



**Promo - LEX**

*Advancing democracy and human rights*



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# REPORT no. 2

## CIVIC MONITORING OF POLICE REFORM IN THE REPUBLIC OF MOLDOVA

Monitoring Period: January 1 - June 30, 2019

Published December 2019

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**Project funded by  
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The initiative to monitor the implementation of police reform in the Republic of Moldova is carried out as part of the “Civic monitoring of the police reform in the Republic of Moldova” project implemented with the financial support of the European Union.

The opinions expressed in the public reports of Promo-LEX belong to the authors and do not necessarily reflect the views of the funders.

# Contents

SUMMARY .....	3
INTRODUCTION .....	5
GENERAL FRAMEWORK .....	7
IMPLEMENTATION OF POLICE REFORM OBJECTIVES: CIVIC MONITORING PERSPECTIVE.....	8
<i>Objective 1: Consolidating the responsibility, efficiency, transparency and professionalism of the Police .....</i>	<i>8</i>
<i>Objective 2: Fair efficient and effective application of human rights legislation in the activity of the Police .....</i>	<i>14</i>
<i>Objective 3: Consolidating the capacities of the Police to fight organized crime, trafficking in human beings, cybercrime, violence, including gender-offenses, drug and weapons smuggling, counterfeiting and money laundering. ....</i>	<i>15</i>
<i>Objective 4: Creating a modern police service in compliance with the best international standards and practices of the European Union, able to respond proactively and equally to the needs of the citizens and the society as a whole.....</i>	<i>18</i>
GENERAL CONCLUSIONS .....	24
RECOMMENDATIONS.....	25
LIST OF ABBREVIATIONS .....	27
ANNEX .....	28

## SUMMARY

**The degree of implementation of sub-actions qualified as unfulfilled (with expired deadlines).** Report no. 2 analyzes 15 sub-actions of four objectives which, according to Promo-LEX, are unfulfilled, the deadlines for their implementation being expired. Promo-LEX monitored whether actions have been taken in the first half of 2019 that aimed to change the status of unfulfilled sub-actions.

**Objective 1 has the mission** to ensure access to qualitative police services by enhancing the professionalism, transparency and efficiency of the Police. Quantitatively, it is the objective with the most commitments. In this regard, objective 1 of the PDS comprises the largest number of actions (7) and sub-actions (36).

Within this objective, the monitors analyzed the accomplishment of seven sub-actions (of the four actions) qualified as unfulfilled in the Report no. 1. We emphasize that by the end of the first semester 2019, all the seven sub-actions remained unfulfilled.

**Objective 2** also aims at increasing citizens' access to more qualitative police services; the emphasis being laid on respecting human rights in the activity of the Police. Quantitatively, the objective contains practically the fewest actions (2) and sub-actions (8).

According to the findings of Promo-LEX, half of the sub-actions (4) were expected to be implemented in 2016-2018. Of these, according to the opinion of the Association expressed in Report no. 1, two sub-actions can be regarded as unfulfilled, therefore, they are the subject of monitoring in the present report. In Report no. 2, we ascertain that these sub-actions remain unrealized even after the expiration of the first semester of 2019.

**Objective 3** aims at increasing the capacity of the Police in combating crime and ensuring public security. It contains two actions and 12 sub-actions. According to the observations of Promo-LEX, 8 sub-actions were planned for the period of 2016 - 2018. Referring to the data presented in Report no. 1, Promo-LEX identified that, out of the eight sub-actions, two were qualified as unfulfilled, being subject to monitoring in the first semester of 2019. Subsequently, the qualifications for the two sub-actions did not change.

**Objective 4** contains sub-actions oriented towards bringing the police service in line with European and international standards. It is a general objective, which contains 3 actions and 20 sub-actions. According to the observations of Promo-LEX, 9 sub-actions were to be implemented between 2016 and 2018, of which 4 were unfulfilled, being subject to monitoring in the first semester of 2019.

**Results of the interviews with representatives of police inspectorates and police stations.** According to the existing methodology, some aspects of the monitored process are assessed by means of interviews carried out in the territorial offices of the Police. We are glad to mention that the representatives of the Police were open to the interviews with the Promo-LEX monitors, which was possible due to the Partnership Agreement signed by the GIP and the Promo-LEX Association. Following the monitoring of the first semester of 2019, we paid attention to the following relevant information:

**The need to improve the electronic registry of arms.** At least 23 of the interviewees (62%) out of 37 have stated that it is necessary to improve the application, because the current version does not meet the requirements, or is outdated. The main required changes are: automated updating of information on deregistration / taking evidence of arms - to exclude duplication of information; registering the arms under the Personal Identity Code of its holder; improvement of the procedure for re-registration of sold arms, etc.

**Clear delimitation of the competences of district police officers.** Thus, 18 (44%) of the 42 respondents in the police stations, and 5 (36%) of 14 top officers believe that the powers of district

police officers are not clearly defined. The categories of competences that must be strictly delimited from the competences of other structures are: forced bringing of a person, ensuring and maintaining public order, carrying out social assistance activities, etc.

***Initiative to reorganize the National Patrol Inspectorate (NPI) and the new organizational chart of the institution.*** 8 respondents (19%) from the leadership of the police stations out of the total of 42 interviewed declared they did not know about the initiative to reorganize the NPI. In general, the expectations related to the reorganization of the NPI are: clear delimitation of its powers, including the exclusion of overlapping competences between the NPI and the Police Inspectorate; excluding double subordination and bureaucracy; organization of the Pedestrian Patrol Directorate, etc.

