the law is submitted to the Government	Not required	
		Submit a proposed law on amendments to the law to the National Assembly	50 months	The Government	Proposed laws on amendments to the law are submitted to the National Assembly	Not required	
		Adopt the law on amendments to the law	51 months	The National Assembly	Laws on amendments to the law are adopted	Not required	
3.7.1.4	Ratifying the European Charter of Patients' Rights from 2002	Develop and submit a Draft Law on the Ratification of the European Charter of Patients' Rights from 2002	6 months	The Ministry competent for health care	The Draft Law is submitted to the Government	100,000 (costs of authorized translation)	

		Submit a proposed law on the Ratification to the National Assembly	8 months	The Government	The proposed law on the Ratification is submitted to the National Assembly	Not required	
		Adopt the Law	10 months	The National Assembly	The Law is adopted	Not required	

**The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018**

**3.7 HEALTH**

3.7.2	<b>Objective</b>	<b>Provide efficient mechanisms for integrity, accountability and transparency in the adoption and implementation of decisions</b>					
	<b>Indicator</b>	Published standards referring to the conflict of interest for all forms of clinical trials and donations by the end of 2017					

No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.7.2.1	Improving cooperation and coordination of anti-corruption activities between relevant institutions in the health care system	Conclude a memorandum on cooperation between the ministries competent for health care, justice, internal affairs, the Health Committee of the National Assembly, the PPORS, the SAI and the Agency	3 months	The Ministry competent for health care	The memorandum on cooperation determining focal points and method of work is concluded	Not required	The memorandum should also conclude MJ, MoI, the Health Committee of the National Assembly, PPORS, SAI and Agency, and their work involves professional associations and chambers of health care workers General remark No. 4 and 8
3.7.2.2	Amending the Law on Health Care and the Law on Medicines and Medical Devices so as to regulate with clear and transparent rules the field of donation of medical equipment, medicinal products and medical devices; a relation with the pharmaceutical industry, amount and treatment of gifts, as well as the conflict of interest of health care workers and associates, and persons performing functions (and do not have the status of an official in terms of the Law on the Anti-Corruption Agency)	Develop a draft law on amendments to the law and submit it to the Government	12 months	The Ministry competent for health care	Draft laws on amendments to the law are submitted to the Government	1,600,000 (comparative practice analysis, costs of public hearings)	
		Submit a proposed law on amendments to the law to the National Assembly	15 months	The Government	Proposed laws on amendments to the law are submitted to the National Assembly	Not required	
		Adopt the law on amendments to the law	17 months	The National Assembly	Laws on amendments to the law are adopted	Not required	
3.7.2.3	Amending the Law on Donations and Humanitarian Aid so as to regulate with clear and transparent rules the field of donation of medical equipment, medicinal products and medical devices, introduce obligations in terms of donations in the health care system for the purposes of establishing a committee that will assess viability, costs and cost-effectiveness of donations	Develop a Draft law on amendments to the law and submit it to the Government	12 months	The Ministry competent for finance	The draft law on amendments to the law is submitted to the Government	1,600,000 (comparative practice analysis, costs of public hearings)	The Law should envisage that the committee shall be established at the level of a health care institution; in cooperation with the Ministry competent for health
		Submit a proposed law on amendments to the law to the National Assembly	15 months	The Government	The proposed law on amendments to the law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	17 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.7.2.4	Building inspection capacities within the Ministry competent for health care	Conduct a needs analysis	12 months	The Ministry competent for health care	The needs analysis is conducted	Not required	
		Employ personnel in accordance with the needs analysis	36 months	The Ministry competent for health care	The number and structure of the employed personnel matches the needs analysis	In accordance with the needs analysis (min. gross 50,000 per employee)	
		Develop a professional training program in accordance with the needs analysis and create instruction manuals	6 months		The professional training program is developed on the basis of the needs analysis; instruction manuals are created and printed	In accordance with the needs (min. 300,000 per training)	
		Implement the professional training program	ongoing		General remark No. 7	In accordance with the program (300,000 per	

						training)	
		Provide required technical conditions and equipment in accordance with the conducted needs analysis	36 months		Equipment matches the needs analysis	In accordance with the analysis	General remark No. 4
3.7.2.5	Improving the quality control and implementation of the program for continuous professional training by the Health Council	Conduct an analysis of reasons why control is not carried out or ensured transparency of reporting on results	9 months	The Health Council	The analysis is conducted, and contains recommendations	1,600,000 (analysis of experience and comparative practice)	The Health Council should check whether the accredited program is really implemented in the manner it was approved
		Create a report with specific recommendations to address deficiencies	semi-annually	The Health Council	Semi-annual reports are created	Not required	
		Submit a report to the Government on the application of recommendations from the report	semi-annually	The Ministry competent for health care	The report on the application of recommendations is submitted to the Government	Not required	
3.7.2.8	Creating and publishing a report on conducted public procurements for each health care institution	Create and publish a report after every public procurement	ongoing	The Ministry competent for health care	Reports shall be published after each public procurement on the web page of the Ministry competent for health care	Costs of publishing and maintaining a website (on average 50,000 per month)	The measure refers to any health care institution

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.7 HEALTH							
3.7.3	Objective	Ensure a transparent information system in the health care system and participation of the public in the control of work of health care institutions, in accordance with legal protection of personal data					
	Indicator	The percentage of health care institutions that fully adopted a single information system with electronic medical documents, which is approved by the Commissioner for Information of Public Importance, will be 75% by the end of 2017					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.7.3.1	Adopting a new Law on Health Records to enable the use of electronic medical documents and introduction of a uniform information system	Develop and submit a Draft law to the Government	18 months	The Ministry competent for health care	The Draft law is submitted to the Government	Not required	The Law should be harmonized with international standards
		Submit a proposed law to the National Assembly	21 months	The Government	The proposed law is submitted to the National Assembly	Not required	
		Adopt the Law at the National Assembly	23 months	The National Assembly	The Law is adopted at the National Assembly	Not required	
3.7.3.2	Develop a single information system at all levels of health care	Develop a single database on the waiting lists for specialist medical examinations and surgical procedures	5 years	The Ministry competent for health care	The single database on the waiting lists for specialist medical examinations and surgical procedures is accessible to the public and is regularly updated	In accordance with the needs (min. 20,000,000)	The time limit for establishing the databases shall commence with the implementation of the Law on Electronic Signature, the Law on Electronic Documents and other laws that represent a prerequisite for the use of such databases. Implementation of the system must be governed by the laws governing health care and health insurance. General remark No. 8
		Create a database on the suppliers of medicinal products and health care materials with average prices		The Ministry competent for health care	The database on the suppliers of medicinal products and health care materials with average prices is accessible to the public and is regularly updated	In accordance with the needs (min. 20,000,000)	
		Create a central register of issued receipts for medical services		The Ministry competent for health care	The central register of issued receipts for medical services is accessible to the public and is regularly updated	In accordance with the needs (min. 20,000,000)	

