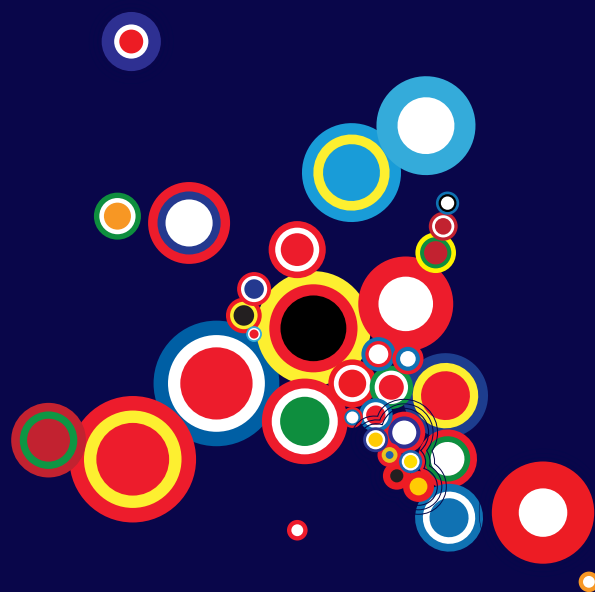




INSTRUMENT FOR PRE-ACCESSION ASSISTANCE (IPA II) 2014-2020

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA FURTHER DEVELOPMENT OF THE CAPACITIES FOR CRIME SCENE INVESTIGATION



Action Summary

The overall objective of this action is to contribute to the fight against organised and classical crime. The expected results are further development of the capacities for crime scene investigation through establishment of a new organisational structure, introducing new methods and standards for collection and transport of evidence from the crime scene and fulfilment of preconditions for accreditation of crime-laboratories.

Action Identification	
Programme Title	Annual action programme for the former Yugoslav Republic of Macedonia for 2014
Action Title	Further development of the capacities for crime scene investigation
Action Reference	IPA/2014/037-701
Sector Information	
IPA II Sector(s)	Rule of law and fundamental rights – sub sector Home Affairs
DAC Sector	15210 Security system management and reform
Budget	
Total cost (VAT excluded) ¹	EUR 1,050,000
EU contribution	EUR 1,050,000
Management and Implementation	
Method of implementation	Indirect management by beneficiary country
Indirect management: Responsible Unit or National Authority/Implementing Agency	The Central Financing and Contracting Department (CFCD) will be the Contracting Authority and will be responsible for all administrative and procedural aspects of the tendering process, contracting matters and financial management including payment of project activities. The Head of CFCD will act as the Programme Authorising Officer (PAO) of the project. Ms. Radica Koceva (PAO) Central Financing and Contracting Department Ministry of Finance Tel: +389-2-3231 219 Fax: +389-2- 3106 612 e-mail: radica.koceva@finance.gov.mk
Implementation responsibilities	<u>Ministry of Interior</u> Mr. Sasko Kocev, Head of Section for IPA implementation and Senior Programme Officer) E-mail: Sasko Kocev@moi.gov.mk
Location	
Zone benefiting from the action	The former Yugoslav Republic of Macedonia
Specific implementation area(s)	Nation-wide activities
Timeline	
Deadline for conclusion of the Financing Agreement	2015 (n+1)
Contracting deadline	d+3
End of operational implementation period	d+6

¹ The total action cost should be net of VAT and/or of other taxes. Should this not be the case, clearly indicate the amount of VAT and the reasons why it is considered eligible.

1. RATIONALE

One of the main responsibilities of the Ministry of Interior (MoI), as a public institution, is fight against different types of crime. In this regard, proper and professional crime scene investigation is one of the main preconditions for providing valid and relevant evidence in front of the court. The Forensic department, as a part of the Central Police Services, in accordance to the organisational structure of the MoI is responsible for collection of evidence from crime scene. More precisely, the tasks of the Forensic Department are as follows:

1. Development of strategy and tactics on forensics in our country;
2. Co-operation between local and foreign forensic institutions, as well as with other scientific institutions active in the field of forensic;
3. Management and co-ordination of equipment and resources;
4. Organisation of the implementation of results gained from scientific research within forensics;
5. To provide forensic expertise, requiring specialist equipment;
6. Examination of crime scenes and involvement in legal proceeding concerning major national events or scenes where specialist presence is required;
7. Maintenance of registers and files used in identification purposes;
8. To continue research, progress and constructive activity in the area of forensics;
9. Management of courses and training for forensic experts;
10. To testify in court as expert witnesses.

