



REPUBLIC OF SERBIA ANTI CORRUPTION AGENCY

Department of Training Programs Bulletin

Implementation of training programs

The Anti-Corruption Agency Act is the first time that legislation which governs public service competencies provides the possibility of planning, organizing and implementing training programs pertaining to the specific area of expertise. Target group is broadly defined. The Department of Training Programs used this legal opportunity in its annual activities, but as well in plans defined for 2011. The Department provided relevant services on all occasions when the Agency and its units implemented such activities as meetings, round tables and seminars. In this way, following target groups were reached: officials and employees in the state administration, territorial autonomy, local self-government, then the media, through which contact with the general population of citizens was made.

Round tables of the Anti Corruption Agency

Since its inception in January 2010, the Anti-Corruption Agency, with its modest capacities, opted for the following operational principle in implementation of the new Act: organizing a number of working meetings, round tables and talks in cities and municipalities in Serbia, approaching target groups and citizens in general through local media.

These opportunities were used to inform, especially those concerned with issues introduced in the Act, about new obligations and the Anti Corruption Agency Act in general, as well as about the spirit of the act, the areas it regulates and the reasons why they needed to be regulated.

19 events were organized in 10 cities and municipalities in Serbia, and representatives of most cities and municipalities were invited in order to inform target groups about issues introduced in the Anti-Corruption Agency Act: reporting on assets and income of officials, conflict of interest and gift register. Officials and other representatives of institutions with public competences in the state administration, territorial autonomy and local self-government were invited.

In each of these visits, the Agency director and chairman of the board appeared as guests on local television and gave interviews to local press and electronic media. Local media showed great interest in covering these activities and reporting from these meetings. Special attention is, according to them, caused by anyone "coming from Belgrade", and some representatives of local media expressed their frustration that guests from Belgrade (refers to the government representatives) usually give statements only to RTS, state network.

Anti-Corruption Agency, Public Relations Office, Department of Training Programs

Target group	Place	Date	Subject	Total number of invited/ present
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Mayors, presidents of city and municipal assemblies, presidents of town committees of political parties, presidents of district and municipal courts, managing directors of public enterprises	Nis	14/12/2009 15/12/2009	- Corruption as a social phenomenon - about the Anti- Corruption Agency (the beginning of operation, legal competence...) - about Assets and Income Disclosure Report (including presentation of forms on video screen)	Invited from following cities and municipalities: Nis, Leskovac, Vranje, Pirot, Prokuplje, Kursumlija, Dimitrovgrad, Lebane, Presevo, Vladicin Han, Bujanovac, Bela Palanka, Medvedja (32 representatives were present)
	Novi Sad	16/12/2009 17/12/2009		Novi Sad, Zrenjanin, Sremska Mitrovica, Subotica, Sombor, Pancevo, Backa Topola, Becej, Indjija, Ruma, Stara Pazova, Senta, Vrsac, Vrbas, Kanjiza, Kovacica (28 representatives were present)

Anti-Corruption Agency, Public Relations Office, Department of Training Programs

Target group	Place	Date	Subject	Total number of invited/ present
Holders of public functions	Ivanjica	18/01/2010	- Corruption as a social phenomenon - about the Anti- Corruption Agency (the beginning of operation, legal competence...) - about assets and income disclosure report (including presentation of forms on video screen)	Invited from following cities and municipalities: Ivanjica, Novi Pazar, Sjenica, Prijepolje, Nova Varos, Priboj, Uzice, Arlje, Raska, Bajina Basta, Tutin (23 representatives were present)
	Kragujevac	19/01/2010		Kragujevac, Trstenik, Krusevac, Jagodina, Gomji Milanovac, Cuprija, Velika Plana, Cacak, Pozarevac (71 representatives were present)
	Zajecar	21/01/2010		Zajecar, Kladovo, Majdanpek, Kladovo, Bor, Knjazevac, Soko Banja, Paracin, Boljevac, Petrovac na Mlavi (30 representatives were present)
	Arandjelovac	22/01/2010		Arandjelovac, Valjevac, Lazarevac, Obrenovac, Loznica, sabac, Smederevska Palanka, Ljig, Smederevo, Mladenovac, Kostolac (23 representatives were present)
	Sremska Mitrovica	25/01/2010		Sremska Mitrovica (48 representatives were present)

