

2. RULE OF LAW

“There exists a sound legal framework and effective law enforcement, compliant with European standards. Police, judicial and penal systems act impartially and fully respect human rights. There is equal access to justice and no one is above the law: there is no impunity for violators. There are strong measures in place to fight ethnically-motivated crime, as well as economic and financial crime”

Current Situation

Although the overall crime rate in Kosovo has been steadily improving over the four-and-a-half years, the violent events of 17-20 March 2004 have demonstrated the fragility of the security situation for ethnic communities in areas where they are a minority.

The achievements since 1999 include:

- The establishment of a multi-ethnic Kosovo Police Service, based on respect for human rights, which has grown steadily in size to over 5,700 officers, and whose officers are now engaged in almost every sphere of police work in Kosovo;
- Over 370 local judges and prosecutors working throughout Kosovo, with increasing representation of all communities in Kosovo.

Challenges ahead

But much more remains to be done to establish the rule of law in Kosovo:

- Above all, the security environment for members of all ethnic communities must be improved.
- All communities must give unequivocal support to UNMIK and PISG’s commitment to fight crime, and in particular inter-ethnic crime, organized crime and trafficking, and terrorism;
- Kosovans must assume progressively greater functional responsibilities throughout the justice sector and in prisons and the KPS, and demonstrate their capacity to exercise those responsibilities effectively and impartially towards all ethnic communities;
- UNMIK’s justice system, both civil and criminal, must be both effective and equally accessible to both men and women and to all communities in Kosovo;
- Witnesses must be better protected from retaliation;
- Corruption must be targeted in all public institutions and offenders brought to justice;
- All residents and institutions in Kosovo must maintain a high level of commitment to security of both international and local law enforcement officials, judges and prosecutors.

Priority Actions

- As soon as possible, bringing to justice those responsible for crimes of violence during the events of 17-20 March 2004 and ensuring they are punished appropriately;
- By mid-2004, strengthening the capacities of police to investigate crimes against members of smaller ethnic groups by the establishment of a central monitoring team and the designation of police officers in all regions and stations with special responsibility for investigating such crimes;
- Improving the standards of judges and prosecutors by introducing a new compulsory judicial entrance examination, establishing a new school of magistrates which will train every new judge and prosecutor before admission to office, and establishing a full programme of compulsory continuing professional education for judges and prosecutors. These should be in place by March 2005, and will depend upon adequate funding from the Kosovo Consolidated Budget for their successful future operation;;
- Starting, by the end of 2004, the training of local judges and prosecutors to undertake organized crime, corruption and other serious crime cases, so that assignment of such cases to local prosecutors and judges steadily increases;
- Implementing, by mid-2005, an anti-corruption strategy throughout the PISG in line with the OPM/EAR strategy.
- Building and opening, by the end of 2004, a sustainable witness protection facility in Kosovo and securing arrangements for resettlement of protected witnesses outside Kosovo within the same time period.

1. EQUAL ACCESS TO JUSTICE

Standard	Action	Responsible Authority	Supported By	Timeline
1. All crime is thoroughly investigated, regardless of the ethnic background of the victim or perpetrator	1.1 UNMIK Police (both CIVPOL and KPS) investigate crimes without fear or favour and any gender bias, with special priority to the investigation of crimes of violence committed during the events of 17-20 March 2004	Pillar I (Police)	OPM (Advisory Office on GG, HR, EO and Gender)	Ongoing
	1.2 Transition of the KPS into a professional, impartial and multiethnic force, containing specialized units, and supported with adequate resources from the PISG (budget resources and administrative support)	Pillar I (Justice)	PISG	Ongoing; transition completed by end 2006 (subject to review)
	1.3 The PISG on all levels unequivocally support by public statements thorough investigations regardless of ethnic or political background of victims and will refrain from political allegations that an investigation is ethnically or politically motivated	PISG		Ongoing
	1.4 Political leaders encourage all Kosovans to cooperate with police in solving all crime, including inter-ethnic crime	PISG		Ongoing
	1.5 Increase public confidence in police by implementing proactive public information strategy leading to greater transparency and better public understanding	PISG (OPM, Assembly), Municipalities	Pillar I (Police)	Introduced in phases to mid-2005
	1.6 Draft and promulgate legislation establishing KPS	UNMIK Pillar I (Justice), OLA	PISG	Promulgation by mid-2005