### 3.8. Education and Sport

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018

3.8 EDUCATION AND SPORT

3.8.1	<b>Objective</b>	<b>Change the legal framework for the appointment, position and powers of the directors of primary and secondary schools, as well as deans of the faculties</b>					
	<b>Indicator</b>	The percentage of directors, deans and teachers/professors, whose work was assessed as satisfactory by an independent committee, at the annual level, will be 75% by the end of 2017					
<b>No.</b>	<b>Measure</b>	<b>Activity</b>	<b>Time limit</b>	<b>Responsible entities</b>	<b>Indicators</b>	<b>Required resources</b>	<b>Remarks</b>
3.8.1.1	Amending the Law on Primary and Secondary Education and the Law on Higher Education so as to introduce the legal obligation of appointment, periodical evaluation of work and performance of directors, deans and teachers/professors in all educational institutions, on the basis of objective, clear, precise and pre-determined criteria.	Conduct an analysis of the laws in terms of the risk of corruption	10 months	The Ministry competent for education and science	The risk of corruption analysis is conducted	1,600,000 (information on best practices, costs of public hearings)	The laws should include provisions that a director cannot be appointed to this function more than two times and the employment period at the post from which he/she was appointed will be frozen during both terms of office; discretionary powers of directors, deans and teachers/professors should be limited as much as possible with objective, precise, clear and pre-determined criteria; their discretionary decisions must be reasoned and transparent; revise and equalize the salary range; the commissions for the selection of employment candidates should consist of the school director, representatives of school boards, employees and parents, and an external expert. Minutes from the discussion should be saved in case of a complaint.
		Develop a draft law on amendments to the law and submit it to the Government	12 months		Draft laws on amendments to the law is submitted to the Government		
		Submit a proposed law on amendments to the law to the National Assembly	15 months	The Government	Proposed laws on amendments to the law is submitted to the National Assembly	Not required	
		Adopt the law on amendments to the law	17 months	The National Assembly	Laws on amendments to the law is adopted	Not required	

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3.8.2	<b>Objective</b>	<b>Adopt regulations that regulate educational inspection</b>					
	<b>Indicator</b>	In comparison to 2012, the number of inspections whose findings are negative, at the annual level, will be decreased by 50% by the end of 2017					
<b>No.</b>	<b>Measure</b>	<b>Activity</b>	<b>Time limit</b>	<b>Responsible entities</b>	<b>Indicators</b>	<b>Required resources</b>	<b>Remarks</b>
3.8.2.1	Improving the legal framework in the field of education inspection	Develop a Draft law on education inspection and submit it to the Government	12 months	The Ministry competent for education and science	The Draft law is submitted to the Government	1,600,000 (costs of public hearings)	A new legal framework should enable transparent work of schools and the use of privately raised funds and determine what approved sources of school revenues are. Determine a binding list of approved sources of school revenues to ensure that the economic activity of schools does not have a negative impact on the educational process. Review the rules on giving lessons to teacher's/professor's own pupils/students and preparing for exams for admission to higher education institutions, from the aspect of preventing a conflict of interest and a risk of corruption. Part of the analysis of regulations in terms of a risk of corruption should involve the Agency. Special attention should be paid to the financial control of school revenues, as it is not strong enough to be suitable and control the amount of inflow of private funds into the system. Additional oversight is recommended through proper operation of school committees in cooperation with the education inspection in order to ensure that the employees do not undermine the procedure of procurement of
		Submit a proposed law to the National Assembly	15 months		The Government		
		Adopt the Law governing education inspection at the National Assembly	17 months	The National Assembly	The Law governing education inspection is adopted	Not required	

							textbooks
3.8.2.2	Building inspection capacities in the field of education at all levels of the government	Conduct an analysis of the number and structure of required personnel, and of other needs	7 months	The Ministry competent for education	A report on the analysis	Not required	
		Modify systematization and employ an appropriate number of qualified personnel in accordance with the analysis	15 months	The Ministry competent for education	The number and structure of the employed personnel matches the needs analysis	According to the needs analysis and training program (300,000 per training)	General remark No. 2
		Develop and implement a professional training program in accordance with the analysis	12 months	The Ministry competent for education	General remark No. 7	Not required	General remark No. 3
		Provide equipment in accordance with the analysis	25 months	The Ministry competent for education	A report on procured equipment is submitted	Acceding to the systematization (min. gross 50,000 per employee)	General remark No. 4
3.8.2.3	Ensuring monitoring of implementation of the Code of Conduct for teachers/professors	Develop a program for the campaign to introduce teachers/professors and pupils/students to the rules of the Code	8 months	The Ministry competent for education	The campaign program is developed	Not required	
		Conduct the campaign according to the program for the purposes of introducing teachers/professor and pupils/students to the rules of the Code	18 months	The Ministry competent for education	The campaign is conducted according to the program; a report on the conducted campaign	5,000,000	
		Create an annual report on the monitoring of application of the Code	annually	The Ministry competent for education	The annual report on the monitoring of application of the Code is created	5,000,000	
3.8.2.4	Re-examining all requests for the conclusion of lease agreements for school facilities	Process and record all requests for the conclusion of lease agreements for the school facilities founded by the Republic of Serbia, to gain a more accurate insight into the scope and value of school obligations under the agreement, as well as of any irregularities	25 months	The Republic Directorate for Property	A report is made on records of lease agreements with statistical data on the scope and value of school obligations under the agreement, as well as of any irregularities	In accordance with the needs (min. 500,000)	
3.8.2.5	Improving the mechanism for complaints, requests and appeals in the Ministry competent for education	Introduce an obligation of informing the citizens about the procedures for complaints, requests and appeals through the website of the line ministry, as well as an obligation of informing any complainant about measures taken on the basis of their complaint	ongoing	The Ministry competent for education	A notification on procedures for complaints and requests is published at the website of the line ministry; an obligation of informing the complainant about measures taken on the basis of their complaint is introduced	Not required	The measure should be implemented in cooperation with the ministry competent for education
		Create a report on most common forms of complaints and appeals with an analysis of their causes and recommendations for their elimination; perform a qualitative inspection of the most common forms of a complaint and analyze their samples	annually	The Ministry competent for education	The report is made	Not required	

<b>The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018</b>							
<b>3.8 EDUCATION AND SPORT</b>							
8.3	<b>Objective</b>	<b>Ensure transparency of the procedures for registration, taking exams, grading and evaluation of knowledge in all educational institutions</b>					
	<b>Indicator</b>	In comparison to 2012, the percentage of disciplinary procedures resulting from monitoring will be decreased by 30% by the end of 2017					
<b>No.</b>	<b>Measure</b>	<b>Activity</b>	<b>Time limit</b>	<b>Responsible entities</b>	<b>Indicators</b>	<b>Required resources</b>	<b>Remarks</b>