Anti-Corruption Agency, Public Relations Office, Department of Training Programs

Target group	Place	Date	Subject	Total number of invited/ present
Holders of public offices			- Conflict of interest	Invited from following cities and municipalities:

	Zajecar	09/03/2010		Zajecar, Boljevac, Knjazevac, Sokobanja, Bor, Kladovo, Majdanpek, Negotin, Cuprija, Despotovac, Jagodina, Paracin, Rekovac, Svilajnac, Golubac, Kucevo, Malo Crnice, Petrovac na Mlavi, Pozarevac, Veliko Gradiste, Zabari, Zagubica (23 representatives were present)
	Nis	10/03/2010		Nis, Pirot, Babusnica, Backa Palanka, Dimitrovgrad, Blace, Kursumlija, Prokuplje, Zitoradja, Bojnik, Crna Trava, Lebane, Leskovac, Medvedja, Vlasotince, Aleksinac, Doljevac, Gadzin Han, Merosina, Razarj, Svrlijig, Bosilegrad, Bujanovac, Presevo, Surdulica, Trgoviste, V. Han, Vranje (21 representatives were present)
	Kraljevo	11/03/2010		Kraljevo, Aleksandrovac, Brus, Cicevac, Krusevac, Trstenik, Varvarin, Novi Pazar, Raska, Tutin, Vrnjacka Banja, Arilje, Bajina Basta, Cajetina, Kosjeric, Nova Varos, Pozega, Priboj, Prijepolje, Sjenica, Uzice, Cacak, G. Milanovac, Ivanjica, Lucani (23 representatives were present)
	Kragujevac	12/03/2010		Kragujevac, Arandjelovac, Batocina, Knic, Lapovo, Raca, Topola, Lajkovac, Ljig, Mionica, Osecina, Ub, Valjevo, Bogatic, Koceljeva, Krupanj, Loznica, Ljubovija, Mali Zvomik, Sabac, Vladimirci, Smederevo, S. Palanka, V. Plana (22 representatives were present)
	Novi Sad	17/03/2010		Novi Sad, Apatin, Kula, Odzaci, Sombor, Bac, B. Palanka, B. Petrovac, Becej, Beocin, Srbobran, S. Karlovci, Temerin, Titel, Vrbas, Zabalj, B. Topola, M. Idjos, Subotica, Indjija, Irig, Pecinci, Ruma, S. Mitrovica, S. Pazova, Sid, Zrenjanin, Ada, Coka, Kanjiza, Kikinda, N. Knezevac, Alibunar, B. Crkva, Kovacica, Kovic, Opovo, Pancevo, Plandiste, Vrsac, N. Crnja, N. Becej, Secanj, Zitiste, (72 representatives were present)
	Belgrade	18/03/2010		Cukarica, N. Beograd, Paliula, Rakovica, S. Venac, S. Grad, Vozdovac, Vracar, Zemun, Zvezdara, Barajevo, Grocka, Lazarevac, Mladenovac, Sopot, Surcin, Obrenovac (15 representatives were present)
Anti-Corruption Agency, Public Relations Office, Department of Training Programs				
Target group	Place	Date	Subject	Total number