The **Forensic Department** consists in two main sectors divided in respective sub-sections and three sections.

1. Sector for crime identification of persons (Fingerprint Section and Dactyloscopy section);
2. Sector for Criminal-Laboratory examination (Section for questioned documents analysis, Section for Biology and DNA identification, Section for chemical examination and Section for Mechanoscopy and Ballistics);
3. Section for examination of digital equipment and mediums;
4. Section for development and administration;
5. Section for quality control.

Beside aforementioned structure acting at central (national) level, there are 21 detached offices and services for Forensic all over the country acting at regional and local level. These 21 offices are located in the 8 regional sectors for Internal Affairs.

The Forensics department has a key role in the pre-trial and trial procedure thus having established relationship with other organizational units within the ministry as well as institutions outside the Ministry of Interior. The new criminal procedure imposes new rules where the Public Prosecution Office (PPO) is the main body which coordinates the processes of crime scene investigations and cooperates with the Forensic Department. The PPO as a leading institution in the crime scene investigation has solely right for issuing order and requests for forensic analysis of the physical evidence recovered during the crime scene search. This is the key point which brings together the Public Prosecutor's Office, the Forensic department and detached regional offices. The Forensic Department is responsible to coordinate and to control the quality of the evidence recovered from a crime scene. More precisely, to reconstruct the crime, identify the person who did it, preserve the evidence for analysis and collect it in a way that will make it stand up in front of the court. Therefore the Forensic Department plays a vital role in the criminal justice system by providing investigators with scientifically based information through the analysis of physical evidence.

Notably, the Forensic department is acting upon an order issued by PPO thus ensuring legality and legitimacy of Forensic expertise. Namely, the police and prosecutorial investigation in the new system complement each other and fuse. This means that the police investigations is directed towards

detecting, gathering and initial check of evidence and after this is handed over to the public prosecutor who decides whether to file an indictment. The PPO itself may undertake any action necessary to detect and prosecute a criminal act and its perpetrator for which the police, the financial police or the customs administration are authorized by law. The public prosecutor has the obligation of enclose all material evidence to indictment.

Other institution that cooperates with the Forensic department is the Institute of Forensic Medicine and Criminology which is in charge of autopsies on bodies in case of murder, suicide, etc. In order to fulfil its tasks, the Forensic department should have appropriate organisational structure, human capacities and equipment in accordance with the existing EU practice. In addition, the accreditation of the existing laboratories is one of the strategic priorities of the MoI. Therefore, basic preconditions for accreditation must be in place prior to applying for the accreditation.

The main purpose of the project will be to develop a good quality system for managing the technical aspects and administrative procedures of an organisation of Crime scene investigation units. This will guarantee that all staff (crime scene investigators) performing the same functions, at the same time, are doing so in precisely the same manner and following the same protocol. Standard Operating Procedures, Quality Manuals and Reference Manuals should be implemented in every day forensic practice. The crime scene investigation service should systematically plan and conduct regular internal audits to compare the quality system with the criteria of standard ISO/IEC 17020 and test the effectiveness of the set written procedures when put into practice. The result of the internal audit should be presented to those involved and corrective actions should be jointly agreed upon, which, once implemented, should be examined for its effectiveness².

The quality system should define each role in crime scene investigation with specific requirements for qualifications, training, experience and knowledge for the tasks they carry out. Within the project “Sector support plan in the area of Justice, Home Affairs and Fundamental Rights” under IPA 2012/2013 supply contract is foreseen for supply of equipment for the Forensic department. This project will contribute to further strengthening the forensic capacity of Forensic Department. However know-how support in implementation of the European standards in the area of Forensic is still needed.