Standard	Action	Responsible Authority	Supported By	Timeline
2. The prosecution and conviction of perpetrators of crime is consistent and effective, regardless of the ethnic background of victim or perpetrator	2.1 Court rulings are made, and criminal prosecutions are conducted on the basis of the applicable law, and not on the basis of ethnicity, gender, religious or political affiliation or financial considerations	PISG (Courts, Prosecutors)		Ongoing
	2.2 Develop Judicial Inspection Unit (JIU) to build capacity of Kosovan staff to analyse and evaluate functioning of courts and prosecutors' offices; and to implement conclusions of these analyses and evaluations	UNMIK Pillar I (Justice)		Ongoing
	2.3 Public prosecutor's offices (municipal and district) exercise their functions promptly, impartially and objectively, regardless of the ethnicity, gender, religious or political affiliation of the defendant	PISG (Prosecutors)	UNMIK Pillar I (Justice)	Immediate and ongoing
3. Substantial progress has been made in solving the most serious murders and assaults against members of ethnic minorities	3.1 Increasingly deploy KPS officers from all communities to police units specializing in criminal investigations, providing adequate training to enable them to perform these roles	Pillar I (Police)		Ongoing
	3.2 Deploy and train KPS officers in all regions and stations with special responsibility for investigating and monitoring crimes against members of ethnic minorities	Pillar I (Police)		Sept 2004 and ongoing thereafter
	3.3 Establish central monitoring team to review all investigations of serious crimes against members of ethnic minorities and improve coordination between investigative units	Pillar I (Police)		June 2004 and ongoing thereafter
4. Witnesses are effectively protected from intimidation and retribution	4.1 Formal or ad hoc agreements are reached with Kosovo's neighbours and other countries on the basis of which witnesses and families are relocated from Kosovo.	Pillar I (Police and Justice),	OLA	First relocations pursuant to agreements from September 2004 onwards

Standard	Action	Responsible Authority	Supported By	Timeline
	4.2 Identify or (if necessary) build, open and thereafter maintain adequate facilities in Kosovo for protection of witnesses	Pillar I (Police and Justice)		Identify: by April 2004. Open by December 2004; maintain thereafter
	4.3 Review and amend existing witness protection legislation to ensure that witnesses are informed of all available protective measures, to improve court procedures in relation to witness protection, to strengthen criminal sanctions for breach of protective orders, and to provide a statutory basis for witness relocation, and train courts and prosecutors in amended legislative provisions	Pillar I (Justice), OLA, KJI		June 2004 (review) December 2004 (promulgation); review ongoing thereafter
	4.4 Provide courts with adequate equipment to preserve anonymity of protected witnesses	PISG (MPS/DJA)	Pillar I (Justice)	Jan 2005
	4.5 Impose and enforce adequate sanctions against public servants, lawyers and others who disclose, and media who publish, confidential details about protected witnesses	UNMIK (TMC, all); PISG (all) KCA		Ongoing
	4.6 Investigate, prosecute and punish assaults against witnesses	Pillar I (Police), Courts, Prosecutors		Ongoing
5. Crime clearance rates for crimes of violence against persons of all communities are roughly equivalent	5.1 Establish monitoring of criminal cases involving minorities and treatment of minorities by justice system; ensure effective action taken to address problems identified by monitoring system	Pillar III, Pillar I (Police and Justice)	PISG (MPS/DJA)	Mid-2004 (monitoring established) and ongoing thereafter