Representatives of local self-governments and other holders of public competences	Zajecar	31/05/2010	- Gift register	Invited from following cities and municipalities: Zajecar, Boljevac, Knjazevac, Sokobanja, Bor, Kladovo, Majdanpek, Negotin, Cuprija, Despotovac, Jagodina, Paracin, Rekovac, Svilajnac, Golubac, Kucevo, Malo Crnice, Petrovac na Mlavi, Pozarevac, Veliko Gradiste, Zabari, Zagubica (16 representatives were present)
	Novi Sad	01/06/2010		Novi Sad, Apatin, Kula, Odzaci, Sombor, Bac, B. Palanka, B. Petrovac, Becej, Beocin, Srbobran, S. Karlovci, Temerin, Titel, Vrbas, Zabalj, B. Topola, M. Idjos, Subotica, Indjija, Irig, Pecinci, Ruma, S. Mitrovica, S. Pazova, Sid, Zrenjanin, Ada, Coka, Kanjiza, Kikinda, N. Knezevac, Alibunar, B. Crkva, Kovacica, Kovin, Opovo, Pancevo, Plandiste, Vrsac, N. Crnja, N. Becej, Secanj, Zitiste (24 representatives were present)
	Kragujevac	03/06/2010		Kragujevac, Arandjelovac, Batocina, Knic, Lapovo, Raca, Topola, Lajkovac, Ljig, Mionica, Osecina, Ub, Valjevo, Bogatic, Kocejjeva, Krupanj, Loznica, Ljubovija, Mali Zvomik, Sabac, Vladimirci, Smederevo, S. Palanka, V.Plana (31 representatives were present)
	Nis	04/06/2010		Nis, Pirot, Babusnica, B. Palanka, Dimitrovgrad, Blace, Kursumlija, Prokuplje, Zitoradja, Bojnik, Crna Trava, Lebane, Leskovac, Medvedja, Vlasotinca, Aleksinac, Doljevac, Gadzin Han, Merosina, Razanj, Svrnjig, Bosilegrad, Bujanovac, Presevo, Surdulica, Trgoviste, V. Han, (16 representatives were present)

Working meetings on the reporting on implementation of recommendations stipulated in the National Strategy

In the course of 2011, working meetings were organized with representatives of institutions with public competences, which are covered by one of 7 systems from the Action Plan for the implementation of the National Strategy against Corruption, and as such have obligations in implementing recommendations and measures defined under the mentioned documents. These meetings aimed to inform about the existence and content of the National Strategy and the Action Plan, the Agency's competences, issued introduced by

the Anti Corruption Agency Act, as well as obligations for holders of public competences which arise from all of these documents, including clarification of the term "integrity" and procedure for their adoption. These opportunities were also used to present participants wider scope of issues pertaining to corruption and integrity, particularly mechanisms for preventing corruption, both globally

and locally, the idea of independent state body, term “public welfare”, the integrity of employees and institutions with public competences.

14 this-type meetings were organized in 11 cities and municipalities, and representatives of all cities and municipalities in these regions were invited to attend them.

Department for Implementation of Strategy and Regulations, Department of Training Programs				
Target group	Place	Date	Subject	Total number
State administration bodies	Belgrade	15/07/2010	<ul style="list-style-type: none"> - Terms: corruption, public welfare and integrity; - International standards; - Term: independent institutions; - Role and competence of the Agency - Obligations arising out of the Anti Corruption Agency Act and the Action Plan for the Implementation of the National Strategy against Corruption ; 	Government of RS, Ministries: Ministry of State Administration and Local Self-Government , Ministry of Economy and Regional Development, Ministry of Finance, Ministry of Defence, Ministry of Culture, Ministry of Youth and Sports, Ministry of Agriculture, Forestry and Water Management , Ministry of Education, Ministry of Labour and Social Policy, Ministry of Mining and Energy, Ministry of Foreign Affairs, Ministry of Interior Affairs, Ministry of Religion and Diaspora, Ministry of infrastructure, Ministry for KM, Ministry of National Investment Plan, Ministry of Science and Technological Development, Ministry of Telecommunications and Information Society, Ministry of Environmental Protection and Spatial Planning, Ministry of trade and Services, Ministry of Health, Ministry of Human and Minority Rights (24 representatives from 22 bodies were present)
State bodies	Belgrade	09.09.2010		President of the Republic, National Assembly, Republic Secretariat for Legislation, Constitutional Court, The Supreme Court of Cassation, High Court Council, State prosecutors Council, Republic Public Prosecutor's Office, Public Procurement Office, NBS, Customs Administration, Tax Administration, Commission for Protection of Competition, Ombudsman, Commissioner for Information, High Human Resource Council, HRMS, Judicial Training Centre, Republic Broadcasting Agency (20 representatives from 18 institutions were present)
Representatives of city municipalities	Belgrade			Belgrade Mayor, City Council, City Assembly, City Administration, Municipalities: Barajevo, Vozdovac, Vracar, Grocka, Zemun, Zvezdara, Lazarevac. Mladenovac. New Belgrade.