PROBLEM AND STAKEHOLDER ANALYSIS

Without proper capacities for crime scene investigation there is a real concern for the quality of the biological and micro traces, gunshot residues etc, recovered during the crime scene investigation and delivered for analysis in the forensic laboratories. That means that personal protection is really necessary for those involved in evidence recovery, e.g. cross-contamination and contamination of personal or foreign material (e.g. personal protective equipment and clothing for recovering evidence and appropriate standards of packaging evidence, chain of custody, transport, storage and dry cabinets, bar coding).

In this context, contamination is a serious problem that can ruin evidence and jeopardise a criminal case. While it may be impossible to eliminate contamination from every scene, we should prevent most of the problem by planning ahead and developing standard methods for working at a scene.

Furthermore the efficiency and effectiveness of the Forensic Department is in strong relation with the quality of the physical evidence received from the detached regional forensic offices. Many weak points have been identified and additional measures are proposed, such as:

² *EA-5/03 Guidance for the implementation of ISO/IEC 17020 in the field of crime scene investigation*

- Assessment of the optimal number of working positions in the Forensic department on central, regional and local level and definition of necessary preconditions for the job posts;
- Lack of curricula for basic and advanced training in the area of forensics as well as lack of regular training for the employees;
- Assessment of the competencies of the employees;
- Definition of the working preconditions with regards to the offices in the regional forensic services taking into account sensitive methods which are implemented in the Forensic department laboratories;
- Assessment and proper organization of evidence storage rooms and other space capacities of detached regional forensic offices;
- Avoiding contamination while securing the crime scene investigation, packaging, storage and transportation of physical evidence;
- Establishing effective control of contamination processes.

Regarding information support of the Forensic Department there is a need for upgrading of the existing IT solutions and infrastructure. Department as an institution that performs forensic analysis, in terms of information infrastructure must ensure the application of the international standards ISO 27001, ISO 27002 and ISO 27003 related to the organization of storage, security and procedural manipulation of electronic data.

In the foreseeable future, the Forensic Department needs to focus on the most urgent priorities, such as reducing or preventing contamination within the Laboratories, improving systems and procedures for analysis/examination, strict enforcement of zoning and Contamination Protocols, cultural change amongst staff in relation to contamination, Health and Safety and note-taking are all required areas for development. Moreover, there is a continuous need for upgrading of the skills of the employed personnel, taking into account the new modern methods of evidence collection.

RELEVANCE WITH THE IPA II STRATEGY PAPER AND OTHER KEY REFERENCES

The Strategic Plan of the MoI 2014-2016 in continuation notes the following key objectives: prevention and detection of organized crime and corruption; strengthening the trust of all communities in the police; completing the police reform process; improving the public security and improving the efficiency in the fight against terrorism and protection of the national security; and modernization of the Forensic Department.

The Indicative Strategy Paper 2014-2020³ stresses that IPA II will support completions of the country's judicial and police reforms underlying that the MoI continues with the **police reform** and there is a need for further professionalization of the police and improvement of the human resources management. Likewise, it is stipulated that in the area of home affairs assistance will be given to improve the efficiency and professionalism of the police through strengthening the material and human capacities for prevention and repression of crime including organised crime

With regards to the fight against organized crime, **NPAA stipulates** that on a medium term basis the strengthening of the law enforcement bodies is envisaged.

³ C(2014)5861 final, 19.08.2014

SECTOR APPROACH ASSESSMENT

Strengthening the legal state and the rule of law with continuation of the fight against corruption and organized crime and consistent respect of human rights is one of the key priorities of the country building on the policy to achieve full integration with the EU.

Accordingly, the **Work Program of the Government of the former Yugoslav Republic of Macedonia** for the period 2011–2015 is committed to “Uncompromising fight against corruption and crime and efficient law implementation by undertaking deep reforms in the judiciary and public administration”.