Standard	Action	Responsible Authority	Supported By	Timeline
	5.2 Develop and implement strategy for community safety to include joint crime prevention councils in all municipalities	Pillar II	OPM, Municipal Authorities, Pillar I (Police)	Ongoing
6. Misconduct by judges, prosecutors, attorneys, police, and penal system employees is routinely investigated and appropriately punished	6.1 Complaints against judges and prosecutors, lawyers and employees in justice, police and correctional systems are investigated promptly, appropriate action is taken and the complainant receives a written response to the complaint, regardless of the ethnicity of the complainant or the subject of the complaint	Pillar I (Police and Justice), KJPC, KCA		Immediate and ongoing
	6.2 Build capacity (especially of Kosovan staff) within Judicial Inspection Unit to investigate allegations of misconduct by judges and prosecutors and to submit their findings to KJPC, while also building capacity of Kosovan members of KJPC to conduct disciplinary hearings in appropriate cases	Pillar I (Justice),	KJPC	Ongoing
	6.3 Investigate allegations of misconduct of attorneys and conduct disciplinary hearings in appropriate cases	KCA	Pillar I (Justice)	Ongoing
	6.4 The Policy-and-Procedures-Manuals for UNMIK Police (CIVPOL and KPS) are constantly evaluated and updated, allegations of misconduct are thoroughly investigated and disciplinary hearings conducted in appropriate cases	Pillar I (Police)		Ongoing
	6.5 Investigate allegations of misconduct of penal system employees and conduct disciplinary hearings in appropriate cases	Pillar I (Justice)		Ongoing

Standard	Action	Responsible Authority	Supported By	Timeline
<p>7. There are professional codes of conduct for judges, prosecutors, lawyers and other members of the police and penal system, including a Bar Association representative of all Kosovo communities</p>	<p>7.1 Review and, as necessary, revise codes of conduct of judges, prosecutors and lawyers and police and penal employees to ensure compliance with international standards and inclusion of a gender equality approach</p>	<p>Pillar I (Police and Justice), KJPC, KCA</p>	<p>OPM (Advisory Office on GG, HR, EO and Gender)</p>	<p>September 2004</p>
	<p>7.2 ; Judges, prosecutors, lawyers and police and penal employees are trained in revised codes of conduct</p>	<p>Pillar I (Justice), KJI, PISG (MPS/DJA), KPSS, KCA</p>		<p>Ongoing after September 2004</p>
	<p>7.3 Effectively remove all obstacles to women's representation in these professions and affirmative actions are taken to promote their substantial inclusion</p>	<p>Pillar I (Police and Justice), KCA</p>	<p>OPM (Advisory Office on GG, HR, EO and Gender)</p>	<p>December 2004 and ongoing thereafter</p>
	<p>7.4 Develop and implement strategy to encourage participation by women and members of all communities in the Kosovo Chamber of Advocates, and monitor levels of participation by women and minority community members to ensure strategy is effective</p>	<p>KCA</p>	<p>OPM (Advisory Office on GG, HR, EO and Gender), Pillar III</p>	<p>Mid 2004 and ongoing thereafter</p>
	<p>7.5 Include in advocates' Code of Ethics provisions on inter-ethnic and religious tolerance, and investigate and sanction appropriately any complaints of ethnic or religious intolerance or unprofessional conduct in cases involving parties from different ethnic communities</p>	<p>KCA</p>	<p>OPM (Advisory Office on GG, HR, EO and Gender), Pillar III</p>	<p>Mid 2004 and ongoing thereafter</p>

Standard	Action	Responsible Authority	Supported By	Timeline
8. Acts of retribution against individuals involved in disciplinary processes are rare and such individuals are adequately protected	8.1 Review and amend as necessary employment conditions and disciplinary procedures for civil servants to ensure that complainants are protected from victimization	Pillar II	PISG (MPS/DCA)	Mid 2004 (further periodic reviews ongoing thereafter)
	8.2 Introduce and implement legislation to protect complainants from victimization by provision of adequate judicial or other remedies	PISG (Ministry of Labour and Social Services)		End 2004 (promulgation) mid-2005 (fully implemented) and ongoing thereafter
9. All communities are fully and fairly represented amongst judges, prosecutors and in the Kosovo Police Service (KPS) and Kosovo Corrections Service (KCS)	9.1 No discrimination against minority members applying for appointment as police and correctional officers	Pillar I (Justice)		Immediate and ongoing
	9.2 Encourage and facilitate prosecutors and judges from minority communities to join UNMIK justice system	Pillar I (Justice), PISG (OPM, Assembly, Courts)		Ongoing
	9.3 Suitable candidates for Prosecutors and Judges from minority communities recommended and approved without delay or discrimination	PISG (Assembly), KJPC		Ongoing
	9.4 Introduce and thereafter implement mandatory multi-ethnic and gender balanced recruitment policy for judges, prosecutors, KPS and KCS, requiring equitable representation at all levels, and including provisions for enforcement	Pillar I, KJPC	PISG, OPM (Advisory Office on GG, HR, EO and Gender)	Mid-2004 (introduction); implementation ongoing thereafter