Representatives of territorial autonomy	Novi Sad	20/09/2010		<p>Rakovica, S. venac, Sopot, S. Grad, Surcin, Cukarica (22 representatives from 19 institutions were present)</p> <p>Government of AP Vojvodina, Assembly, Service for Joint Affairs of Provincial Institutions, Provincial Ombudsman, Provincial Public Attorney's Office, Provincial Secretariats for: information, local self-government and inter-municipal cooperation, regulations, administration and national communities, finance, economy, architecture, urbanism and construction, education, culture, health system, energy and mineral resources, sports and youth, science and technological development, labour, employment and gender equality, inter-regional cooperation, social policy and demography, agriculture, forestry and water management, environmental protection and sustainable development (24 representatives from 18 institutions were present)</p>
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Department for Implementation of Strategy and Regulations, Department of Integrity Plans, Department of Training Programs

Target group	Place	Date		Total number of invited/ present
Representatives of all bodies of local self-governments and districts of the Republic of Serbia	Kragujevac	11/10/2010	<ul style="list-style-type: none"> - Terms: corruption, public welfare and integrity; - International standards; - Term: independent institutions; - Role and competence of the Agency; 	<p>Kragujevac, Golubac, V. Gradiste, M. Crnice, Smederevo, S. Palanka, Petrovac na Mlavi, Pozarevac, Kostolac, Zabari, V. Plana, Raca, Arandjelovac, Topola, Batocina, Svilajnac, Lapovo, Jagodina, Knic, Rekovac, Paracin, Cuprija, Despotovac, districts: Sumadija, Pomoravlje, Podunavlje, Branicevo, (26 representatives from 14 bodies were present)</p>
	Kraljevo	12/10/2010	<ul style="list-style-type: none"> - Obligations arising out of the Anti Corruption Agency Act and the Action Plan for the Implementation of the National Strategy against Corruption; 	<p>Kraljevo, Cacak, G. Milanovac, Lucani, Ivanjica, V. Banja, Aleksandrovac, Krusevac, Trstenik, Varvarin, Cicevac; districts: Raska, Moravica, Rasina, (19 representatives from 12 bodies were present)</p>
	Novi Pazar	13/10/2010	<ul style="list-style-type: none"> - Integrity Plans, general information 	<p>Novi Pazar, Tutin, Brus, Raska, Sjenica, Prijepolje, N. Varos, Priboj (11 representatives from 4 bodies were present)</p>
	Zrenjanin	14/10/2010		<p>Zrenjanin, N. Knezevac, N. Becej, N. Crnja, Zitiste, Secanj, Opovo, Kovacica, Alibunar, Plandiste, Vrsac, B. Crkva, Kovin, Pancevo; districts: South Banat, Central Banat (15 representatives from 10 bodies were present)</p>

Zajecar	18/10/2010	Zajecar, Kladovo, Majdanpek, Kucevo, Zagubica, Bor, Boljevac, Sokobanja, Knjazevac, Negotin; districts: Zajecar, Bor, (9 representatives from 8 bodies were present)
Nis	19/10/2010	Nis, Razanj, Aleksinac, Svrjig, Merosina, Doljevac, Zitoradja, Prokuplje, Kursumlija, B. Palanka, Pirot, Dimitrovgrad, Babusnica, Blace, Gadzin Han; districts: Nisava, Toplica, Pirot. (13 representatives from 11 bodies were present)
Vranje	20/10/2010	Vranje, Presevo, Bujanovac, Trgoviste, V. Han, Surdulica, Bosilegrad, Leskovac, Vlasotince, Medvedja, Lebane, Bojnik, Crna Trava; districts: Jablanica, Pcinj (12 representatives from 8 bodies were present)
Novi Sad	21/10/2010	Novi Sad, S. Karlovci, S. Pazova, Pecinci, Ruma, S. Mitrovica, Sid, beocin, Indjija, Irig, Zabalj, B. Petrovac, Temerin, Srbobran, Bac, Titel; districts: South Backa, Srem (9 representatives from 8 bodies were present)
Subotica	25/10/2010	Subotica, Sombor, B. Topola, M. Idjos, Apatin, Becej, Kula, Odzaci, Kanjiza, N. Knezevac, Senta, Coka; districts: North Backa, West Backa, North Banat (16 representatives from 10 bodies were present)
Valjevo	26/10/2010	Valjevo, Bogatic, Sabac, Loznica, Vladimirci, Koceljeva, Krupanj, M. Zvornik, Osecina, Ub, Lajkovac, Ljubovija, Kosjeric, Mionica, Ljig, B. Basta, Uzice, Pozega, Cajetina, Arilje; districts: Macva, Kolubara, Zlatibor, (13 representatives from 8 bodies were present)