# INTRODUCTION

The Promo-LEX Association is a non-governmental, non-profit and apolitical organization, which pursues public benefit and operates in accordance with the laws of the Republic of Moldova. The mission of the Promo-LEX Association is to contribute to the development of democracy in the Republic of Moldova by promoting and defending human rights, monitoring democratic processes and strengthening civil society.

The Republic of Moldova needs profound reforms in many areas. One of these areas is the activity of internal affairs bodies and the police - institutions empowered to protect the rights of citizens. Historically, institutions in this field are undergoing a continuous process of restructuring and modernization. In this context, on May 12, 2016, the Government of the Republic of Moldova adopted the 2016-2020 Police Development Strategy. In the same year, the EU Delegation and the Government of the RM signed the Support for Police Reform Financing Agreement, providing for complementary support for monitoring the police reform.

In order to fulfill the statutory provisions, the Promo-LEX Association is implementing the "Civic Monitoring of Police Reform in the Republic of Moldova" project, funded by the European Union in the period of December 14, 2018 - December 13, 2021.

The "Civic Monitoring of Police Reform in the Republic of Moldova" highlights the role of civic oversight by non-governmental organizations during the implementation of reforms, as well as the right of citizens to participate in the decision-making process. The overall objective of the project is to consolidate the responsibility, efficiency and transparency of the police reform in the Republic of Moldova.

The findings and conclusions of the civic monitoring of the police reform are presented in periodic, annual and semi-annual reports, elaborated by the Promo-LEX Association. The annual monitoring reports represent a post-factum synthesis of compliance with the reform, established by comparing the content of the official police reports with the observations made by the experts of the Promo-LEX Association based on the analysis of official documents and interviews with decision-makers and other relevant information obtained from open sources. Semi-annual monitoring reports analyze the degree of fulfilment of operational objectives that were to be implemented in the respective timeframes, as well as sub-actions with expired deadlines qualified by Promo-LEX as unfulfilled, comparing them with the Action Plan for implementation of the PDS and the Policy Matrix.

The monitoring reports are developed based on a methodology prepared by an international expert, which includes, on the one hand, methods used to analyze documents and interviews with central level decision-makers, exploited mainly by the central team of the Association. On the other hand, the methodology provides for direct observation and interviewing of monitoring subjects at regional and local levels.

Report no. 2 on civic monitoring of the police reform in Moldova is a semi-annual report, prepared for the period of 1 January - 30 June 2019 that analyzes the 15 sub-actions, qualified as unfulfilled in Report no. 1 on civic monitoring of the police reform in Moldova<sup>1</sup>. Promo-LEX has not identified activities with expired deadlines in the current monitoring period.

On 11- 30 November 2019, five regional monitors of the Promo-LEX Association conducted semi-standardized interviews with the management of 42 of police inspectorates and representatives of 14 local police stations<sup>2</sup>, the results of the interviews are presented in this report.

The monitors analyzed the Police Action Plan for 2019<sup>3</sup>, the Police Activity Report for the first semester of 2019<sup>4</sup> and activities carried out by the MIA, GIP and their subdivisions in the first half of 2019 to fulfill the actions foreseen by the Action Plan to implement the 2016 – 2020 PDS.

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<sup>1</sup> Report no. 1. Civic Monitoring of the Police Reform in Moldova. 2016 - 2018, available at: <https://bit.ly/2YwasmF>

<sup>2</sup> Renovated police departments have been visited.

<sup>3</sup> 2019 Police Action Plan, available at <https://bit.ly/38mbNkL>

<sup>4</sup> Police Activity Report, 1<sup>st</sup> semester, 2019, available at: <https://bit.ly/35eCZQx>

The conclusions of the Promo-LEX Association on the fulfilment of operational objectives of the reform have been developed by referring to the performance indicators and the deadlines stipulated in the relevant program documents. The ratings used to assess the achievement of the objectives are: *fulfilled, partially fulfilled and unfulfilled*. According to the existing methodology, the rating of *fulfilled* is attributed to actions / activities that were considered sufficient and relevant for the achievement of the proposed objective; *the unfulfilled* is attributed to the actions / activities that did not generate the intended objective; and *partially fulfilled* is attributed to the actions / activities that did not fully contribute to the achievement of performance indicators.

Actions that were to be completed in 2018 or, in certain special cases, were fulfilled before the deadline set in 2018 have been rated. Also, the authors emphasized the objectives, which are difficult to assess due to too general or unclear formulation of indicators. In the case of continuous actions, which, according to the Strategy, are still in progress, the authors came up with an assessment of the current situation, and where necessary, recommendations have been made.

# GENERAL FRAMEWORK

On January 28, 2019, the General Inspectorate of Police (GIP) approved, by Order no. 35, the Police Action Plan for 2019<sup>5</sup>, which included 37 activities aimed at the fulfillment of the Action Plan for the implementation of the Police Development Strategy, most of them being priority ones planned to be completed by December this year.

According to the 2019 Police Activity Report for 1<sup>st</sup> semester 2019<sup>6</sup>, in order to ensure the implementation of 2016-2020 Police Development Strategy and Moldova - EU Association Agreement, the following achievements of the institution have been highlighted:

- creation of the Detention and Escort Service as one of the subdivisions of the Police, following the merger of the Provisional Detention Isolator with the Escort Service/ Department, as well as the approval of the Regulation for its organization and operation;
- approval of instructions for the activity of the Department/ Service of Detention and Escort of individuals in custody of the Police;
- approval of the 2019 – 2021 Concept for the consolidation of Police operational management capabilities and complementary competences inappropriate to the field, as well as the related action plan;
- approval of the procedure for the development of professional competences of the Police by means of case study;
- approval of the standard operating procedure for the documentation of road traffic accidents, resulting in the deterioration of tangible assets or slight bodily injuries;
- approval of the standard operating procedure for the documentation of inappropriate influence exerted on the Police employees;
- approval of Guiding Instructions for the application of best practices and prevention of juvenile delinquency;
- approval of the Training and Operation Guide for the Community Safety Councils;
- approval of the policing concept and promotion of "community policing" program;
- establishing a mechanism for monitoring the activity of modernizing the police stations;
- developing standard operating procedures for the tactics of hearing/ questioning the participants in the criminal case;
- developing standard operating procedures for requesting expert examinations in a criminal process.