Standard	Action	Responsible Authority	Supported By	Timeline
10. Institutions are functioning to train and educate the police, judges, lawyers, and penal system managers	10.1 Transformation of KPSS into sustainable future training institution(s) for police and correctional officers, involving progressive transfer of responsibilities to Kosovan staff	Pillar I (Police) and Pillar III	PISG	Ongoing, with substantial transfer of functional responsibilities by Mid 2005
	10.2 Ensure that an ethnic and gender awareness component is integrated in all training provided to police officers, judges, lawyers, prosecutors, and penal system managers, and that it is an integral part of programmes for continuing professional education	Pillar I (Police and Justice), Pillar III (KJI, KPSS), KCA	PISG, OPM (Advisory Office on GG, HR, EO and Gender)	Ongoing with a view to full integration by Early 2005
	10.3 Promulgation of new legislation to fully establish the Kosovo Judicial Institute (KJI) to provide advanced legal education for judges and prosecutors, and to introduce a new examination and pre-appointment training for judicial and prosecutorial candidates	Establishment of new KJI: PISG (Assembly), New examination and training requirements: Pillar I (Justice), Pillar III, OLA		Mid-2004

Standard	Action	Responsible Authority	Supported By	Timeline
	<p>10.4 Implementation of new judicial examination and Compulsory pre-appointment training programme for judges and prosecutors; post-appointment vocational training system improved and expanded</p>	<p>KJPC, KJI, PISG (MPS/DJA)</p>		<p>Early 2005 (new examination and training programme in force) and ongoing thereafter; improvement of vocational training ongoing</p>
	<p>10.5 Continuous legal education programme for lawyers established within the Kosovo Chamber of Advocates</p>	<p>KCA</p>	<p>Pillar III, donors</p>	<p>Established by Early 2005 and ongoing thereafter</p>
<p>11. An effective and impartial system of justice in the civil law sector is accessible to members of all communities in Kosovo</p>	<p>11.1 Ensure that courts are open and functioning effectively in all municipalities, and open Court Liaison Offices in all minority communities which do not currently enjoy effective access to UNMIK justice, thereby facilitating the elimination of parallel court structures</p>	<p>Pillar I (Justice)</p>		<p>Ongoing</p>
	<p>11.2 Review salaries of judges and prosecutors to ensure adequate compensation, and implement any recommendations for increased salaries.</p>	<p>PISG</p>	<p>Pillar I (Justice)</p>	<p>Mid-2004 (review); Jan 2005 (implementation)</p>
	<p>11.3 Implement a sustainable system of civil legal aid, compatible with European standards and equally accessible to men and women and to all communities in</p>	<p>Pillar I (Justice),</p>	<p>EAR, KCA</p>	<p>Early 2005 and ongoing thereafter</p>

Standard	Action	Responsible Authority	Supported By	Timeline
	Kosovo			
12. The backlog of civil law cases in courts is steadily being reduced	12.1 Reform courts to optimize distribution of judges and prosecutors among courts, including legislative reform of court system if necessary	Pillar 1 (Justice), KJPC	PISG (MPS/DJA and Courts)	End 2004
	12.3 Implement automated case management systems in all courts	PISG (MPS/DJA and Courts)	Pillar I	Installed by end 2004 and review ongoing thereafter
13. Judgments in civil law matters are being enforced, court execution officers are functioning, and court fines are routinely being paid	13.1 Hire, train and deploy adequate numbers of court execution staff in all courts	PISG (MPS/DJA and Courts)		End 2004
	13.2 Court execution staff collect fines impartially without regard to ethnicity, gender, religious or political affiliation; complaints of misconduct against court staff are promptly investigated and disciplinary action is taken if appropriate	PISG (MPS/DJA and Courts)		Immediate and ongoing
14. Legislation in civil law matters is reviewed and developed to ensure greater conformity with European standards	14.1 Review and, as necessary, revise legislation in civil law in line with European standards, with special attention to legislation referring to gender equality and other civil rights legislation	Pillar I (Justice), OLA,	PISG (OPM/Assembly)	Mid 2005
	14.2 Train judges, court staff and lawyers in new legislation	PISG (MPS/DJA), KJI		End 2005