Group for Research, Public and Civil Society Relations, Department of Training Programs

Target group	Place	Date	Subject	Total number
Media; (eH.a;	Kragujevac Kraljevo Novi Pazar Zrenjanin Zajecar Nis	11/10/2010 12/10/2010 13/10/2010 14/10/2010 18/10/2010 19/10/2010	- Terms: corruption, public welfare and integrity; - International standards;	- 10 media; - 51 associations;

	Vranje Novi Sad Subotica Valjevo	20/10/2010 21/10/2010 25/10/2010 26/10/2010	<ul style="list-style-type: none"> - Term: independent institutions; - Role and competence of the Agency; - Role and position of media and associations within the system of the National Strategy against Corruption; - Protection of whistleblowers - Ethic rules and associations; - Engagement of civil society organizations into the system of reporting on the implementation of the National Strategy against Corruption and the Action Plan. 	
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Seminars about Integrity Plans

The Department of Integrity Plans began a series of seminars for working groups participating in the development of draft Integrity Plans for specific systems. Prior to introducing the main topic, at all the seminars participants were also informed on a number of general issues as well such as: public assets, systems for preventing corruption, ways of strengthening integrity of employees and institutions, etc.

Target groups at these seminars were representatives from public offices who are legally obligated to adopt an Integrity Plan, and who will lead the process of developing these plans within their institutions and bodies.

Department of Integrity Plans, Department of Training Programs				
Target group	Place	Date	Subject	Total number of invited/present
Representatives of working groups for the development of draft Integrity Plans for specific systems (2 systems)	Palic	20-22/12/2010	<ul style="list-style-type: none"> - term corruption and mechanism for its prevention – from global level to local level; - term independent institutions; - role and competences of the Agency; - personal integrity and integrity of institutions - Integrity Plan: term, guidelines - practice 	23 (from 2 systems: 1. police and justice; 2. political system)

Representatives of working groups for the development of draft Integrity Plans for specific systems (3 systems)	Ecka	24-26/1/2011	<ul style="list-style-type: none"> - term corruption and mechanism for its prevention – from global level to local level; - term independent institutions; - role and competences of the Agency; - personal integrity and integrity of institutions - Integrity Plan: term, guidelines - practice 	24 (from 3 systems: 1. state administration and local self-government; 2. defense; 3. finance)
Representatives of working groups for the development of draft Integrity Plans for specific systems (3 systems)	Babe	07-09/2/2011	<ul style="list-style-type: none"> - term corruption and mechanism for its prevention – from global level to local level; - term independent institutions; - role and competences of the Agency; - personal integrity and integrity of institutions - Integrity Plan: term, guidelines - practice 	23 (from 3 systems: 1. economy and agriculture justice; 2. social policy; 3. health system)
Representatives of working groups for the development of draft Integrity Plans for specific systems (3 systems)	Palic	21-23/2/2011	<ul style="list-style-type: none"> - term corruption and mechanism for its prevention – from global level to local level; - term independent institutions; - role and competences of the Agency; - personal integrity and integrity of institutions - Integrity Plan: term, guidelines - practice 	25 (from 3 systems: 1. education; 2. science, culture and sports; 3. environment)
Representatives of working groups for the development of draft Integrity Plans for specific systems (2 systems)	Palic	09-11/3/2011	<ul style="list-style-type: none"> - term corruption and mechanism for its prevention – from global level to local level; - term independent institutions; - role and competences of the Agency; - personal integrity and integrity of institutions - Integrity Plan: term, guidelines - practice 	18 (from 3 systems: 1. protection of data, human rights and public interest; 2. public enterprises)

Training and expert education of employees of the Agency

Since its establishing, the Department also organized 20 training programs in 2010 for the agency's employees, under its competence to develop and operate training programs. Although advance training is under the competence of Human Resources Department, this can be explained by the specificity of the Agency's activities which are directly connected with the integrity of employees in institutions holding public competences.

