

Matra Pre-Accession Training on Rule of Law (Matra PATROL)

**Strengthening government institutional capacity in the
area of „the Rule of Law”**

10 day training programme on the subject

Integrity of Civil Servants

for a total of 25 civil servants from the following countries:

**Albania, Bosnia-Herzegovina, Kosovo, Macedonia, Montenegro,
Serbia, Turkey**

12 – 22 April 2015

The Hague, the Netherlands

Developed and delivered by:

The Hague Academy for Local Governance

Financed by:

The Netherlands Ministry of Foreign Affairs

**This training programme is one of a series of eight training programmes
being delivered per year in the period 2012-2015**

Core information

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. Key figures will be selected who are capable of delivering a valuable contribution to this process and distributing the newly gained knowledge and insights in their respective organisations.

The maximum number of participants is 25. The total will represent a balance in the number of participants from the individual countries.

Objectives:

The general aim of this training programme is to stimulate and support European integration by aiding and promoting institutional capacity building in the fields of *Rule of Law* within the government organisation in the target countries. This is done by sharing the necessary knowledge and skills with policy advisors, members of the judiciary and other civil servants working in the government and justice sectors and helping them to lead and inspire the modernisation of the judicial systems of their home countries building from the Dutch experience.

The secondary objective of the training is the creation of transnational networks to promote the exchange of knowledge and future collaboration between the participants and between the participants and the (guest) lecturers and relevant government departments.

Eligible countries:	Albania, Bosnia-Herzegovina, Kosovo, Macedonia, Montenegro, Serbia and Turkey.
Application deadline:	15 February 2015
Training period:	12 – 22 April 2015
Language:	English
Programme costs:	The Netherlands Government will provide full fellowships to selected participants. Each fellowship will cover the cost of international travel (economy), board and lodging, visa and insurance, tuition fees, lecture materials and excursions.
Location:	The Hague, the Netherlands
Training venue:	The Hague Academy for Local Governance Nassaulaan 12, The Hague www.thehagueacademy.com
Hotel accommodation:	Bilderberg Europe Hotel , The Hague

Introduction

The Copenhagen criteria for accessing the European Union, adopted in 1993 by the European Council, require 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 in pre-accession countries, 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 and GRECO 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 dilemmas in the implementation process and how to overcome them.

Approach

The training programme will have a practical and interactive character. This is in line with the objective to share knowledge and strengthen the co-operation between the civil servants and magistrates of the participating countries.

Structure

The programme will stimulate much participant interaction and is built around three balanced, mutually supportive and integrated components, namely:

- 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

The lead trainer of this course is Henk Bruning, who has broad experience as a trainer/consultant in the Netherlands and the target countries in the field of organisational management, personnel policy and integrity issues.

All contributors to the programme are carefully selected and have practical experience with designing and/or implementing integrity policies. They come from the European Union, the Council of Europe, the Netherlands Ministries of Home Affairs, Security and Justice, the Dutch police organisation, the Municipality of Amsterdam, Transparency International and academic institutions.

Admission requirements

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

- The applicant must be a professional working at a (semi) governmental organisation;
- The applicant should clearly demonstrate an immediate need for training on integrity of civil servants;
- The applicant should have experience with issues of integrity and anti-corruption measures in his/her country;
- The applicant should command a good level of spoken and written English;
- The applicant should be highly motivated and enthusiastic;
- The applicant 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 applicant should have at least 3 years of working experience and preferably be in a decision-making function;
- Signed letter of recommendation of current employer.

How to apply

Please read the [admission requirements](#) carefully. Applicants who satisfy all of the requirements may proceed to complete the [application form](#). Qualified applicants must obtain permission to attend this training programme and need to submit a signed letter of recommendation from their current employer/superior.

Applications should be submitted **before 15 February 2015**.

Only fully documented applications will be considered. Admission will be on a merit and competitive basis. The applicants will be selected by the applicant's National Government and the Embassy of the Kingdom of the Netherlands in the applicants' country. Staff at the Embassy will also assist with visa requirements where applicable.

Successfully uploaded applications will receive an automatic e-mail confirmation. Please contact matrapatrol@asser.nl if you have not received an automatic e-mail within one hour. Applicants will be informed of the result of their application some three to four weeks before commencement of the training programme.

Information and training programme organisation

The Hague Academy for Local Governance

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