Standard	Action	Responsible Authority	Supported By	Timeline
15. Alternatives to litigation for resolving civil disputes are expeditiously developed and effectively used	15.1 Establish Communities Committees and Mediation Committees in all municipalities in accordance with UNMIK Regulation 2000/45 and encourage their use as an alternative to litigation for cases involving municipal decisions	Municipal Authorities	Pillar II	End 2004 and ongoing thereafter
	15.2 Conduct review of alternatives to litigation, in particular arbitration and/or mediation, and develop and implement strategy based on recommendations of review	Pillar III, II	Pillar I (Justice),	End 2004 and ongoing thereafter
16. There is effective action to eliminate violence against women and children, trafficking and other forms of exploitation, including preventative education and provision of legal and social services to victims	16.1 Cases of trafficking in persons are pursued as a priority, to include investigation by covert measures; programmes to receive, protect and repatriate victims of trafficking are enhanced; increasing numbers of KPS officers trained and deployed in anti-trafficking operations; training for local judges and prosecutors in laws against trafficking is conducted; trafficking cases in district/municipal courts are specially monitored	Pillar I (Police and Justice)	Pillar III	Ongoing
	16.2 Mechanisms are put in place for the effective implementation of UNMIK Regulation 2003/12 on Protection Against Domestic Violence, including the provision of relevant training to local judicial actors	PISG (MEST, MPS/DJA), KJI,	OPM (Advisory Office on GG, HR, EO and Gender)	December 2004 and ongoing thereafter
	16.3 Gender and human rights education incorporated as core elements in school curricula to support societal transformation of which the legal system is a reflection	PISG (MEST)	OPM (Advisory Office on GG, HR, EO and Gender)	End 2004 and ongoing thereafter
	16.4 Establish and operate fully-functional victim resource centres with 24-hour emergency management mechanisms, guaranteeing municipal coverage	Pillar I		April 2004 and ongoing thereafter

Standard	Action	Responsible Authority	Supported By	Timeline
	16.5 Promulgate and then effectively implement legislation establishing responsibilities of Victim Advocacy Coordinator (VAC), on the basis of which VAC coordinates provision of legal and social services to victims	Pillar I (Justice), OLA		June 2004 (legislation); activity of VAC ongoing thereafter
	16.6 Review and amend judicial procedures to ensure that they guarantee women effective protection against gender-based crimes and other crimes disproportionately affecting them and to ensure that women defendants, victims or witnesses are not re-victimized or discriminated against in the investigation and prosecution of crimes	UNMIK Pillar I (Justice), OLA	OPM (Advisory Office on GG, HR, EO and Gender),	End 2004 and ongoing thereafter

2. NO ONE IS ABOVE THE LAW

Standard	Action	Responsible Authority (RA)	Supported By (SB)	Timeline
17. All crimes, especially those of violence, that promote inter-ethnic hatred and fear are thoroughly investigated and resolved, and perpetrators are brought to justice	17.1 All prosecutions of violence involving inter-ethnic hatred are given priority treatment by both local and international prosecutors: prosecutions by local prosecutors are carefully monitored by international prosecutors and action taken to address any issues arising	Pillar I (Justice)		Ongoing

Standard	Action	Responsible Authority (RA)	Supported By (SB)	Timeline
and punished	through training or referral to JIU for investigation.			
18. Incidents of organized crime, trafficking, crime rooted in extremism, terrorism, and economic crime are vigorously investigated and local judges and prosecutors effectively prosecute and try perpetrators. The percentage of unsolved cases of crime rooted in extremism or terrorism is steadily declining.	18.1 Organized crime, terrorism cases are investigated by existing specialized units and, where possible, pursued by covert measures; Prosecutions in connection with organized crime and economic crime increase in proportion to number of incidents;	Pillar I (Police and Justice) Pillar IV (Customs)		Ongoing
	18.2 Public figures (both centrally and in municipalities) unequivocally condemn statements condoning or likely to incite violence, inter-ethnic hatred or any other form of extremism	PISG (All): Municipal Authorities		Ongoing
	18.3 Assignment of organized crime/trafficking/terrorism cases to local judges progressively increased	Pillar I (Justice)	PISG (Courts)	Assignment to local judges ongoing by Mid-2005 and continuing thereafter
	18.4 Establish Special Prosecutor's Unit within DOJ to coordinate prosecution of special cases by specially trained local prosecutors; international prosecutors monitor these prosecutions and address any issues arising through training, referral to JIU for investigation or other measures	Pillar I (Justice)	PISG (Courts)	End 2004(establishment); thereafter ongoing
	18.5 Intensify training for KPS, judges and prosecutors to investigate and prosecute these serious crimes	Pillar I (Justice), Pillar III (KJI, KPSS)	PISG (MPS/DJA)	End 2004 and ongoing thereafter