Department of Training Programs					
Target group	Place	Date		Subject	Total number of training
Employees of the Agency	Belgrade	January - December 2010		<ul style="list-style-type: none"> -of seminar: communications skills - Workplace Violation Prevention Law - Information of public importance - Corruption: from global level to local level - Mechanisms for prevention of corruption - Integrity of employees - Integrity Plan - Financing Political Parties - Strategic Planning, strategy, action plan, project - Eradication of violence Building of non-violence - Comparative experience: Anti Corruption Organization –Hong Kong - Presentation of performance of the Agency's departments - Team spirit building 	20 training programs

5 employees of the Agency stayed for three weeks in the United States of America within the program "Successful application of Conflict of Interest Act", organized by the World Learning Centre – Community Connections Program, and financed by the USIAD, in the period between 5 and 26 May 2010.

In the same organization, this year, 3 representatives of the Agency were in the USA within the program "Fight against Corruption with particular emphasis on whistleblowers".

Two employees of the Agency stayed for 3 weeks in Hong Kong where they completed a program related to the fight against corruption and gained certificates. The program was funded by the UNDP in Serbia.

One employee participated in the seminar about integrity and gained a certificate "Integrity Manager" within the second phase of the program RESPA (Regional School of Public Administration) under the auspices of the European Union and European Institute of Public Administration (EIPA) in the period 21 – 25 June 2010.

Two employees participated in the conference “Corruption in the Midst of Crisis” in Cologne, 22-23 November 2010. At the conference, the Agency director also took part in panel discussion on the relationship between corruption and financial crisis.

Employees of the Department of General Affairs regularly attend training programs on budget planning, public procurement and alike.

Within the strategic planning of the Agency, Board members, and senior management of the Agency, stayed in Umag (Croatia), in the period 1.- 4. September 2010, where they worked on planning the activities of the Agency and defining the strategic goals in short-time period. Within this activity, they paid a visit to the Commission for the Prevention of Corruption in the Republic of Slovenia.

Other training activities

In early 2010, the Agency, as part of its competencies and obligations arising from the National Strategy and Action Plan, established its cooperation with the Human Resources Department of the Government of the Republic of Serbia with regard to training programs on corruption for government officials employed in state authorities and Government departments. The Human Resources Department included in 2010 program subjects from the previous years, and the Agency proposed speakers. Some of the speakers were employees of the Agency and members of the Agency’s Board of Directors. The Department for Training Programs proposed to the Human Resources Department a comprehensive program and speakers for 2011. You can see the program adopted by the Human Resource Management Department on the web site www.suk.gov.rs .

Within the competition announced for all primary and high schools in Serbia, on the occasion of 9 December 9, International Anti Corruption Day, population of young people included in the educational system, aging from 6 to 18 years old is activated as a target group. This Competition titled “Don’t want through connections” was implemented with the support of the Ministry of Education, which sent a memorandum on competition to all school administrations, and they forwarded it to all primary and high schools in Serbia. Youth Offices in Serbia were also included in this Competition, in cooperation with the Ministry of Youth and Sports. Information on the Competition was published on numerous web portals. Competition participation instructions include internet links with relevant literature about corruption and integrity, and class teachers and other educators were asked to devote one class to these subjects. About 600 entries were submitted in four categories. 31 entries were awarded.

Anti Corruption Agency, Department for Training Programs				
Target group	Place	Date	Subject	Total number of participants/ awarded
Participants of all primary and secondary schools in Serbia	Serbia	October – December 2010	Competition: "Don't want through Connections"	600 entries 31 awards

Journalists are one of the main target groups for training. Sponsored by the OSCE mission, the Agency held a meeting on 15 April 2010 with editors of digital and print media which have national coverage to talk about corruption issues, as well as obligations pertaining to media based on the National Strategy and the Action Plan against Corruption. It was generally agreed on cooperation between journalists and the Agency regarding training on: forms of improper influence on journalists, forms of corruption, investigative journalism, and their protection, but primarily, on competences of the Agency.

One two-day training session of journalists was held on 28. and 29. April 2010. The response was very symbolic: 6 journalists in total.