The Police Reform Strategy defines the new organisation of the Ministry of Interior (MoI) and of the Police, as it defines the new methodology of work. In this sense, the reform strategy stresses as necessary to develop capacities to implement the policies at different levels within the Ministry as a whole. According to the new Law on internal affairs and new Law on police the new organizational structure of the Ministry of interior is in place. Beside this there is a need for detailed assessment of the current functioning of the organizational set-up effectiveness and efficiency. Furthermore, analyse of the cooperation between the Ministry of interior and other law enforcement agencies should be conducted.

The country is aware of the seriousness of the problem and is fully committed to strengthening efforts to combat organised crime, including the transnational one. Special attention has already been given to the legal and institutional framework, prevention, suppression, inter-agency and international co-operation as well as trainings to enhance both professionalism and investigative techniques and methods.

The institutions of the former Yugoslav Republic of Macedonia are aware that the fight against organised crime, serious and other forms of crime could not be properly counteracted without effective mechanisms serving to efficiently and effectively enhance Inter-Institutional collaboration and cooperation including coordination regarding the IPA assistance in the area of Rule of law.

LESSONS LEARNED AND LINK TO PREVIOUS FINANCIAL ASSISTANCE

The impact assessment carried out through the previous assistance is in general at a satisfactory level. However, a number of challenges still remain to be targeted in the coming period. Project implementation is often hampered by either insufficient staff and resources allocated to (newly established) institutions or insufficient operational funds available in the government budget to allow for appropriate implementation of the mandate of the concerned department, late approval of relevant legislation etc.

Clear co-operation and communication should be established within the Ministry. Experience from previous projects shows that specific attention must be given to this aspect. Another main challenge that remains is the nomination of Beneficiary Country (BC) Project Leader and BC Resident Twinning Adviser who will be part of the decision maker structure. It is essential to ensure adequate facilities, i.e. adequate office space for the Twinning experts prior to their arrival in the country.

The new Criminal procedures code entered into force on 01 December 2013. New roles and responsibilities were defined and mutual relation between Ministry of Interior and Public Prosecutor office were established. In this context forensic services became part of newly established judicial police with obligation to cooperate directly with the Public Prosecutor during crime scene investigation and preparation of expertise. However, the implementation capacity due to lack of standard operative procedures, control mechanism and skilled competent personnel is still a challenging task.

Within the IPA 2009, Twinning project “Support to the National Police and Criminal law reform, was implemented. In the Final Report prepared by the Twinning partner the following recommendation were proposed:

1. The Forensic Department requires further assistance in relation to contamination issues and the development of Contamination Protocols;
2. Zoning within the Laboratory must be strictly enforced. The practice of staff going through all areas must be prevented. There is a need to operate a cultural change in respect of attitudes to contamination. Contamination Protocols need to be drafted;
3. Health and Safety Officer needs to be appointed with responsibility for implementing Health and Safety procedures. The creation of Standard Operative procedures SOPs and Manuals for Health and Safety is vital for ensuring direction and compliance. Training on Health and Safety is mandatory;
4. A Forensic Training Officer needs to be appointed with responsibility to develop training for Scientists. Definition of National Occupational Standards and preparation of Staff Development Plans are essential requirements to assess the level of expertise of experts working in the Forensic Department;
5. Forensic Department requires a robust Submissions Policy that establishes criteria for submission of exhibits for analysis/examination;
6. Forensic Department needs to plan ahead and to be given sufficient funding for consumable products to conduct examinations/analysis;

In order to have proper implementation of aforementioned recommendations and overcoming of the existing shortcomings, strategic approach is needed.

LINK TO OTHER PROJECTS

- "Support to develop police evidence management and forensic analysis capacities", within the CARDS 2004 programme;
- "Supply of Integrated Ballistic Identification System - IBIS", within the CARDS 2004 programme;
- “Support to the National Police and criminal Law reform”, IPA 2009 programme;
- “Sector support plan in the area of Justice, Home Affairs and Fundamental Rights” IPA 2012/2013 programme.