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<sup>5</sup> <https://bit.ly/386Ctpv>

<sup>6</sup> Police Activity Report, 1st semester 2019, available at: <https://bit.ly/35eCZQx>



# IMPLEMENTATION OF POLICE REFORM OBJECTIVES: CIVIC MONITORING PERSPECTIVE

## Objective 1: Consolidating the responsibility, efficiency, transparency and professionalism of the Police

*Objective 1 has the mission to ensure access to more qualitative police services by enhancing the professionalism, transparency and efficiency of the Police. Quantitatively, it is the objective with most commitments, comprising the largest number of actions (7) and sub-actions (36).*

*With regard to this objective, we have examined seven sub-actions (of the four actions), qualified in Report no. 1 as unfulfilled. We emphasize that all the seven sub-actions remain unrealized at the end of the first semester of 2019.*

### 1.1. A transparent and merit-based system for recruiting and promoting staff based on clear selection, assessment and promotion criteria

#### 1.1.2. Elaboration of a guide to assess collective performances, development of a system to assess individual performances and career promotion

*Performance indicators: a developed and approved Guide for the assessment of collective performances, an established system for assessment of collective performances and career promotion*

*Deadline: Semester II, 2016 - Semester I, 2017*

Police Strategic Development Program (PSDP) for 2017-2019<sup>7</sup> mentions the following assessment instruments / methods/ measures: 1) system of collective performance assessment approved and published on the website of the Police and 2) an established system of individual performance and career promotion assessment. Additionally, an expected result is motivated staff, promoted exclusively on the basis of institutionalized professional performance criteria.

Police Development Strategy provides for the establishment and development of a mechanism to assess the performance at both individual level and at the level of subdivisions, the current assessment system being unable to identify the positive developments achieved. One of the highlighted impediments is the fact that "the current system of assessment of individual performance and career promotion is deficient and allows for a very subjective approach to these processes".

In 2017, the Order of the Ministry of Internal Affairs no. 138 of 18.04.2013 on the approval of the *Regulation on the assessment of professional performances of the employees with a special status within the sub-divisions of the MIA*<sup>8</sup> was modified, while the **process of developing the Guide for the assessment of collective performances was stopped** with the repeal of the Government Decision no. 94 of 1.02.2013 for the approval of the Regulation for the assessment of collective performances<sup>9</sup>, which had been approved in order to execute art. 8 of Law no. 48 of March 22, 2012 on the remuneration of civil servants. Thus, due to the elaboration of the Guide for the assessment of collective performances and the development of the system of assessment of collective performances, this action **is considered obsolete** in nature by the authorities responsible for carrying it out.

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<sup>7</sup> Police Strategic Development Program for 2017 - 2019, available at: <https://bit.ly/2Ry75dF>

<sup>8</sup> GIP Regulation on the occupation of vacant positions in the Police, available at: <https://bit.ly/334eYuL>

<sup>9</sup> Government Decision no. 94 of 1.02.2013, repealed by the Government Decision no. 145 of 15.03.2017.

Although the general regulatory acts provide norms for the assessment of individual performances (**quarterly** – to grant bonuses for the performances of the staff<sup>10</sup> and **annually** – to assess the performances of employees with a special status)<sup>11</sup>, we believe that it is necessary to establish an institutional system for assessing individual performances and career advancement. Moreover, point 46 of the Regulation on the career advancement of civil servants with a special status within the Ministry of Internal Affairs refers to the peculiarities of the professional career management of civil servants with a special status within the Ministry of Internal Affairs, which are to be considered by the Human Resource Services of the subdivisions.

In the first semester of 2019, no changes have been made to the Order of the MIA Affairs no. 138 of 18.04.2013 on the approval of the Regulation on the assessment of professional performances of the employees with a special status within the sub-divisions of the MIA nor has the Action Plan for the implementation of the PDS been amended.

*Taking into account that in the first half of 2019, no actions leading to the establishment of a system assessing the performance indicators and career advancement have been undertaken, and the approval of the Guide for the assessment of collective performances is considered obsolete, **Promo-LEX repeatedly rates this sub-action as unfulfilled.***

### **1.3. Promoting the transparency principle in the decision-making process**

#### **1.3.1. Improving the efficiency of the Coordinating Council of the GIP in the decision-making process**

*Performance indicators: Organized meetings, Transparent decision-making process  
Deadline: Semester II, 2016*

The Coordinating Council of the GIP management was established by the GIP Order no. 62 of 10.04.2015, the regulation for its organization and operation being approved. However, GIP Order no. 470 of December 22, 2016 repealed the order by which the Coordinating Council of the GIP management was established and created the GIP Strategic Council with its support structures: 1. GIP Strategic Council; 2. Executive Committee of the GIP Strategic Council 3. Advisory Group of the GIP Strategic Council.

It is commendable that the Police Action Plan<sup>12</sup> includes an action aimed at **improving the activity of the GIP Strategic Council establishing the following performance indicators:** revised and amended Regulation of the Council, organized meetings of the Council and the number of meetings conducted with the participation of NGOs. This action is included to facilitate the achievement of the action 1.3.1 of the Action Plan for the implementation of the PDS.