Standard	Action	Responsible Authority (RA)	Supported By (SB)	Timeline
	18.6 UNMIK PISG and municipal authorities to present united front in supporting full cooperation with investigations related to organized crime, trafficking, economic crime, crime rooted in extremism and terrorism, especially where public or influential figures are involved	PISG (All); Municipal Authorities	Pillar I	Ongoing
	18.7 Establish mechanism to evaluate the security needs of local judges and prosecutors who will be assuming responsibility for serious crimes, and ensure that security measures are taken in line with the assessment made	Pillar I		mid-2004 and ongoing thereafter
19. Perpetrators of assaults on judges, prosecutors, KPS officers and witnesses are fairly tried in local courts and are sentenced appropriately	19.1 Monitor each assault of judges, prosecutors and KPS officers to ensure that the case is properly investigated and prepared for prosecution	Pillar I (Justice)	Pillar III	Ongoing
	19.2 Monitor trials by local courts of assaults on judges, prosecutors, KPS officers and witnesses to ensure fairness of trial and appropriate sentence	Pillar III	PISG (Courts)	Ongoing
	19.3 Cases of unfair trials or inappropriate sentence are investigated by Judicial Inspection Unit in addition to any judicial appeal and referred, where appropriate, for disciplinary action	Pillar I (Justice),	KJPC	Ongoing
20. Mechanisms of regional and international cooperation are functioning for police and judicial authorities, including transfer of	20.1 Implementation of UNMIK Regulation No. 2003/34 as soon as possible through written agreements with European states; fugitives subject to transfer are identified, located and arrested in a coordinated round-up	Pillar I (Justice),	OLA	April 2004 and ongoing thereafter

Standard	Action	Responsible Authority (RA)	Supported By (SB)	Timeline
suspects and sentenced persons, and mutual legal assistance to jurisdictions	20.2 Continue development of police cooperation at international and regional level, by further strengthening existing cooperation with Serbia, Montenegro, FYROM and Albania, and continuing negotiations with Bosnia and Herzegovina, Slovenia, Bulgaria and Croatia, involving KPS officers as and when possible in increasingly responsible positions so as to enhance the reputation of the KPS as a recognized reliable partner in law enforcement	Pillar I	PISG (through Stability Pact initiatives)	Ongoing
21. There is full cooperation with the International Criminal Tribunal for the former Yugoslavia (ICTY), including arrest of indictees and provision of witnesses and information.	21.1 All UNMIK institutions fully support activities and requests of ICTY	UNMIK (All)		Ongoing
	21.2 All PISG institutions fully support activities and requests of ICTY	PISG (All)		Ongoing

Standard	Action	Responsible Authority (RA)	Supported By (SB)	Timeline
<p>22. Those war crimes not addressed by the ICTY are prosecuted fairly in Kosovo</p>	<p>22.1 In coordination with ICTY-Pristina, local prosecutors are gradually recruited to assist in (and to take increasing responsibility in the prosecution of) war crime cases in Kosovo of non-ICTY war crime cases</p>	<p>Pillar I (Justice)</p>		<p>Special Prosecutor's Unit established by end-2004; Assignment to local prosecutors ongoing by Mid-2005 and continuing thereafter</p>
	<p>22.2 Monitor trials by local courts and/or prosecutors of war crimes cases and address any issues arising through training, referral to Judicial Investigation Unit for investigation, or other measures</p>	<p>Pillar I, Pillar III</p>	<p>PISG (Courts)</p>	<p>As 22.1</p>