2. INTERVENTION LOGIC

LOGICAL FRAMEWORK MATRIX

OVERALL OBJECTIVE	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	
To contribute to the fight against organised crime	JHA area in the area of crime scene investigation is aligned with the EU legislation and best practices	Annual reports of the European commission.	
SPECIFIC OBJECTIVE	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	ASSUMPTIONS
To develop a good quality system for crime scene investigation	Increased number of resolved crime acts based on secured and detected evidence from the crime-scene.	<ul style="list-style-type: none"> - Ministry of Interior' s statistics; - Reports of the EU representatives and the EU expert; - Project Steering Committee Report. 	Political commitment
RESULTS	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	ASSUMPTIONS
<ul style="list-style-type: none"> - Analysis of the organisation structure of the Forensic Department including crime scene investigation units at central, regional and local level and formulation of recommendations for a new organisational structure corresponding to the operational needs (especially in view of getting accreditation of the laboratories in the Department as well as implementation of ISO 17020) conducted; - Full and detailed needs assessment regarding the number of employees, facilities, equipment in the Forensic department on central, regional and local level prepared; - Analysis of the IT system used by the Forensic Department (IBIS, AFIS, DNA-eQMS) and preparation of recommendation for upgrading in accordance with EU standards including ISO 27001, ISO 27002, ISO 27003, conducted; - Long term Strategy for Forensic Department Development and Action plan for its implementation prepared; - Standard Operative procedure for Crime scene investigation prepared; - Curricula for ToT and delivery of ToT for the staff from the Forensic 	<ul style="list-style-type: none"> - Revised structure of the Forensic Department at central regional and local level adopted; - Assessment Report regarding the number of employees, facilities, equipment in the Forensic department on central, regional and local level adopted; - Analysis Report including the recommendations for IT system adopted; - Strategy for Forensic; Department Development and Action plan for its implementation adopted; - SOP adopted; - Curricula for ToT and number of training delivered of ToT for the staff from the Forensic Crime Department for implementation of Standard Operative 	<ul style="list-style-type: none"> - Regulation book for organization and work of the MOI; - Regular reports from the MOI Legal department; - Timetables for staff training; - Reports of provided staff training; - Official reports from competent services from the MOI. 	<ul style="list-style-type: none"> - Political commitment; - Efficient procedure for implementation of recommendations; - Commitment on behalf of senior level officials and experts of all MoI services involved in project implementation; - Adequate training of the staff; - The necessary time limits are respected pursuant to the EU legal regulative.

<p>Crime Department for implementation of Standard Operative Procedure developed;</p> <ul style="list-style-type: none"> - Trainings by the selected trainers delivered; - Study visit realized. 	<p>Procedure approved;</p> <ul style="list-style-type: none"> - Appropriate number of trainers trained and 80% of the personal engaged in crime scene investigation trained. 		
ACTIVITIES	MEANS	OVERALL COST	ASSUMPTIONS
<p>Activities to achieve Result 1:</p> <ul style="list-style-type: none"> - Conducting analysis of the organisation structure of the Forensic Department including crime scene investigation units at central, regional and local level and formulation of recommendations for a new organisational structure corresponding to the operational needs (especially in view of getting accreditation of the laboratories in the Department as well as implementation of ISO 17020); - Preparation of full and detailed needs assessment regarding the number of employees, facilities, equipment in the Forensic department on central, regional and local level; - Conducting analysis of the IT system used by the Forensic Department (IBIS, AFIS, DNA-eQMS) and preparation of recommendation for upgrading in accordance with EU standards including ISO 27001,ISO 27002,ISO 27003; - Preparation of Long term Strategy for Forensic Department Development and Action plan for its implementation; - Preparation for standard Operative procedure for Crime scene investigation; - Development of curricula for ToT and delivery of ToT for the staff from the Forensic Crime Department for implementation of Standard Operative Procedure; - Supporting the delivering of the trainings by the selected trainers; - Conducting study visit. 	<p>One Twinning contract</p>	<p>1,050,000 EUR</p>	<ul style="list-style-type: none"> - Timely nomination of staff involved in the project implementation; - Appropriate number of trainers are trained; - Proper organizational units are involved in the project implementation;