3.8.3.1	Amending the Law on Primary and Secondary Education and the Law on Higher Education so that the enrollment procedure and criteria are objective as much as possible	Develop a draft law on amendments to the law and submit it to the Government	12 months	The Ministry competent for education and science	Draft laws on amendments to the law are submitted to the Government	1,600,000 (information on best practices, costs of public hearings)	New legal solutions should make the enrollment procedure as transparent as possible and it should not interfere with the privacy of pupils and students; control of the regularity of the procedure should last no longer than three months after completion of the enrollment procedure for the purposes of initiating appropriate actions against the persons responsible; private lessons and preparatory admission courses cannot be given by persons participating in the entrance examination process
		Submit a proposed law on amendments to the law to the National Assembly	15 months	The Government	Proposed laws on amendments to the law are submitted to the National Assembly	Not required	
		Adopt the law on amendments to the law	17 months	The National Assembly	Laws on amendments to the law are adopted	Not required	
3.8.3.2	Providing conditions for making the central management information system in education fully operational	Consolidate existing data collection and information systems and eliminate overlapping	24 months	The Ministry competent for education and science, the Statistical Office	Systems are consolidated and overlapping is eliminated	50,000,000	The measure may be carried out by agreeing on the feasible allocation of responsibilities for data collection between the ministry competent for education and science, the Statistical Office and educational institutions.
		Invest in the expansion of analytical capacities of the institutions in charge of data processing	24 months		Analytical capacities of the institutions in charge of data processing are expanded	30,000,000	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
3.8 EDUCATION AND SPORT							
3.8.4	<b>Objective</b>	<b>Ensure that the process of accreditation and subsequent control of fulfilment of conditions for work of public and private educational institutions is based on clear, objective, transparent and pre-determined criteria</b>					
	<b>Indicator</b>	The number of inspections conducted by the AQAC, as an independent agency, at the annual level, will be (state here) by the end of 2017					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.8.4.1	Improving work of the Accreditation and Quality Assurance Commission (AQAC)	Make necessary amendments to the quality assurance standards with full participation of the academic community, students and employers	24 months	The Ministry competent for education and science	An act on amended quality assurance standards is adopted	1,600,000 (information on best practices, costs of public hearings)	On the basis of positive experience of other countries, the Accreditation and Quality Assurance Commission may be transformed to the National Accrediting Agency which will operate as a highly professional independent institution
		Amend regulations so to introduce an obligation to include independent experts, students and employers in the accreditation process	ongoing	The Ministry competent for education and science	Regulations are amended	Not required	
		Publicly disclose reports on the findings of reviewers and the AQAC relevant for the adoption of the accreditation decision	ongoing	AQAC	Reports relevant for the adoption of the accreditation decision are published at the AQAC's website	Not required	
		Publish reports on work at least once a year	annually	AQAC	Reports on work are published at the AQAC's website	Not required	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
Priority field 3.8 EDUCATION AND SPORT							
3.8.5	<b>Objective</b>	<b>Establish transparency in the sports financing and ownership structure of sports clubs and federations</b>					
	<b>Indicator</b>	A normative framework for transparent financing of sport activities, which is envisaged by the measures under this objective, will be adopted at the national, provincial and local level by the end of 2015					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
3.8.5.1	Amending the Law on Sports for the purposes of determining the status of sports federations and associations, property ownership, and financing from public funds at the national and local level	Develop a Draft law on amendments to the Law and submit it to the Government	12 months	The Ministry competent for youth and sport	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices, costs of public hearings)	
		Submit a proposed law on amendments to the Law to the	15 months	The Government	The proposed law on amendments to the	Not required	

		National Assembly			Law is submitted to the National Assembly		
		Adopt the Law on amendments to the Law	20 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
3.8.5.2.	Amending by-laws that will govern transparent financing of sports activities at all levels of the government	Develop and adopt amendments to the Rulebook on the approval and financing of programs for achieving general interest in the field of sports in (1) the Republic of Serbia; (2) at the level of the autonomous province and (3) local self-government units	12 months	(1) the Ministry of Youth and Sports; (2) the Provincial Secretariat for Sports; (3) the City/Municipal Administration	The Rulebooks on the financing of programs for achieving general interest in the field of sports is adopted in the Republic of Serbia; at the level of the autonomous province and local self-government units	Not required	
3.8.5.3.	Categorizing and ranking sports organizations at the national level, the level of the autonomous provinces and local self-governments, on the basis of clear criteria	Develop and adopt amendments to the Rulebook on the categorization of sports organizations at the level of the autonomous provinces, adhering to the national categorization	12 months	Autonomous provinces	The Rulebook on the categorization of sports organizations is adopted in the autonomous provinces	Not required	
		Develop and adopt amendments to the Rulebook on the categorization of sports organizations at the level of local self-governments, adhering to the national categorization	12 months	Local self-government units	The Rulebooks on the categorization of sports organizations are adopted at the level of local self-government units	Not required	
		Make rankings of sports organizations in the Republic of Serbia according to categories	24 months	The Ministry competent for youth and sports	Ranking of sports organizations Serbia is made in the Republic of	Not required	
		Make rankings of sports organizations at the level of autonomous provinces	24 months	Autonomous provinces	Ranking of sports organizations is made in the autonomous provinces	Not required	
		Make rankings of sports organizations in local self-government units	24 months	Local self-government units	Ranking of sports organizations is made in local self-government units	Not required	
3.8.5.4	Developing a Rulebook on the allocation of funds for sports in public companies on the basis of clear criteria, and abolishing discretionary rights of directors of public companies to the allocation of companies' funds to sports organizations on the basis of no criteria	Develop and adopt the Rulebook on the allocation of funds in public companies for financing programs in the field of sports	12 months	The Ministry competent for youth and sports	The Rulebook on the allocation of funds in public companies for financing programs in the field of sports is adopted and effective	Not required	The development should include: the Olympic Committee of Serbia, the Sports Federation of Serbia, the Institute of Sports Medicine and Sports and representatives of public companies
3.8.5.5	Changing the legal framework regulating the profession of sports managers in terms of a conflict of interest in carrying out activities, and financial flows in this field	Develop and adopt amendments to the Rulebook on the Nomenclature of Sports Professions so as to introduce provisions on the prohibition of a conflict of interest in performing the profession of sports manager	12 months	The Ministry competent for youth and sports	The Rulebook is adopted and effective	Not required	
		Conduct an analysis and provide recommendations for the improvement of the existing wider legal framework regulating the work of sports managers and the financial segment of their work, in order to harmonize them with international sports rules and standards for transparent business operations	24 months	The Ministry competent for youth and sports	The analysis document is prepared and published	1,600,000 (information on best practices)	