3. ECONOMIC AND FINANCIAL CRIME

Standard	Action	Responsible Authority (RA)	Supported By (SB)	Timeline	
23. Effective legal, financial and administrative mechanisms that conform to EU standards are in place to tackle economic crime in both the public and private sectors, including seizure of illegally-acquired assets	23.1 Draft and promulgate anti-corruption legislation (including relevant recommendations of OPM/EAR Anti-Corruption Strategy), law on economic crimes and other relevant legislation	UNMIK (OLA)	PISG (OPM, Assembly), Pillar I	End 2004	
	23.2 Establish and then monitor financial and administrative mechanisms necessary to ensure full implementation of laws promulgated under 23.1, including implementation of relevant recommendations of OPM/EAR Anti-Corruption Strategy	PISG (All)	Pillar I, Pillar III	Mid-2005 and ongoing thereafter	
	23.3 Train police officers, customs officers, judges and prosecutors on new legislation	Police training: Pillar I (Police), KPSS. Training of judges/prosecutors: PISG (MPS/DJA), KJI. Training of customs officers: Pillar IV (Customs)			Ongoing after promulgation of legislation
	23.4 Auditors within Auditor-General's office trained and performing regular audits of financial activity of Government bodies;	AGO			Ongoing
	23.5 ; PISG bodies comply fully with audits from Auditor-General's office; PISG bodies introduce adequate internal financial controls and system of internal audits	PISG (All)			Ongoing

24. There is a clear understanding amongst the vast majority of public sector employees of ethical conduct requirements, especially regarding conflict of interest	24.1 Rules on ethical conduct enshrined in Civil Service terms and conditions, explained to all civil servants and effectively enforced	PISG (MPS/DCA)		Mid 2004 and ongoing thereafter
25. Adequate investigative mechanisms have been created and are functioning effectively	25.1 Financial Investigation Unit and Investigative Task Force fully functioning	UNMIK		Early 2004 and ongoing thereafter
	25.2 A public corruption unit within the Special Prosecutor's Office is formed, initially with the participation of (and eventually under the leadership of) local prosecutors, to prosecute at its discretion any public corruption case; local prosecutors are selected to join the unit, and trained to perform their role, their performance is monitored and issues addressed through further training or referral to JIU for disciplinary investigation	Pillar I (Justice)		December 2004 (unit formed); Dec 2005 (unit led by local prosecutors monitored by internationals) and ongoing thereafter
26. Money laundering legislation is effectively implemented and suspicious financial transaction reporting is in place	26.1 Establish and operate Financial Information Centre as provided for in Money Laundering Regulation, at first under international control but with progressive transfer of responsibilities to Kosovan staff	Pillar I (Police)		May 2004 (establishment) and ongoing thereafter
	26.2 Train financial obligors and others in reporting responsibilities under Money Laundering Regulation	Pillar IV (BPK)	Pillar I (Police)	May 2004
	26.3 Train customs officers in powers of seizure etc. under Money Laundering Regulation	Pillar IV (BPK, Customs)	Pillar I (Police)	May 2004
	26.4 Train police (including KPS) in Money Laundering Regulation	Pillar I (Police), KPSS		May 2004
	26.5 Train judges and prosecutors in Money Laundering Regulation	Pillar III, KJI	Pillar I (Police)	May 2004

GLOSSARY

AGO	Office of the Auditor-General	
BPK	Banking and Payments Authority of Kosovo	
DCA	Department of Civil Administration (Ministry of Public Services)	
DJA	Department of Judicial Administration (Ministry of Public Services)	
EAR	European Agency for Reconstruction	
KCA	Kosovo Chamber of Advocates	
KJI	Kosovo Judicial Institute	
KJPC	Kosovo Judicial and Prosecutorial Council	
KPSS	Kosovo Police Service School	
MEST	Ministry of Education, Science and Technology	
MPS	Ministry of Public Services	
OLA	Office of The Legal Adviser (UNMIK)	
OPM	Office of the Prime Minister	
-	Advisory Office on GG, HR, EO and Gender	Advisory Office on Good Governance, Human Rights, Equal Opportunity and Gender
TMC	Temporary Media Commissioner (UNMIK)	