ADDITIONAL DESCRIPTION

The following components are envisaged:

Component 1: Analysis of the legal, organizational and material structure at central, regional and local level

Component 2: Development of long-term Strategy for development of the Forensic department

Component 3: Development of Standard operative procedures and delivering of trainings

The following results are expected to be achieved:

- New organizational structure of the forensic department on central, regional and local level in place
- Adopted Strategy for development of the Forensic department
- New Standard operative procedures prepared and trainings delivered

Implementation of the activities will contribute improve the performance of the Crime Investigation Units acting at central, regional and levels. Some of the activities will give a clear picture about the state of play defining the gaps and shortcomings in the Forensic Department. A Prepared Strategy will serve as a basis for future activities in this area. Human resource capacities will be improved via training. It is expected that the basic preconditions for accreditation of laboratories will be achieved. International exchange of staff will widen the expertise and help staff become more knowledgeable and qualified.

Risks

- Insufficient allocation of human, material and technical resources;
- Limited capacity of the relevant organizational units;
- Inadequate inter-institutional coordination and cooperation.

Mitigation measures:

Above mentioned risks will be mitigated with appropriate measures and appropriate actions such as: establishing good communication channels between all involved stakeholders in the implementation of the project, risk assessment of contracts will be made prior to the start of implementation and corrective measures during individual projects implementation, regular meetings initiated by relevant stakeholder will be organised and regular monitoring will be conducted

3. IMPLEMENTATION ARRANGEMENTS

The project will be implemented under Indirect Management mode. The Central Financing and Contracting Department (CFCD) will be the Contracting Authority and will be responsible for all administrative and procedural aspects of the tendering process, contracting matters and financial management including payment of project activities.

In order to build a functional and efficient system in the area of forensics it is necessary to cooperate with recognised European institution in this area which will guaranty fulfilment of requested aforementioned results. According to the MOI assessment at this particular moment transfer of knowledge and experience is needed as a follow-up of the previous IPA 2009 twinning project.

ROLES AND RESPONSIBILITIES

Means/Input from MS Partner Administration

The project will be implemented in the form of a Twinning contract between the country and a selected EU Member State. The implementation of the project requires one project leader with

responsibility for the overall coordination of project activities, one resident twinning adviser to manage project activities and short-term experts (number to be proposed by the Member State).

The main beneficiary is the Ministry of Interior, Bureau for Public security (Forensics Department).

The Ministry of Interior, through the SPO will ensure the availability of adequately equipped office space for the Resident Twinning Adviser (and Resident Twinning Advisers' assistant), the medium term expert and the short-term experts for the entire duration of their secondment (in particular, a desk, a telephone line, internet access, possibility to use fax & copy services).

A Steering Committee will be established to monitor and coordinate the overall progress and the implementation of the project.

IMPLEMENTATION METHOD(S) AND TYPE(S) OF FINANCING

This project will be implemented through twinning with a Member State with an overall amount of EUR 123 294, where the IPA amount is of EUR 1,050,000.00 and co-financing is EUR 185,294.

In order to build a functional and efficient system in the area of forensics it is necessary to cooperate with recognised European institution in this area which will guaranty fulfilment of requested aforementioned results. According to the MOI assessment at this particular moment transfer of knowledge and experience is needed as a follow-up of the previous IPA 2009 twinning project.

4. PERFORMANCE MEASUREMENT

METHODOLOGY FOR MONITORING (AND EVALUATION)

In terms of this Twinning project, the Ministry of Interior is the direct Project beneficiary. Accordingly, the technical implementation of the project, which means the day-to-day co-ordination and implementation of the project activities will be a responsibility of the Ministry of Interior (Forensics Department).

A Steering Committee will be established to monitor and coordinate the overall progress and the implementation of the project. The Steering Committee will comprise of representatives from the all relevant stakeholders. The exact composition of the Steering Committee will be agreed with the Contracting Authority at the start of the project.