Department of Training Programs				
Target group	Place	Date	Subject	Total number of participants
		28 - 29/04/2010	<ul style="list-style-type: none"> - Action Plan for the Implementation of the National Strategy against Corruption - Conflict of interest - Funding of political parties - Integrity Plans and other Agency's competences - Practice 	6 journalists (B92, Politka, Danas, Beta, Tanjug, V. Novosti)

Within the internship program at the Agency, funded by the Kingdom of Norway, which involves five groups of seven interns for four month internship at the Agency, the first group of interns came. For them, the Department of Training Programs prepared a training program which will take place during their internship, by the end of 2012. The program for the first group is realized.

Department of Training Programs				
Target group	Place	Date	Subject	Total number of participants
	Belgrade	January -April 2011	<ul style="list-style-type: none"> - Corruption as a global phenomenon; - International mechanisms against corruption; - Term: Strategic Planning - Term: Action Plan - National Strategy against Corruption; - Action Plan for the Implementation of the National Strategy; - Idea of independent state bodies; -Legal framework for functioning of the state bodies; - EU- general information and conditions for accession; - Term: Public welfare 	7 (first group)

			Agency - Information of public importance - Conflict of interest - Financing political entities	
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In cooperation with representatives of the Standing Conference of Towns and Municipalities, the State Audit Institution, "Transparency Serbia" organization, BETA news agency and local radio station Zrenjanin, with the financial support of the USAID and the World Learning - Community Connections, 3 three-day seminars were organized for youth on the theme "Mechanisms for combating corruption".

Department of Training Programs in cooperation with representatives of SAI, BETA agency, Radio station Zrenjanin, Transparency Serbia, Standing Conference on Towns and Municipalities					
Target group	Place	Date		Subject	Total number of participants
High school students, undergraduates, graduates from political party youth wings, youth organizations, non-governmental organizations, student parliaments		13/03/2011		<ul style="list-style-type: none"> - Corruption as a global and local phenomenon; - Term: Strategic Planning - Term: Action Plan - National Strategy against Corruption; - Action Plan for the Implementation of the National Strategy; -idea of independent state bodies; -Term: Public welfare 	19 9 women 10 men
High school students, undergraduates, graduates from political party youth wings, youth organizations, non-governmental organizations, student parliaments		18 -19/03/2011	1	<ul style="list-style-type: none"> - role and term of the Anti Corruption Agency; - role and term of the SAI; - role and term of the Commissioner for Information of Public Importance; -Conflict of interest; - Ethical code and ethics commissions; -Role of media against corruption; - Role of civil sector against corruption; - Workshop: discovering corruption in the society and elaboration of strategy to solve selected problems and proactive approach; 	21 9 women 12 men
High school students, undergraduates, graduates from political party youth wings,	Novi Sad	01-03/04/2011			13 7 women 6 men

youth organizations, non-governmental organizations, student parliaments				
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As part of the Department of Training Programs 2011 Annual Plan, a programme was launched in one pilot municipality in 2011 to hold one event per month. The idea is to organize education and various activities for different target groups. One meeting with local self-government representatives has been held so far in Indjija Municipality, as well as one training session for employees.

Contact was established with the Union of student parliaments and the Office for Youth, and the media in that municipality, and training program implementation is being developed. Joint work on corruption and integrity with heads of human resources offices in institutions of local self-government and organizations founded by them, is also among plans. It aims to create a program for continuous training of employees that they would implement.

Department of Training Programs				
Target group	Place	Date	Subject	Total number of participants
Representatives from the Indjija municipality	Indjija	28/03./2011	<ul style="list-style-type: none"> - Term: Corruption; corruption as a global and local phenomenon; - Mechanisms for the prevention of corruption; - Idea of independent state bodies; - Role and term of the Anti Corruption Agency; - Presentation of the First report on the implementation of the National Strategy against Corruption; - Conflict of interest 	28

At the invitation of the Department for specialized training and human resource management within the Government of AP Vojvodina, the Agency made a two-day training program for provincial officials, scheduled for 18 and 19 April 2011.

Department of Training Programs				
Target group	Place	Date	Subject	Total number of participants
Provincial officials	Novi Sad, Fruska gora	18-19/04/2011	<ul style="list-style-type: none"> - Corruption-term, definition, causes and consequences; - Mechanisms for the prevention of corruption – role of prevention; - National Strategy against Corruption; - Action Plan for the Implementation of the National Strategy; 	20?