### 3.9. Media

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018

Priority field 3.9 Media								
3.9.1	Objective	Transparent ownership, media financing and editorial policy						
	Indicator	Representatives of the Commissioner for Information of Public Importance, independent press associations, the Agency, and civil society agreed that access to the information on media ownership and financing is available to the public						
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks	
3.9.1.1.	Harmonizing regulations regulating media concentration and the publicity of the ownership with EU rules to ensure transparency of the information on the final owner and majority owner, at all levels of the government	Develop a Draft law regulating the field of public information and submit it to the Government	6 months	The Ministry competent for public information	The Draft law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	The working group should involve representatives of the ministries competent for justice, trade, finance and economy, as well as of the Anti-Corruption Agency; regarding public services, it is necessary to regulate transparency in terms of the information about major funders and advertisers	
		Develop a Draft law regulating the field of electronic media (harmonize it with the Audiovisual Media Services Directive) and submit it to the Government	6 months		The Draft law is submitted to the Government			
		Submit a proposed law to the National Assembly	9 months	The Government	Proposed laws are submitted to the National Assembly	Not required		
		Adopt the law	12 months	The National Assembly	Laws are adopted	Not required		
3.9.1.2	Creating, maintaining and regularly updating a public media database/register (ownership structure)	Create and develop a register	12 months	A public authority established by a new legal solution	The created database is tested and approved by the public authority established by a new legal solution	Experts for creating a database; website developers; hardware and maintenance funds (min. 50,000,000)	The measure does not refer to creating a new register, but the one that will be envisaged by the law regulating public information and media. The time limit shall start from the date of adoption of the law referred to in measure 3.9.1.1	
		Develop a plan and procedure for regular monthly update	13 months after creating the register		The plan and procedures are adopted			Not required
		Regular (monthly) register update and maintenance	ongoing		All monthly statements on the modifications made in the register are made and submitted to the Agency			Employees trained in using IT technology
3.9.1.3	Amend the Law on Public Enterprises so as to prohibit any form of direct funding of the media by any public company and other organizations supported from public funds, however, advertizing is permitted under conditions and in the manner envisaged by the Law on Advertizing	Develop a Draft law on amendments to the law and submit it to the Government	9 months	The Ministry competent for finance	The Draft law on amendments to the law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)		
		Submit a proposed law on amendments to the law to the National Assembly	12 months	The Government	The proposed law on amendments to the law is submitted to the National Assembly		Not required	
		Adopt the Law on amendments to the Law	15 months	The National Assembly	The Law on amendments to the Law is adopted		Not required	
3.9.1.4	Harmonizing provisions of national regulations allowing funding of specific media from the state budget, at all levels of the government, with EU <i>acquis communautaire</i>	Start with the implementation of the Action Plan for the implementation of the Media Strategy, which covers the field of state aid to the media, and for its harmonization with EU <i>acquis communautaire</i>	15 months	The Ministry competent for public information	Relevant activities referred to in the Action Plan of the Media Strategy are conducted; a report on the implementation of the Media Strategy is submitted	In accordance with the costs envisaged in the Media Strategy	Provisions that allow funding of specific media from the state budget should be harmonized with EU <i>acquis communautaire</i> since this is state aid. With the Interim Trade Agreement, Serbia assumed an obligation to harmonize the method of allocation of state aid with EU rules	

IV CORRUPTION PREVENTION

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018

4 CORRUPTION PREVENTION		
4.1.	Objective	Set up an analysis of the risk of corruption in the process of preparation of regulations
	Indicator	A percentage of public authorities providing the training based on the materials or models approved by the Anti-Corruption Agency, will be 95% or more by the end of 2017

No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
4.1.1.	Amending the Law on Anti-Corruption Agency so to authorize the Agency to prescribe a methodology for the analysis of effects on corruption in regulations, and bind the proposing bodies to implement it	Develop and submit a Draft law on amendments to the law	12 months	The Ministry competent for justice	The Draft law on amendments to the law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	This provision should also include authorities of the territorial autonomy and local self-government units and public authorities when they enact their regulations in accordance with the Law on Public Administration as well as organizations entrusted by the law to exercise public/regulatory powers
		Submit a proposed law on amendments to the law to the National Assembly	15 months	The Government	The proposed law on amendments to the law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	20 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
4.1.2.	Adopting a methodology for the analysis of the risk of corruption in regulations and guidelines for its implementation	Develop a methodology and guidelines for the implementation of the methodology	24 months	The Anti-Corruption Agency	The methodology and guidelines for the implementation of the methodology are developed	Not required	
		Adopt the methodology and guidelines for the implementation of the methodology	26 months	The Anti-Corruption Agency	The methodology and guidelines for the implementation of the methodology are adopted	Not required	
4.1.3.	Amending the Rules of Procedure of the National Assembly so to bind the bodies proposing the law to include an analysis of the risk of corruption	Adopt amendments to the Rules of Procedure of the National Assembly	6 months	The National Assembly	Proposed amendments to the Rules of Procedure are adopted	Not required	
4.1.4.	Amending the Rules of Procedure of the Government so to determine an obligation of the Government to submit draft laws and proposed regulations to the Agency for an opinion, and to attach Agency's opinion (if submitted within 10 days) to the proposed law when submitting it to the National Assembly	Develop and adopt amendments to the Rules of Procedure of the Government	6 months	The Government	Proposed amendments to the Rules of Procedure are adopted	Not required	The time limit shall start from the date of adoption of amendments to the Rules of Procedure of the National Assembly
4.1.5.	Training representatives of the bodies proposing the law in implementing the methodology for the analysis of the risk of corruption in regulations according to the plan developed and implemented by the Agency	Adopt a plan for the training of representatives of the bodies proposing the law and other regulations	26 months	The Anti-Corruption Agency	The plan for the training of representatives of the bodies proposing the law and other regulations is adopted	Not required	
		Organize training according to the adopted plan	An ongoing task	The Anti-Corruption Agency	The training plan is implemented per year of application of the Strategy	800,000 (training organization costs)	
4.1.6.	Training representatives of proposing and enacting bodies, at the level of the territory of the autonomy and local self-government, in implementing the methodology for the analysis of the risk of corruption in regulations according to the plan developed and implemented by the Agency	Adopt the plan for the training of representatives of the bodies proposing and passing regulations	26 months	The Anti-Corruption Agency	The plan for the training of representatives of the bodies proposing the law and other regulations is adopted	Not required	
		Organize training according to the adopted plan	An ongoing task	The Anti-Corruption Agency	The training plan is implemented per year of application of the Strategy	800,000 (training organization costs)	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018