The Steering Committee will meet quarterly or more frequently, if required. The Steering Committee will take the necessary decisions related to project facilitation and progress and will be the forum to discuss any unforeseen difficulties. Exceptional Steering Committee meetings may be convoked in the case of exceptional needs.

INDICATOR MEASUREMENT

Indicator	Description	Baseline (2010)	Last (year)	Milestone 2017	Target 2020	Source of information
<i>CSP indicator(s) – if applicable</i>						
<i>Action output indicator 1</i>	<i>Adoption of Strategy for Forensic Department Development and Action plan for its implementation</i>	<i>There is no Strategy for Forensic Department Development and Action plan in place</i>		<i>100%</i>	<i>100%</i>	<i>Monitoring Report Project Report</i>
<i>Action output indicator 1</i>	<i>100% of the evidence detected and recovered from the crime scene is properly secured, packed and distributed to the laboratories in the Forensic department.</i>	<i>The current organizational structure does not fulfil requirements for the accreditation of laboratories in the Forensic department</i>		<i>80%</i>	<i>100%</i>	<i>Project Report</i>
<i>Action output indicator 2</i>	<i>80 % of the staff engaged in Crime scene investigation have gone through the trainings organized in accordance with the new developed curricula.</i>	<i>Lack of curricula for basic and advanced training in the area of forensics as well as lack of regular training for the employees</i>		<i>50%</i>	<i>100%</i>	<i>Project Report</i>

5. CROSS-CUTTING ISSUES

ENVIRONMENT AND CLIMATE CHANGE (AND IF RELEVANT DISASTER RESILIENCE)

The building efforts will apply standing environmental regulations. The European Community has a longstanding commitment to address environmental concerns in its assistance programmes. The support to the institutions will include a specific component to assist the beneficiary to implement an 'internal environment assessment' to identify areas where it could improve its internal performance vis-à-vis environmental aspects. The training activities will include a specific component to train beneficiary staff in the different aspects of mainstreaming environment in programme and project development as well as monitoring the implementation.

ENGAGEMENT WITH CIVIL SOCIETY (AND IF RELEVANT OTHER NON-STATE STAKEHOLDERS)

n/a

EQUAL OPPORTUNITIES AND GENDER MAINSTREAMING

The MoI is committed to equal gender treatment throughout its human resource management. The present project, however, is not expected to have an additional impact on gender treatment. The training activities will include a specific component to train staff in the implementation of the Government Gender Strategy, while reference will be made to the EC Programme of Action for the mainstreaming of gender equality in community development cooperation (2001-06).

MINORITIES AND VULNERABLE GROUPS

The MoI is committed to an equal treatment of minorities throughout its human resource management. The present project, however, is not expected to have an additional impact on the treatment of minorities and vulnerable groups.

6. SUSTAINABILITY

The Project will increase the quality of police work concerning the collection and storage of evidence from the crime scenes. This will also strengthen the capacity of Forensic Department in long term period with preparation of the Relevant Strategy. Trained staff will continue with delivering of training whenever is needed. Ministry of Interior in its budget will foresee sufficient financial means for sustainability of implemented activities.

7. COMMUNICATION AND VISIBILITY

EU funded projects should achieve a high and consistent level of visibility. A sufficient level of awareness can only be achieved through coherent branding of all EU projects. The role of contractors and implementing authorities in raising public awareness is thereby crucial. The Consultant shall comply with the provisions of the attached document 'Communications guidelines: visual and written identity for contractors and implementing partners', which is also set out at http://ec.europa.eu/europeaid/work/visibility/index_en.htm.

The EU Delegation will use reasonable efforts to assist the Consultant in complying with this obligation, but without incurring expenditure by the EU Delegation. Therefore, the cost of visibility activities has to be included in the incidental budget. The following indicative set of communication and visibility activities may be covered by the budget for incidental expenditure: Press releases on specific project activities Organisation of press conferences, when necessary. All visibility items and activities must receive prior approval by the Contracting Authority.