According to points 15, 32 and 40 of the Regulation of the Strategic Council of the General Inspectorate of the Police, the Council shall be convened in ordinary meetings in the last month of each quarter, the agenda and the minutes of the meetings, decisions of the Council and other documents related to the activity of the Council **shall be made public, being posted on the webpage of the GIP.** The secretariat of the Council ensures, through the office of public relations of the GIP, public information about the activity of the Council.

With regard to transparency, it should be mentioned that the website of the GIP, [www.politia.md](http://www.politia.md), in particular, Public Consultations compartment, contains no information in this respect. Moreover, there is no press-release on the conduct of meetings by the Coordinating Council or by the Strategic Council of the GIP during the first semester of 2019.

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<sup>10</sup> Government Decision no. 1231 of 12.12.2018 regarding the implementation of the Regulation on the establishment of salary increases based on performance indicators of the personnel within budgetary units.

<sup>11</sup> Government Decision no. 460 of 22.06.2017, Regulation on the assessment of professional performances of the employees with a special status within the sub-divisions of the MIA.

<sup>12</sup> Police Action Plan for 2019, available at: <https://bit.ly/38mbNkL>

According to the GIP, on 01.04.2019, the Executive Committee of the GIP Strategic Council decided on:

- temporary cessation of the activity of the GIP Strategic Council;
- updating the GIP Provision no. 34 / 1-364 of 30.10.2017 regarding the Operational Council of the GIP and including in its text the provisions regarding the consultation with civil society. However, in the first semester of 2019, no meeting was organized with the participation of the civil society.

*Considering the lack of a legal framework for the operation of the Strategic Council and no changes in the action plan for the implementation of PDS in the first semester of 2019, Promo-LEX qualifies this action **as unfulfilled** and recommends resuming the activity of the consultative body of the GIP in any form, but with the conduct of regular meetings and with a transparent decision-making process.*

### **1.3.5. Creation of the Council for coordination and monitoring of external assistance within GIP in order to consolidate the capacity to absorb external financial assistance**

*Performance indicators: Council created, Capacities to absorb external financial assistance in a positive dynamic, Training of staff involved in the process*

*Deadline: Semester II, 2016*

In 2016, the development of the Regulation for coordination and monitoring of external assistance granted to the Police by the development partners and the creation of the Council for the coordination and monitoring of external assistance was initiated.

At the same time, according to the GIP, "due to some differences with regard to the operational and management processes, at the time when the Council for the coordination and monitoring of external assistance was promoted by the MIA as a uniform record of all external assistance granted to the MIA and its subordinate subdivisions, **this sub-action was considered obsolete**". **So far, this council has not been set up at the MIA**".

It should be mentioned that, according to point 14 of the Regulation on the institutional framework and the mechanism for coordination and management of external assistance<sup>13</sup>, the coordination mechanism and management of external assistance, managed by the national coordinating authority, the sectoral coordinator of external assistance is carried out by the central public authority, responsible for the policy in the sector or by the public authority, if the sector to which it belongs does not have a specialized central public authority, responsible for the policy in the sector.

*Starting from the fact that the efforts to realize this sub-action have not been resumed in the first semester of 2019 and the fact that the Council for the Coordination and Monitoring of External Assistance at the level of the GIP has not been established, **we repeatedly rate sub-action no. 1.3.5 as unfulfilled.***

*Taking into account the fact that this initiative has not been implemented so far, we recommend the MIA and the GIP to examine **the opportunity of resuming the establishment of the council and consolidating the capacities to absorb external financial assistance.***

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<sup>13</sup> Government Decision no. 377 of 25.04.2018 regarding the regulation of the institutional framework and the mechanism for coordination and management of external assistance.

## **1.4. Reorganization of the system of maintaining, ensuring and restoring public order**

### **1.4.3. Deconcentration of activities for maintaining and ensuring public order at the level of territorial subdivisions of Police**

*Performance indicators: adjusted regulatory framework for maintaining and ensuring public order, Enhanced capacities of the territorial subdivisions for maintaining and ensuring public order*

*Deadline: 2016–2017*

According to the progress reports for the implementation of the PDS, the regulatory framework regarding the structure and staff of the central and decentralized services of the GIP will be approved together with the reorganization of the central structures of the MIA.

It should be mentioned that this action was included in the implementation of the 2019 Police Action Plan<sup>14</sup>, establishing the following performance indicators: revised organizational structure; modified operating regulatory framework; developed capacities for maintaining and ensuring public order in the territorial departments.

According to the GIP Report for the first semester of 2019<sup>15</sup>, the draft Regulation on the organization and operation of the General Inspectorate of Police under the Ministry of Internal Affairs and its limit staff was developed. We emphasize that the draft Government Decision approving the Regulation on the organization and operation of the GIP and its staff was not published on the portal [www.particip.gov.md](http://www.particip.gov.md) for public consultations.

According to the GIP, following the recommendation of the State Chancellery of 27.06.2019, the Regulation on the organization and operation of the GIP was resumed from the initial phase. *Thus, the Promo-LEX Association still considers this **sub-action as unfulfilled**.*

### **1.4.4. Improvement of the legal framework for the organization of public gatherings**

*Performance indicator: Legal framework in the field developed and approved*

*Deadline: Semester II, 2016 - Semester I, 2017*

The draft Law on public gatherings was submitted for public consultations on 4.02.2016. By the resolution issued in 2018, the draft to amend the Law on public gatherings was abandoned. *Starting from the fact that the promotion of the draft law for amending the Law on public gatherings was abandoned and taking into account the deadline for carrying out this activity, Promo-LEX notes that **sub-action no. 1.4.4 was not fulfilled**.*

It should be noted that, according to the Police Activity Report for the 1<sup>st</sup> semester of 2019<sup>16</sup>, 14,258 public assemblies took place in the Republic of Moldova (2066 in the municipality of Chisinau), involving about 5,231,559 people (1,182,158 in Chisinau).