Priority field 4 CORRUPTION PREVENTION

4.2.	<b>Objective</b>	<b>Establish the system of employment and promotion in public authorities on the basis of criteria and merits</b>					
	<b>Indicator</b>	The number of founded complaints related to irregular employment, at the annual level, will be reduced by 30% by the end of 2017 (in comparison to 2012)					
<b>No.</b>	<b>Measure</b>	<b>Activity</b>	<b>Time limit</b>	<b>Responsible entities</b>	<b>Indicators</b>	<b>Required resources</b>	<b>Remarks</b>
4.2.1.	Establishing conditions and criteria for employment and promotion in the public sector (including appointed officials) in accordance with the principles of competition and transparency	Conduct an analysis of regulations governing the employment status in public authorities, with recommendations	30 months	The Ministry competent for public administration	A report on the conducted analysis	1,600,000 (information on best practices; costs of public hearings)	
		Develop a draft law on amendments to the law in accordance with recommendations from the analysis, and submit it to the Government	36 months	The Ministry competent for public administration	Draft laws on amendments to the law is submitted to the Government		
		Submit a proposed law on amendments to the law to the National Assembly	39 months	The Government	The proposed law on amendments to the law is submitted to the National Assembly	Not required	
		Adopt the law on amendments to the law	40 months	The National Assembly	The laws on amendments to the law are adopted	Not required	
4.2.2.	Harmonizing the salary system and social rights in the public sector	Conduct an analysis of regulations governing the salary system and social rights in the public sector, with recommendations	30 months	The Ministry competent for social policies	A report on the conducted analysis	1,600,000 (information on best practices; costs of public hearings)	In cooperation with the Ministry competent for finance
		Develop proposals of modalities of harmonization of wages and salaries according to the nature, scope and complexity of work	36 months		A report on modalities of harmonization		
		Amend regulations in accordance with the analysis and modalities of harmonization of wages and salaries and social rights	39 months		Regulations are amended in accordance with recommendations from the analysis and a proposed method of harmonization	Not required	
4.2.3.	Creating a database on the parties obliged to pay a contribution and on paid contributions for compulsory social insurance per individual, which is regularly updated	Conduct an analysis on what changes to technical solutions of the Central Registry of Compulsory Social Insurance are necessary to harmonize it with software solutions within the Tax Administration system	2 months	The Central Registry of Compulsory Social Insurance	The analysis with recommendations for changes to technical solutions is conducted	Not required	In cooperation with the Ministry competent for social policies, finance
		Changing the existing technical solutions of the Central Registry of Compulsory Social Insurance in accordance with recommendations from the analysis	4 months	The Central Registry of Compulsory Social Insurance	Technical solutions of the Central Registry of Compulsory Social Insurance are harmonized with recommendations from the analysis	In accordance with the analysis	General remark No. 8
		Establish a technical connection with the Tax Administration	6 months	The Central Registry of Compulsory Social Insurance	The technical connection is established	In accordance with the analysis	General remark No. 8
4.2.4.	Building capacities of the Central Registry of Compulsory Social Insurance to ensure efficient control of the calculation and collection of contributions for compulsory social insurance	Conduct the needs analysis	6 months	The Central Registry of Compulsory Social Insurance	The needs analysis is conducted	Not required	General remark No. 2
		Modify the systematization and employ the number of qualified personnel that matches the analysis	20 months	The Central Registry of Compulsory Social Insurance	The number and structure of the employed personnel matches the needs analysis	According to the needs analysis (min. gross 50,000 per employee)	General remark No. 3
		Develop and implement a professional training program in accordance with the analysis	ongoing	The Central Registry of Compulsory Social Insurance	General remark No. 7	According to the needs analysis and training program (300,000 per training)	
		Provide equipment in accordance with the needs analysis	24 months	The Central Registry of	A report on procured equipment is submitted	According to the needs analysis	General remark No. 4

				Compulsory Social Insurance			
4.2.5.	Improving a database on filed single electronic applications for compulsory social insurance which is regularly updated	Conduct a needs analysis to establish technical connection with competent authorities and organizations (SBRA, Labor Inspectorate, RFPDI, RFHI and NEC)	6 months	The Central Registry of Compulsory Social Insurance	The needs analysis is conducted	Not required	General remark No. 2
		Establish technical connection with competent authorities and organizations (SBRA, Labor Inspectorate, RFPDI, RFHI and NEC)	48 months	The Central Registry of Compulsory Social Insurance	Technical connection is established	In accordance with the needs analysis	In cooperation with the Ministry competent for labor and health care. General remark No. 4 and 8
4.2.6.	Conducting a campaign to inform the parties filing a single electronic application for compulsory social insurance, as well as the insured party, on the importance and availability of the data and Single Database of the Central Registry of Compulsory Social Insurance	Develop a program for the campaign	6 months	The Central Registry of Compulsory Social Insurance	The campaign program is developed	Not required	In cooperation with the Ministry competent for labor and social policies
		Conduct the campaign in accordance with the program	36 months	The Central Registry of Compulsory Social Insurance	A report on conducted campaign is submitted	5,000,000	In cooperation with the Ministry competent for labor and social policies

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
4 CORRUPTION PREVENTION							
4.3.	Objective	Ensure transparency of work of public authorities					
	Indicator	The percentage of founded complaints submitted to the Commissioner for Information of Public Importance and Personal Data Protection, at the annual level, and on the grounds of access to the information of public importance, will be reduced by 50% by the end of 2018. The percentage of the public authorities which published an updated information bulletin at their website will be 95% or more by the end of 2018.					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
4.3.1.	Amending the Law on Free Access to Information of Public Importance so to increase the number of public authorities and holders of public powers to which the obligation of publishing the information bulletin refers; to authorize the Commissioner for Information of Public Importance and Personal Data Protection to initiate misdemeanor proceedings against a responsible person that does not act according to a Commissioner's decision or measures, or does not inform the public and the nominating/selecting/appointing authority about the failure to act according to Commissioner's decisions and measures	Develop and submit a Draft law on amendments to the Law	6 months	The Ministry competent for public administration	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (costs of public hearings)	
		Submit a proposed law on amendments to the Law to the National Assembly	9 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	12 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
4.3.2.	Building capacities of the Commissioner for Information of Public Importance and Personal Data Protection	Conduct the needs analysis with recommendations	6 months	The Commissioner	The needs analysis with recommendations is conducted	Not required	General remark No. 2
		Employ new personnel in accordance with recommendations from the needs analysis	15 months	The Commissioner	The number and structure of qualified personnel matches recommendations from the needs analysis	According to the needs analysis (min. gross 50,000 per employee)	General remark No. 3
		Develop a professional training program in accordance with recommendations from the needs analysis	8 months	The Commissioner	The professional training program is developed on the basis of recommendations from the needs analysis	According to the needs analysis and training program (300,000 per training)	
		Implement the professional training program	ongoing	The Commissioner	General remark No. 7	In accordance with the needs (min. 300,000 per training)	

