

# Integrity of civil servants

**10 DAY- TRAINING PROGRAMME FOR 36 CIVIL SERVANTS FROM THE FOLLOWING COUNTRIES:**

**ALBANIA, BOSNIA-HERZEGOVINA, GEORGIA, KOSOVO, MACEDONIA, MOLDOVA, MONTENEGRO,  
SERBIA, TURKEY, UKRAINE**

**10 – 19 May 2017**

**THE HAGUE, THE NETHERLANDS**

**DEVELOPED AND DELIVERED BY:**



**Universiteit  
Leiden**

**The Hague Academy for  
local governance**



*NETHERLANDS HELSINKI COMMITTEE*

**FINANCED BY:**



Ministry of Foreign Affairs of the  
Netherlands

## In short

The *Matra Rule of Law Training Programme* is a two-year (2017 – 2018) programme designed to strengthen institutional capacity in the fields of *Rule of Law* within government organisations in the Western Balkan, Turkey, Ukraine, Georgia and Moldova. To this end seven training programmes are offered per year, each introducing the participants to Dutch best practices in a wide range of rule of law themes. Through interactive sessions combining theory, practical skills and study visits, policy advisors, members of the judiciary and other civil servants working in the government and justice sectors acquire the knowledge and skills necessary to drive reforms in their home countries. In addition, by taking part in the training programme, participants become part of a large transnational network of alumni, lecturers and relevant government departments in the Netherlands and in the target countries. This network offers a platform for learning, exchange and collaboration.

The Matra Rule of Law Training programme is designed and delivered by the Netherlands Helsinki Committee, Leiden Law School, and The Hague Academy for Local Governance, and is financed by the Ministry of Foreign Affairs of the Netherlands.

### **This training on ‘Integrity of Civil Servants’ is intended for:**

Senior civil servants and policy makers at national Ministries or subnational government charged with the development, implementation and enforcement of integrity policy for civil servants in their respective countries are invited to apply. Participants will be selected who can offer a valuable and active contribution to the learning process and who are in the position to implement the newly gained knowledge and insights in their respective organisations.

The maximum number of participants is 36. The total will represent a balance in gender, and a balance in the number of participants from the individual countries.

<b>Eligible countries:</b>	Albania, Bosnia-Herzegovina, Georgia, Kosovo, Macedonia, Moldova, Montenegro, Serbia, Turkey, Ukraine
<b>Application deadline:</b>	Application forms can be submitted from Tuesday March 7. The deadline for applications is <b>Thursday March 23, 2017</b> .
<b>Training period:</b>	10-19 May 2017
<b>Language:</b>	English
<b>Programme costs:</b>	The Netherlands Government will provide full fellowships to selected participants. Each fellowship will cover the cost of international travel (economy), full board and lodging, visa and insurance, tuition fees, lecture materials and excursions. The participants will have to cover any other costs.
<b>Location:</b>	The Hague, the Netherlands
<b>Training venues:</b>	Leiden University Campus The Hague
<b>Hotel accommodation:</b>	Ibis Den Haag City Centre, The Hague <a href="http://www.accorhotels.com/gb/hotel-3701-ibis-den-haag-city-centre/index.shtml">http://www.accorhotels.com/gb/hotel-3701-ibis-den-haag-city-centre/index.shtml</a>

## **Introduction**

The European Union in its relations with pre-accession and Eastern Partnership countries requires stable government institutions that should be able to guarantee democracy, rule of law, human rights and protection of minorities. To promote the development of such institutions, integrity policies and anti-corruption activities are important conditions. In addition, issues of integrity and corruption need to be dealt with in order to realise the five principles of good governance in the EU, as described in the White Paper on European Governance: openness, participation, accountability, effectiveness and coherence. The training programme Integrity of Civil Servants discusses how to design, implement and enforce a policy to promote the integrity of civil servants, as a contribution to transparent and accountable government institutions.

## **Objectives**

The training programme aims to increase understanding of the international and EU framework for integrity policy and the national context of the participants' countries. The course provides insight in the roles and responsibilities of the different actors in promoting integrity of civil servants. The seven building blocks of integrity will be discussed, as well as coherence of integrity policies with the overall financial and HR-policy. Examples from The Netherlands will be discussed and European organisations such as OLAF will present their work in the field of anti-corruption. In addition, knowledge and skills to develop a sustainable policy for the promotion of integrity of civil servants at different government levels will be enhanced. Special attention will be paid to obstacles and dilemma's in the implementation process and how to overcome them.

## **Approach and structure**

By being demand-driven in nature and by stimulating active participation, the training programme strives to achieve lasting results. When participants leave they are sufficiently equipped to implement the newly gained knowledge and insights in their respective organisations. The training programme offers a careful balance between the following three, mutually reinforcing, components:

- Theory
- Practical skills
- Study visits

A social programme will facilitate network development between the participants from the various countries as well as between the participants and their Dutch counterparts.

On completion of the training, participants will:

- Have insight in the importance of integrity for well-functioning, transparent government institutions and for economic growth;
- Know how the Dutch policy for integrity of civil servants is shaped and organised;
- Be able to use the acquired knowledge and best practices as a source of inspiration for dealing with challenges related to integrity policies in their own countries;
- Be trained in the practical application of specific subjects and in a number of needed practical skills;
- Have had the opportunity to share knowledge and experiences;
- Have had the opportunity to create new professional cross-border networking relations.

## **Experts**

All contributors to the programme are carefully selected and have practical experience with designing and/or implementing of integrity policies. They come from the European Union, the

Netherlands Ministry of the Interior and Kingdom Relations, the Dutch National Police, the Municipality of Amsterdam, Transparency International and Leiden University.

### **Admission requirements**

Important points on which the selection of participants will largely be based are:

- The participant should clearly demonstrate their professional interest in a training on integrity of civil servants, and the use they would make of the insights gained from such as training;
- The participant should have experience with issues of integrity and anti-corruption measures in his/her country;
- The participant should have a good command of spoken and written English;
- The participant should be highly motivated and enthusiastic;
- The participant should be comfortable sharing his/her knowledge with fellow participants (solo presentation during the programme and regular knowledge sharing in the digital learning environment will be required);
- The participant should be in the position to devote time and attention to the training programme prior to and after the 10-day training in the Netherlands, by working on preparatory assignments and a Back Home Action Plan;
- Participant should submit a signed employer's statement granting permission to participate in the training programme.

### **How to apply**

Please read the admission requirements carefully. Candidates who satisfy all of the requirements may proceed to complete the application form which shall be made available March 7, 2017 at [www.nhc.nl/matrarolt](http://www.nhc.nl/matrarolt).

Qualified applicants must obtain permission from their employer to attend this training programme.

Application forms need to be submitted in full to be eligible for selection. Admission will be on a merit and competitive basis.

Successfully uploaded applications will receive an automatic e-mail confirmation.

### **Information and training programme organisation**

#### **Netherlands Helsinki Committee**

Website: [www.nhc.nl/matrarolt](http://www.nhc.nl/matrarolt)

E-mail: [matrarolt@nhc.nl](mailto:matrarolt@nhc.nl)

Phone: + 31 (0)70 392 6700