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<sup>14</sup> 2019 Police Action Plan, available at: <https://bit.ly/38mbNkL>

<sup>15</sup> Police activity report, 1st semester 2019, available at: <https://bit.ly/35eCZQx>

<sup>16</sup> Police activity report, 1st semester 2019, available at: <https://bit.ly/35eCZQx>

## 1.7. Consolidating the capacities of the Police to participate in international missions and EU crisis management operations

### 1.7.2. Development of the mechanism to ensure participation in international missions and EU crisis management operations

*Performance indicator: Mechanism developed and implemented*

*Deadline: 2016–2017*

According to the 2017 Report for the implementation of the PDS, the MIA Vision of participation in international missions and operations was elaborated and approved by the Order of the MIA no. 233 of August 3, 2017, which includes clear and concrete activities for the four years of implementation of this objective. We mention that the MIA Vision of participation in international missions and operations was not publicly available even in the 1<sup>st</sup> semester of 2019.

According to the Police activity report<sup>17</sup>, in the first semester of 2019, the Police also participated in the conduct of the following **international operations**:

- "OPSON VIII" aimed at improving practical cooperation between law enforcement agencies at national and international level, military agencies and private companies, organized under the aegis of the Interpol (International Police Organizations) and Europol (European Police Organizations) between 27.12.2018 - 08.04.2019;
- JAD (Joint Action Day) Western Balkans operations in 2019, to combat illegal trafficking in weapons and explosives, as well as cases of drug trafficking and illegal migration, reporting period: 15.04.2019 - 30.08.2019, operational phase - 05-08.09.2019;
- Informational Support operation, aimed at identifying cases of car thefts by organized groups, organized and supported by the MIA of the Russian Federation, in the Voronezh region in the period of 28-30.05.2019;
- operation on preventing and combating bringing to the territory of the Republic of Moldova vehicles stolen in the Member States of the European Union, organized with the support of experts of the BKA in Wiesbaden, Germany, between 3 May and 7 June 2019;
- Thunderball operation, which aims to combat crime and illegal trade in wild animals, carried out between 04 and 30 June 2019;
- joint operation to combat smuggling of migrants, organized under the auspices of the Border Security Program (DCAF) jointly with the Ministry of Internal Affairs of Bosnia and Herzegovina, 19-28.06.2019.

It should be mentioned that the last announcement posted on the webpage of the Ministry of Internal Affairs, the Career compartment - Vacancies in international missions and operations, dates back to May 2018<sup>18</sup>. There is no similar compartment on the website of the GIP.

*The Promo-LEX Association notes that as of the 1<sup>st</sup> semester of 2019, no clear mechanism has been developed or implemented to ensure the participation of Police staff in international missions and EU crisis management operations, respectively, it rates the **sub-station 1.7.2 as unfulfilled** and reiterates the recommendation regarding its implementation, even if the deadline has expired.*

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<sup>17</sup> Police Activity Report, 1st semester 2019, available at: <https://bit.ly/2RmwGWL>

<sup>18</sup> <https://bit.ly/2YztNU5>

### **1.7.3. Development and approval of a curriculum to train the staff selected for participation in international missions**

*Performance indicators: Curriculum approved; Organized and conducted training*

*Deadline: 2016–2017*

The **curriculum for basic training of carabinieri** preparing them for participation in international missions was approved in 2018. However, there is no such curriculum for the training of police officers. It has not been approved in the first half of 2019 either.

Taking into consideration the above, Promo-LEX considers that **sub-Action 1.7.3 has not been fulfilled**. We recommend the implementation of all planned actions, even if the deadline for performing some sub - actions has expired.

## Objective 2: Fair efficient and effective application of human rights legislation in the activity of the Police

*Objective 2 also aims at increasing citizens' access to more qualitative police services; the emphasis being laid on respecting human rights in the activity of the Police. Quantitatively, the objective contains practically the fewest actions (2) and sub-actions (8).*

*According to the findings of Promo-LEX, half of the sub-actions (4) were expected to be implemented in the period between 2016 and 2018. Of these, according to the opinion of the Association expressed in Report no. 1, two sub-actions can be rated as unfulfilled, which constitute the subject of interest for the present report. In Report no. 2, we find that both sub-actions remain unfulfilled after the expiration of the first semester of 2019.*

### 2.2. Reviewing the status of investigating officers and criminal prosecution officers

#### 2.2.1 Establishing the role, place and the powers of criminal prosecution subdivisions within the Police in the context of judicial reform

*Performance Indicators: joint working group established; concept developed and recommendations formulated*

*Deadline: 2016- 2017*

According to the progress report for the implementation of the PDS, in 2016, an interinstitutional working group was set up aimed at development of the concept of “establishing the role, place and powers of the criminal prosecution subdivisions of the Police in the context of judicial reform”. It was found that the proposed action derived from an action of the Justice Sector Reform Strategy for 2011-2016<sup>19</sup> and its implementation is possible only after the action is carried out at the inter-ministerial level, in accordance with the Justice Sector Reform Strategy. Subsequently, it was concluded that **the activity of the working group was inappropriate** at that time.

Taking into account the fact that in the first semester of 2019, the action under consideration has not been resumed, the Promo-LEX Association notes that **sub-action no. 2.2.1 was not fulfilled**.