		Provide equipment/space in accordance with recommendations from the needs analysis	15 months	The Commissioner	Equipment/space is provided in accordance with recommendations from the needs analysis; a report on the provided equipment/space is submitted	According to the needs analysis	General remark No. 4
4.3.3.	Developing an internal act with instructions on procedures for work of public authorities and publishing it on the website	Develop internal acts with instructions, distribute them to all employees and publish on the website	15 months	The Ministry competent for public administration	The internal act with instructions is developed, distributed to all employees in public authorities and published on the website	5,000,000	The measure refers to internal procedures of actions, i.e. conducting activities within the authority itself
4.3.4.	Adopting by-laws necessary for full implementation of the Law on Confidential Information	Adopt by-laws on the official identification; detailed criteria for determining the level of confidentiality such as "confidential" and "for internal use only"	10 months	The Government	By-laws on the official identification are adopted; detailed criteria for determining the level of confidentiality such as "confidential" and "for internal use only"	Not required	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
4 CORRUPTION PREVENTION							
4.4.	Objective	Ensure continuing education about corruption and anti-corruption methods					
	Indicator	The percentage of public authorities which provide training based on the material or models approved by the Anti-Corruption Agency, will be 95% or more by the end of 2017					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
4.4.1.	Introducing anti-corruption contents of regulations and practice in the state qualifying examination program	Adopt amendments to the Regulation on State Qualifying Examination so to introduce anti-corruption contents of regulations and practice in the examination program	6 months	The Government	Amendments to the Regulation are adopted	Not required	
4.4.2.	Amending the Law on Civil Servants so to ensure for the High Civil Service Council to monitor implementation of the Code of Ethics, collect information, and conduct analysis	Develop and submit a Draft law on amendments to the Law	9 months	The Ministry competent for public administration	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit a proposed law on amendments to the Law to the National Assembly	12 months	The Government	The proposed law on amendments to the law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	15 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
4.4.3.	Amending the Law on the Anti-Corruption Agency so to introduce for the officials and employees in the public sector an obligation to attend training in the field of anti-corruption, ethics and integrity	Develop and submit a Draft law on amendments to the Law	9 months	The Ministry competent for public administration	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit a proposed law on amendments to the Law to the National Assembly	12 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	15 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
		Develop a professional training program	6 months	The Anti-Corruption Agency	The professional training program is developed	Not required	

**4 CORRUPTION PREVENTION**

4.5.	Objective	Create conditions for more active participation of civil society organizations in anti-corruption					
	Indicator	Established clear standards and procedures for participation of the public in the process of adopting decisions at all levels of the government					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
4.5.1.	Amending the Regulation on funds for developing programs or missing parts of funds for the financing of programs of public interest implemented by associations so to introduce an obligation for all beneficiaries to also enclose a statement, when applying for the allocation of public funds, on the absence of conflict of interest and an internal act on the anti-corruption policy	Adopt amendments to the Regulation	12 months	The Government	The Regulation is adopted	1,600,000 (information on best practices; costs of public hearings)	The internal document includes all kinds of laws dealing with the anti-corruption policy, including the Code of Ethics
4.5.2.	Amending the Law on Public Administration so to establish clear standards of cooperation of public authorities with the civil society in accordance with standards of the Council of Europe and the UN Convention Against Corruption (UNCAC)	Develop and submit a Draft law on amendments to the Law	12 months	The Ministry competent for public administration	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	This refers to consultations and participation of the public in adopting decisions and passing acts
		Submit a proposed law on amendments to the Law to the National Assembly	15 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	18 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
4.5.3.	Developing a methodology for the monitoring of implementation of the programs/projects financed from budgetary funds, particularly monitoring their implementation in the field and monitoring of the use of funds to prevent inappropriate expenditure of funds	Adopt the methodology	ongoing	The Ministry competent for finance	The monitoring methodology is adopted	3,000,000	In cooperation with the Office for Cooperation with the Civil Society
		Monitoring implementation of programs/projects on the basis of adopted methodology	ongoing	The Ministry competent for finance	An annual report on the monitoring of the implementation of programs/projects	In accordance with the needs	
4.5.4.	Amending the Regulation on funds for developing programs or missing parts of funds for the financing of programs of public interest implemented by associations so to improve a framework referring to criteria, terms, scope, method and procedure of allocation of funds	Adopt amendments to the Regulation	12 months	The Government	Amendments to the Regulation are adopted	Not required	Amendments to the Regulation should be made in cooperation with the Office for Cooperation with the Civil Society; Limit discretion rights of the committee members who decide on the funds to be allocated to associations, selection of members, as well as to regulate the issue of responsibility and control of performed allocations
4.5.5.	The Anti-Corruption Agency carries out public competitions for the allocation of funds to CSOs for projects in the field of anti-corruption for initiatives at the national and local level as well as for media initiatives in the field of anti-corruption	Develop the Agency's Rulebook on the allocation of funds to CSOs	6 months	The Agency	Rulebook on the allocation of funds to CSOs is adopted	Not required	
		Ensure additional funds in the annual budget of the Agency	ongoing at the annual level	The Ministry competent for finance	The annual budget of the Agency envisages funds to be allocated to CSOs	Min. 6,000,000 per year	
		Organize annual competitions for the allocation of funds to CSOs at the national and local level as well as to media projects	ongoing at the annual level	The Agency	At least one competition is carried out in a calendar year	Funds for announcing competitions	
4.5.6.	The Anti-Corruption Agency establishes a system for continuous coordination and training for CSOs	Organize regular semi-annual coordination meetings with CSOs	ongoing	The Agency	Two coordination meetings are held per year of application of the Strategy	Funds for organizing meetings	
		Develop a training program for CSOs	9 months	The Agency	The training program is developed	Not required	

		Implement the training program for CSOs		The Agency	Indicators for the implementation of the training program	2,500,000 (Funds for printing materials and organizing training)	
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**The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018**

**4 CORRUPTION PREVENTION**

4.6.	<b>Objective</b>	<b>Create conditions for more active participation of the private sector in anti-corruption</b>					
	<b>Indicator</b>	The number of companies which receive a special tax relief from donations or anti-corruption activities, at the annual level, will be (state here) by the end of 2018					
<b>No.</b>	<b>Measure</b>	<b>Activity</b>	<b>Time limit</b>	<b>Responsible entities</b>	<b>Indicators</b>	<b>Required resources</b>	<b>Remarks</b>
4.6.1.	Amending the Law on Income Tax of Legal Persons so that anti-corruption is stated as one of purposes/activities for which companies providing financial support to the civil society are granted with a special tax relief	Develop and submit a Draft law on amendments to the Law	15 months	The Ministry competent for finance	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit a proposed law on amendments to the Law to the National Assembly	18 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	24 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
4.6.2.	The Serbian Chamber of Commerce enacts and publishes anti-corruption standards and practices such as: the Code of Business Ethics, Code of Corporate Governance, promotion of ICC anti-corruption standards, rules of the Anti-Corruption Declaration of the Global Compact Serbia, as well as the companies which adopted anti-corruption plans or integrity plans	Enact and publish the stated Codes in the "Official Gazette of the Republic of Serbia" and rules on the SCC's website	12 months	SCC	Codes and standards are published in the "Official Gazette" and on the SCC's web page	Website maintenance and update	
		Organize meetings and seminars in the field of anti-corruption in cooperation with institutions of the Republic of Serbia and promote companies' good practices in the field of anti-corruption	ongoing	SCC	The number of organized meetings and seminars in a calendar year; training organization indicators;	5,000,000 (Preparing materials for conferences and seminars, organization costs)	