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| | | | <ul style="list-style-type: none"> - Report on the Implementation of the National Strategy; - Personal, institutional and social integrity; - Integrity Plans; - Reporting gifts; - Reporting assets; - Petitions by citizens; - Conflict of interest | |
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Cooperation and visits

The Agency, under its competence for implementing training programs, established cooperation with the OSCE mission to Serbia to implement training programs for journalists and with the UNOPS to organize round tables on the Agency's competences across Serbia. A seminar titled "Fight against Corruption and reporting on corruption for representatives of local self-governments and journalists" was organized by the UNOPS and OSCE, in cooperation with the Agency's Department of Training Programs in Novi Pazar, 6-7 December 2010. Zlatko Minic, the Agency's board member, head of Department of Training Programs and head of the Group for Research, Public and Civil Society Relations were among speakers at this seminar.

The Agency also cooperated with the Standing Conference of Towns and Municipalities. Among other activities, two representatives of the Agency, from the Department of Prevention Activities attended a monthly meeting of the Network of working groups in charge of monitoring the implementation of the Code of Ethics, organized by the Standing Conference of Towns and Municipalities in the Municipal Assembly of Ivanjica on 16 April 2010. Representatives of working bodies from Arilje, Lazarevac, Uzice, Ivanjica, Majdanpek attended the meeting.

The Agency, particularly the Department of Prevention Activities, established cooperation with the Bureau for Social. Within their project of development of local anti corruption plan, financially supported by the USAID and the Institute for Sustainable Communities, representatives of the Agency participated in meetings where the public were presented Local Plans against Corruption in Zrenjanin and Nis, as well as the initial conference, used to provide support to this project www.birodi.rs.

Chairman of the Board of the Agency and director of the Agency participated in training session for journalists of major media houses in Kovacica, which was organized by the BIRN (Balkan Investigative Reporting Network) on 12 February 2011; the training was about public finances.

The Serbian Library Association started with realisation of the project "Transparency, Good Governance and Freedom from Corruption" and invited the Agency to cooperate. The project included, among other activities, organization of 5 public discussions in libraries in Belgrade, Novi Sad, Nis, Pozarevac and Krusevac, and board members of the Agency will take part in them (public discussions in Novi Sad and Belgrade are so far organized).

A representative of the Agency has been invited as a speaker in a two –day seminar for young workers, organized by NGO "Generator", including representatives of the OSCE mission to Serbia, on 14 April.

Citizens Association "No Mobbing" and Forum of NGO Cacak (including 12 NGOs) called the Agency to develop a program and organize a two-day seminar on fight against corruption for representatives of local self-governments, justice system, the Bar of the city, political parties, media, as well as citizens of Cacak. The seminar is scheduled for May 2011.

The Agency received an invitation to organize seminars from several Youth Offices in Serbia.

The Department of Training Programs 2011 Annual Plan includes...

- Establish and develop a system for continuous specialized training of employees (program, 30 one-day seminars for employees, formation of library, electronic database of the library fund);
- Establish and develop a system for education of the state and local administration about personal and institutional integrity, public welfare, mechanisms against corruption, rights and obligations arising out of the Anti Corruption Agency Act and similar (program, 10 one-day seminars, publishing the guide for employees, digital guide);
- Establish and develop a system for continuous education of journalists in respect of corruption (program, 3 multi-day training sessions, guide for journalists);
- Contribute to the development of anti corruption education of young people through training of groups of pupils to further disseminate knowledge amongst young people (program, 4 two-day seminars, monitoring of activities, publishing of manuals);
- Establish a network of social parties working together to educate themselves and others about the dangers of corruption, mechanisms for its prevention, integrity, investigative journalism, etc., in one pilot municipality (methodology, program, 12 one-day visits);
- Instruct officials in public authorities on their official responsibilities as stipulated by the Act (publishing of digital version of the guide for officials);
- Participate in realization of training programs within the activities of other Agency's units;
- Implement the International Anti-Corruption Day Competition in all primary schools, high schools and universities in Serbia;
- Start cooperate with the Ministry of Education with the aim of introducing subjects of corruption and integrity in school and student syllabus;
- Develop capacities for provision of program realization services on invitation from target groups;
- Employ a third staff member in the Department of Training Programs.