#### 2.2.3. Adapting the legal framework on special investigation activity to the Community Standards

*Performance indicators: draft law prepared and submitted for approval*

*Deadline: 2016–2018*

On 31.07.2017, a draft law for the modification and completion of some legislative acts (Law of financial institutions no. 550-XIII of 21.07.1995, Code of Criminal Procedure of the Republic of Moldova, Law no. 59 of 29.03.2012 regarding the special activity of investigation bodies), developed by an inter-ministerial working group<sup>20</sup> was submitted by the Ministry of Justice for public consultations, the inter-ministerial group ceasing its activity in August 2017.

It should be emphasized that in the first semester of 2019, the **modifications proposed by the respective draft law have not been approved**. Thus, Promo-LEX still considers this **sub-action to be unfulfilled**. In this regard, we *reiterate the recommendation to the Ministry of Internal Affairs to examine the opportunity to resume the promotion of the legal changes necessary for the activity of special investigation bodies*.

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<sup>19</sup> Approved by Law no. 231 of 25.11.2011.

<sup>20</sup> Draft law for the modification and completion of some legislative acts (regarding the special activity of investigation bodies), available at: <https://bit.ly/2YFxsZu>



### **Objective 3: Consolidating the capacities of the Police to fight organized crime, trafficking in human beings, cybercrime, violence, including gender-offenses, drug and weapons smuggling, counterfeiting and money laundering.**

*Objective 3 aims at increasing the capacity of the Police in combating crime and ensuring public security. It contains two actions and 12 sub-actions. According to the findings of Promo-LEX, 8 sub-actions were planned for the period of 2016 - 2018.*

*Referring to the data presented in Report no. 1, Promo-LEX identified that, of the eight sub-actions, two were qualified as unfulfilled, being subject to monitoring in the first semester of 2019. Subsequently, the qualifications for the two sub-actions did not change.*

#### **3.1. Developing the capacities of structures responsible for combating organized and cross-border crime**

##### **3.1.5. Improving the electronic registry of arms**

*Performance indicators: specialized software purchased and installed*

*Deadline: 2017–2018*

The Government Decision no. 609 of 03.07.2018 approved the **Concept of automated information system "State Registry of Arms"** (SRA AIS). An IT company<sup>21</sup> was contracted to develop the specifications, and later on 26.12.2018, the GIP Working Group in charge of the acquisitions submitted an application to initiate the process of selecting and purchasing services of an IT company to develop the State Registry of Arms software based on the existing specifications.

According the M-Tender data, the tender for acquisition of services to develop the SRA AIS was announced on 20.02.2019, the deadline for tender bids or requests to participate being 11.04. 2019. Thus, as of 11.04.2019, two bids were submitted, and on 26.06.2019 the contract for the development of the SRA AIS software was awarded<sup>22</sup>.

*Taking into account the above, Promo-LEX found that **sub-action no. 3.1.5 was not realized in the first semester of 2019** and recommends to continue the implementation of the actions initiated in order to receive the developed software and ensure its installation.*

We mention that this action was included in the Police Action Plan for 2019<sup>23</sup> with the following performance indicators: purchased services, developed software and implemented SRA AIS.

Promo-LEX notes that in the interviews conducted with the top officers of police inspectorates, of 42 of respondents, 40 (95%) confirmed that the electronic registry of arms (hereinafter Registry) was used in the 1st semester of 2019, and two (5%) said it was less used as the employee in charge of it was dismissed and no another person who would have access to the registry was employed. Promo-LEX considers that access to the Registry must be granted to at least two people in the Police Inspectorate; since the vacancy could jeopardize the smooth running of the criminal investigation.

Being asked whether it is necessary to improve the electronic registry of arms, 6 (14%) persons replied that the improvement of the software is not necessary. At least 8 people said they did not know if it was necessary to improve the software. 23 (55%) people said that improving software

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<sup>21</sup> <https://bit.ly/2yHJzAo>

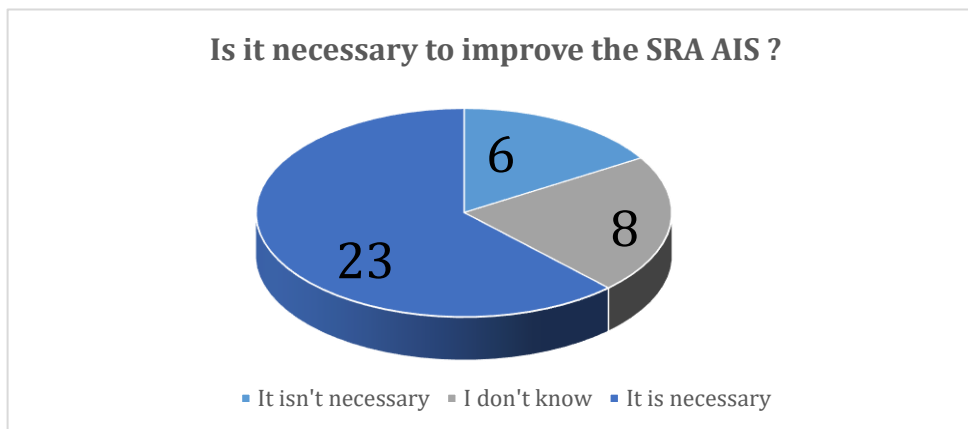
<sup>22</sup> <https://bit.ly/2YQq0UQ>

<sup>23</sup> Police Action Plan for 2019, available at: <https://bit.ly/38mbNkL>



is required or welcomed as the actual soft does not meet the requirements or is outdated, has many deficiencies of use, management, updating, verification (Chart no. 1).