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**4 CORRUPTION PREVENTION**

4.7.	<b>Objective</b>	<b>Ensure that the National Assembly monitors implementation of conclusions, i.e. recommendations it made regarding reports of independent public authorities</b>					
	<b>Indicator</b>	The percentage of recommendations of the National Assembly based on reports of independent public authorities that are implemented by executive authorities, will be 50% or more by the end of 2018					
<b>No.</b>	<b>Measure</b>	<b>Activity</b>	<b>Time limit</b>	<b>Responsible entities</b>	<b>Indicators</b>	<b>Required resources</b>	<b>Remarks</b>
4.7.1.	Amending the Law on National Assembly so to introduce an obligation of the Government to submit to the National Assembly, at least once a year, a report on the implementation of National Assembly's conclusions adopted for consideration of reports of independent public authorities, organizations and bodies, within six months from the adoption of National Assembly's conclusions, with an obligation to review the Government's report at the meeting of the National Assembly	Develop and adopt the Law on amendments to the Law	20 months	The National Assembly	The Law on amendments to the Law is adopted	1,600,000 (information on best practices; costs of public hearings)	
4.7.2.	Building capacities of the National Assembly for executing new competences referred to in objective 4.7	Develop and adopt amendments to the Rulebook on the Systematization of Job Positions at the National Assembly	26 months	The National Assembly	Amendments to the Rulebook on the Systematization of Job Positions at the	Not required	

					National Assembly are adopted		
		Employ new officials at job positions envisaged for the execution of new competences referred to in the objective 4.7	36 months	The National Assembly	New officials are employed at job positions envisaged for the execution of new competences	A required (min. gross 50,000 per employee)	General remark No. 3
		Develop a professional training program for new employees in the field of new competences	36 months	The National Assembly	The professional training program is developed	Not required	
		Implement the training program	40 months	The National Assembly	General remark No. 7	In accordance with the needs (300,000 per training)	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
Priority field 4 CORRUPTION PREVENTION							
4.8.	<b>Objective</b>	<b>Extend and specify competences and build personnel capacities and working conditions of the Anti-Corruption Agency, Ombudsman, Commissioner for Information of Public Importance and Personal Data Protection and State Audit Institution</b>					
	<b>Indicator</b>	The Anti-Corruption Agency, the Ombudsman, the Commissioner for Information of Public Importance and Personal Data Protection and the State Audit Institution have permanent, modern facilities providing adequate working conditions for the required personnel					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
4.8.1.	Conducting an analysis of needs of the Anti-Corruption Agency, the Ombudsman, the Commissioner for Information of Public Importance and Personal Data Protection and the State Audit Institution in terms of extending and/or specifying competences, building personnel capacities and providing working conditions	Formulate the needs analysis with recommendations	2 months	The Anti-Corruption Agency, the Ombudsman, the Commissioner for Information of Public Importance and Personal Data Protection, SAI	The needs analyses with recommendations are formulated	1,600,000 (information on best practices; costs of public hearings)	One of Agency's new competences would be to oblige public authorities to ensure for the Agency to investigate, through direct insight, the risks of corruption in the existing practice of application of regulations of public authorities and public officials, and to give recommendations on best practice. Public authorities would be obliged to submit a report on measures taken according to recommendations.
		Submit the needs analysis to the Government, the Ministry competent for justice and public administration, as well as to the Ministry competent for finance	3 months	The Anti-Corruption Agency, the Ombudsman, the Commissioner for Information of Public Importance and Personal Data Protection, SAI	The needs analyses are submitted to the Government, the Ministry competent for justice and public administration, as well as to the Ministry competent for finance	Not required	
		Provide written statement of reasons for the refusal of the recommendations unacceptable to the Government	6 months	The Government	Written statements of reasons for refusals of unacceptable recommendations are submitted to the Agency, the Ombudsman, the Commissioner and to the SAI	Not required	
4.8.2.	Executing recommendations from the analysis of needs adopted by the Government	Develop a plan for the execution of recommendations from the analysis in the field of expanding and specifying competences	8 months	The Ministry competent for justice and public administration, the Legislation Committee of the National Assembly, the Ombudsman	The plan for the execution of recommendations in the field of extending and specifying competences is developed	Not required	The plan will designate an authority that will be responsible for plan implementation
		Develop a plan for the execution of recommendations in the field of building capacities and providing working conditions	8 months	The Ministry competent for finance	The plan for the execution of recommendations in the field of building capacities and providing working conditions is developed	Not required	The plan will designate an authority that will be responsible for plan implementation
		Implement the plan in the field of expanding and/or specifying competences	Within the time limit set out in the plan	Public authorities designated by the plan	The plan is implemented within time limits per year of application of the Strategy	Depending on the analysis	

		Implement the plan in the field of building capacities and providing working conditions	Within the time limit set out in the plan	Public authorities designated by the plan	The plan is implemented within time limits per year of application of the Strategy	Depending on the analysis	
		Create a report on the implementation of the plan in the field of expanding and/or specifying competences and submit it to the Government and independent public authorities included in the plan	Upon expiry of the time limit for the implementation of the plan, and min. once in six months	The Ministry competent for justice and public administration	The report is created and submitted to the Government and to independent public authorities included in the plan	Not required	
		Create a report on the implementation of the plan in the field of building capacities and providing working conditions and submit it to the Government and independent public authorities included in the plan	Upon expiry of the time limit for the implementation of the plan, and min. once in six months	The Ministry competent for finance	The report is created and submitted to the Government and to independent public authorities included in the plan	Not required	