Chart no. 1



According to the interviewees, the main changes or deficiencies expected to be removed are:

- automating updating of information on removing from the records/ taking evidence of arms - to exclude duplication of information;
- registration of the arms according to the Personal Identity Code of the arm holder. Currently, the procedure of registration of a new holder takes about 20 minutes;
- improving the procedure for re-registering the arms that have been sold:
  - a) in the case of the sale of the arms, exclusion of the need to register the new holder of the arm in the Police Inspectorate, where the old owner was registered;
  - b) in the case of resale of arms, including the possibility of registering the new holder of the arm - currently the software allows for the registration of only two holders;
- granting the possibility of operating the SRA AIS to police inspectorates, with the visualization of the data at national level. Currently the software is used only for data entry purposes, without the possibility of generating reports;
- granting access to the SRA AIS to at least one more person (head of PI);
- granting access to other law enforcement structures (ISS, NAC), so that the information is stored centrally and uniformly;
- removing technical deficiencies - frequent failure to connect to the registry, automatic deletion of data during their introduction;
- filling the registry with new arm models;
- adding to the registry an additional compartment - violations;
- adding to the registry information that corresponds to the criminal record or convictions for unlawful acts committed with the use of arms and connecting the registry to the provisions of the legislation in force;
- exclusion of the paper -based registry, accompanied by the personal file of the gun holder;
- The current registry is a database of the Ministry of Internal Affairs, although it would be good to make it an authorized registry (similar to the state registry of population).

Among the main benefits of an improved software, the interviewees mentioned the possibility of managing and controlling the information on the place of the arm and not of the holder, as it is the current case. At the same time, most of the interviewees (23) do not know what the benefits of the improved software will be.

*Based on the above findings, Promo-LEX recommends examining the deficiency established by the subdivisions and directing the efforts to remove them by improving the SRA AIS, examining the possibility and opportunity to provide access to the SRA AIS to at least two people in the Inspectorate of Police, conduct trainings for PI employees on using the enhanced SRA AIS software.*

## **3.2. Extending the powers of the Police in preventing and combating money laundering generated by organized crime**

### **3.2.1. Developing and approving drafts amending both the legislative and regulatory frameworks to regulate the powers of the Police in preventing and combating the phenomenon of money laundering**

*Performance indicator: harmonized legislative and regulatory framework*

*Deadline: Semester II, 2016*

On 22.12.2017, a new Law was approved on the prevention and combating of money laundering and terrorist financing, in force as of 23.02.2018. The draft developed by the GIP on granting powers to the Police in preventing and combating the phenomenon of money laundering for crimes falling within the competence of the MIA, without interfering with the existing powers and competences to receive and operate the information submitted by the reporting entities and held by the Service for Prevention and Combating of Money Laundering under the National Anti-Corruption Center, received a negative opinion from the latter. Thus, the amendments to the legislative and regulatory framework were not approved.

Taking into account the above, as well as the lack of approval of some modifications to the legislative and regulatory framework, the lack of modifications in the Action Plan on the implementation of the PDS, the Promo-LEX Association finds that the **sub-action** regarding the modification of the legislative and regulatory framework **has not been fulfilled**.

*Thus, we reiterate the recommendation regarding the re-examination of the need to extend the powers of the Police in this segment and, where appropriate, identify effective solutions to fully ensure the prevention and combating of the phenomenon of money laundering in the offenses under the competence of the Ministry of Internal Affairs.*

**Objective 4: Creating a modern police service in compliance with the best international standards and practices of the European Union, able to respond proactively and equally to the needs of the citizens and the society as a whole.**

*Objective 4 contains sub-actions oriented towards bringing the police service in line with European and international standards. It is a general objective, which contains 3 actions and 20 sub-actions. According to the observations of Promo-LEX, 9 sub-actions were to be implemented between 2016 and 2018, of these, 4 were unfulfilled, being examined by the Promo-LEX in the 1<sup>st</sup> semester of 2019. The examination of the activities undertaken allowed the Promo-LEX Association to conclude that in the period subjected to monitorization, these sub-actions remained unfulfilled.*

**4.1. Implementing the concept of Community Policing in the structures of the General Inspectorate of Police**

**4.1.3. Clear establishment of the competences of district police officers**

*Performance indicator: adjusted internal regulatory framework*

*Deadline: semester II, 2016 – semester I, 2017*

To organize the activity of police stations in the context of the Police reform, the GIP approved the **Order no. 260 of 04.06.2018 “Regarding the endorsement of the Instruction on provisional organization of the activity of Police Stations”**.

*It should be mentioned that according to the conclusion of the Assessment Report on the piloting of community policing activity no. 262 of 28.12.2018, the community policing activity is considered complementary to the main activity on crime investigation, forced bringing, ensuring public order, duties of criminal prosecution officers, finding of administrative infringements, etc. The detachment of employees from community problems, is largely due to performance of improper duties, such as forced bringing of individuals to different institutions; participation in the daytime operational groups; participation in detecting crimes with unknown author.*