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
Priority field 4 CORRUPTION PREVENTION							
4.9.	Objective	Establish efficient and effective protection of whistleblowers (persons that report suspected corruption)					
	Indicator	The number of whistleblowers under protection of the law, at the annual level, will be (state here) by the end of 2017					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
4.9.1.	Adopting the Law on Protection of Whistleblowers (persons that report suspected corruption or make disclosures in public interest)	Develop and submit a Draft law on amendments to the Law	3 months	The Ministry competent for justice and public administration	The Draft law on amendments to the law is submitted to the Government	Not required	Consult experience of the Anti-Corruption Agency
		Submit a proposed law on amendments to the law to the National Assembly	5 months	The Government	The proposed law on amendments to the law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	7 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
4.9.2.	Adopting by-laws which precisely govern procedures and actions	Develop and enact by-laws	6 months	The Ministry competent for justice and public administration	By-laws are adopted	Not required	The time limit shall start from the date of adoption of the Law governing protection of whistleblowers
4.9.3.	Conducting professional training of persons employed in the public and private sector in protection of whistleblowers	Develop a professional training program in the public sector	3 months after adoption of by-laws	The Ministry competent for justice and public administration	The training program is developed	Not required	Development of the training program should involve representatives of the institutions responsible for the protection of whistleblowers according to the Law
		Implement the professional training program in the public sector	an ongoing task	The Ministry competent for justice and public administration	The training program is implemented per year of application of the Strategy	In accordance with the needs (min. 300,000 per training)	
4.9.4.	Conduct campaigns for raising awareness of citizens about rights and protection of whistleblowers	Develop a program for the campaign	30 months	The Ministry competent for justice and public administration	The campaign program is developed	Not required	
		Conduct the campaign according to the program	40 months		The campaign is conducted according to the program; a report on the conducted campaign	2,500,000 Funds for printing materials and organizing training	Conducting of the campaign should involve representatives of the institutions responsible for the protection of whistleblowers according to the new law,

							and of interested CSOs
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The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
Priority field 4 CORRUPTION PREVENTION							
4.10.	Objective	Establish a system for prevention of conflict of interest of employees in the public sector					
	Indicator	The number of reports on conflict of interest submitted by employees in the public sector will be (state here) or more by the end of 2018					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
4.10.1.	Adopting a law which in a unique manner regulates prevention of conflict of interest of employees in the public sector, as well as the issue of submission and control of property and income reports of the officials working in public administration	Develop and submit a Draft law	24 months	The Ministry competent for justice and public administration	The Draft law is submitted to the Government	Not required	Implementation of this measure should be coordinated with objective 3.2.1.2 Development of the Draft law should involve representatives of the Agency
		Submit a proposed law to the National Assembly	29 months	The Government	The proposed law is submitted to the National Assembly	Not required	
		Adopt the Law	30 months	The National Assembly	The Law is adopted	Not required	
4.10.2.	Adopting by-laws that specifically govern the procedure and actions in case of conflict of interest, submission and control of property and income reports of the officials working in public administration, as well as consequences of violations of these provisions	Define and enact by-laws	33 months	The Ministry competent for justice and public administration	By-laws are adopted	Not required	
4.10.3.	Conducting professional training of the employees conducting activities within new competences	Develop a professional training program of the employees	33 months	The Ministry competent for justice and public administration	The professional training program is developed	Not required	
		Implement the professional training program	ongoing	The Ministry competent for justice and public administration	The professional training program is implemented per year of application of the Strategy	In accordance with the needs (for four years about 3,500,000)	

## V IMPLEMENTATION AND MONITORING IMPLEMENTATION OF THE STRATEGY

The Action Plan for the Anti-Corruption Strategy in the Republic of Serbia for the period 2013-2018							
5. IMPLEMENTATION AND MONITORING IMPLEMENTATION OF THE STRATEGY							
5.	Objective	Establish the system for implementation, coordination and monitoring of implementation of the Strategy					
	Indicator	Established system for implementation, coordination and monitoring implementation of the Strategy					
No.	Measure	Activity	Time limit	Responsible entities	Indicators	Required resources	Remarks
5.1.	Establish an organizational unit within the Ministry competent for justice and public administration, which will be responsible for coordination of implementation of the Strategy and which will be a focal point for cooperation with other holders of public powers and international organizations	Conduct the needs analysis	2 months	The Ministry competent for justice and public administration	The needs analysis is conducted	Not required	General remark No. 2
		Amend the systematization act so to systematize a group for coordination of Strategy and Action Plan implementation	3 months	The Ministry competent for justice and public administration	The systematization act is amended	Not required	General remark No. 3
		Engage an appropriate number of qualified personnel in accordance with the analysis	15 months	The Ministry competent for justice and public administration	The number and structure of the employed personnel matches the needs analysis	According to the needs analysis (min. gross 50,000 per employee)	General remark No. 3
		Make a list of focal points from public authorities responsible for the Action Plan and publish the list on the website	1 month	The Ministry competent for justice and public administration	The list of focal points from public authorities responsible for the Action Plan is published on the	Not required	

					website		
		Provide technical and other equipment in accordance with the needs analysis	15 months	The Ministry competent for justice and public administration	A report on procured equipment is submitted	According to the needs analysis	General remark No. 4
5.2.	Amending the Rulebook on the operation of the Anti-Corruption Council	Regulate the issue of collecting and submitting information to the Government related to the performance of public authorities and publication on its website	2 months	The Anti-Corruption Council	The Rulebook is amended	Not required	
5.3.	Amending the Law on the Anti-Corruption Agency so to submit a report on the implementation of the Strategy to the National Assembly separately from the annual report and determine a time limit for this, change the obligation of submitting quarterly reports into the obligation of submitting semi-annual reports, introduce an obligation of enclosing evidence to the report and an obligation of responsible parties to respond to the Agency's invitation to attend meetings which are open for the public, treat as a failure non-submission of a report and non-response of responsible parties to the Agency's invitation, introduce a possibility for the Agency to provide its opinion on the execution of activities to the obliged party this refers to, as well as to the body which selected, nominated or appointed its manager, whereas the obliged party must discuss about this opinion within 60 days as well as to inform the Agency and the public about conclusions	Develop a Draft law on amendments to the Law and submit it to the Government	3 months	The Ministry competent for justice and public administration	The Draft law on amendments to the Law is submitted to the Government	1,600,000 (information on best practices; costs of public hearings)	
		Submit a proposed law on amendments to the Law to the National Assembly	4 months	The Government	The proposed law on amendments to the Law is submitted to the National Assembly	Not required	
		Adopt the Law on amendments to the Law	6 months	The National Assembly	The Law on amendments to the Law is adopted	Not required	
5.4.	Amending the Law on National Assembly so as to introduce an obligation of the Government to submit to the National Assembly, at least one a year, a report on the execution of conclusions of the National Assembly enacted as a result of consideration of Agency's reports, within 6 months after adoption of conclusions of the National Assembly, with the obligation to review the Government's report at the meeting of the National Assembly	Develop and adopt a proposed amendments to the law	6 months	The National Assembly	Proposed amendments to the law are adopted	1,600,000 (information on best practices; costs of public hearings)	
5.5.	Analyzing achieved results of application of the Strategy and the Action Plan, and possibly suggesting their amendments	Conduct an analysis and assessment of the level of compliance with the Strategy and the Action Plan, and possibly propose their amendments	30 months	The Ministry competent for justice	The analysis and assessment of the level of compliance with the Strategy and the Action plan is conducted, and their amendments are possibly proposed	In accordance with the needs	In cooperation with the Agency, the Council and other parties responsible for the Action Plan