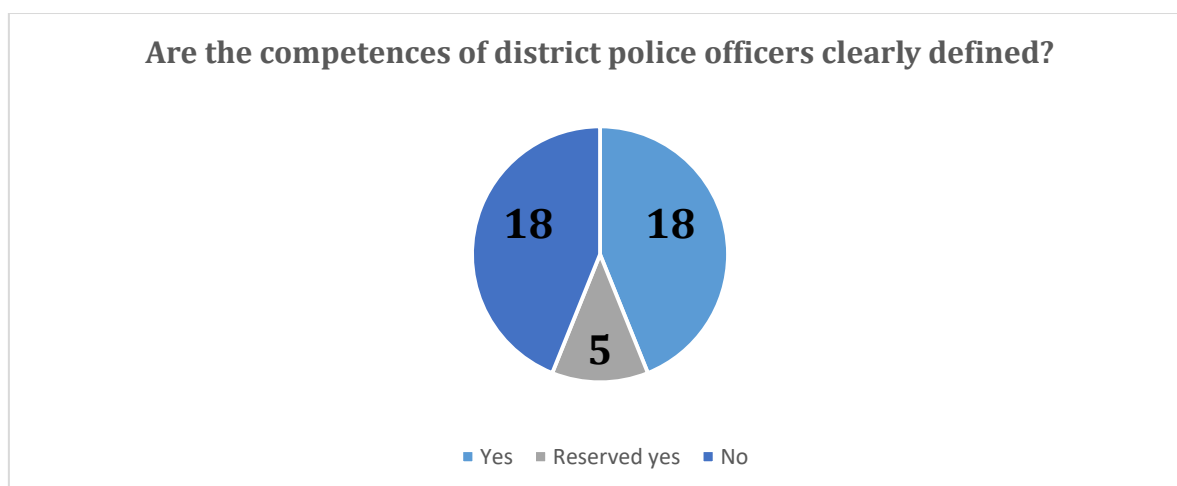
In order to assess the situation with regard to the powers of district police officers at the local level, in the period between 10 to 25 November 2019, Promo-LEX monitors conducted 42 interviews with both top officers of police inspectorates and with employees of 14 police stations.

Thus, being asked *whether the competencies of district police officers are clearly established*, 18 (43%) people from those interviewed stated that they are not clearly established, as district police officers perform many tasks that fall under the competences and requirements of other entities. Also, the interviewees stated that the job description of the district police officers needs to be revised and rectified according to practical realities.

At the same time, five people (12%) replied that their competences are clearly established, but they are very broad and general, district police officer having too many responsibilities, there are some deficiencies in the assigning of competences, or the workload of a district police officer is too large.

18 (43%) people said that the competences of district police officers are clearly defined, being regulated both by job description and the legislation in force (Chart no. 2).

Chart no. 2



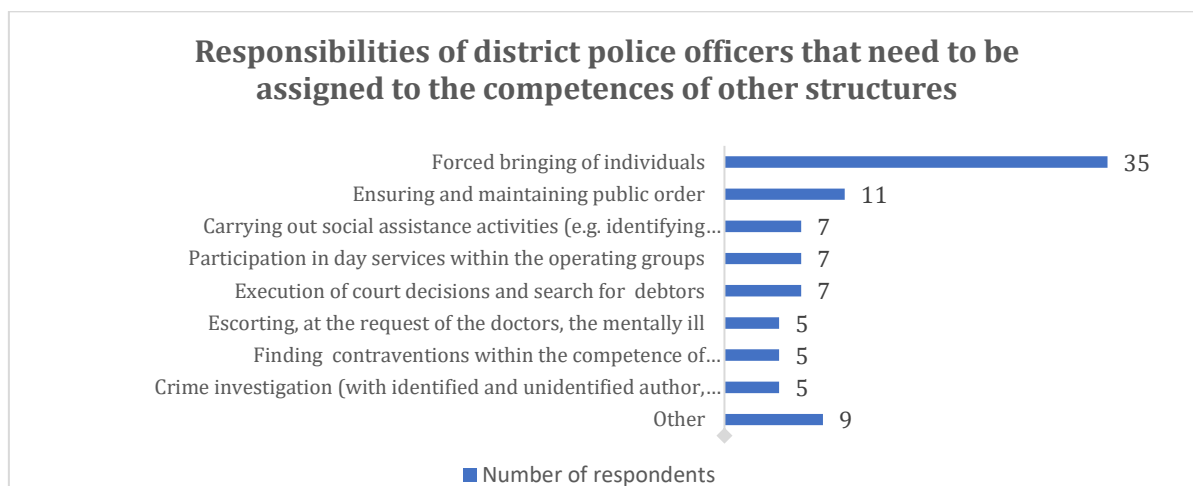
By letter no. P-II / 212 of December 16, 2019, the Management Unit of the Police Reform Program communicated that this situation is due to "the erroneous interpretation of job responsibilities by some managers, or due to defective management at the local level that impose improper tasks on employees. At the same time, the managers of the territorial subdivisions of the Police, have in their subordination at least 3 major services of the Police - the criminal prosecution, criminal investigation and ensuring public security, as well as other relevant services each having responsibilities established by job descriptions. It is obvious that some managers may not know in detail the immediate responsibilities of each individual employee. In this context, the results of the survey, which indicate similar figures for both opinions, cannot indisputably indicate that the responsibilities are not clearly established, when they are regulated and provided by the job descriptions approved at the institution level."

Also, out of the total of 14 police stations<sup>24</sup> visited by Promo-LEX monitors, 5 (35%) respondents stated that the responsibilities of district police officers are not clearly delimited, and 9 (65%) respondents stated that they are clear.

At the same time, when asked *what categories of responsibilities they consider necessary to be strictly delimited from the competences of other structures*, most of the interviewees within the police inspectorates (35 - 83%) stated that the responsibility of *forced bringing of individuals* needs to be assigned to the Judicial Police, specifying that for failure to carry out the task of forced bringing, district police officers are fined for non-execution. Also, 11 (26%) respondents said that ensuring *security and maintaining public order* (including at public events) need to be assigned to the National Patrol Inspectorate, stating that maintaining public order on weekends is unpaid (Chart no. 3).

<sup>24</sup> Visits to the renovated police stations.

Chart no. 3<sup>25</sup>



When asked *whether district police officers carry out tasks that are not specific to their position or that are not included in the job description*, 8 (19%) people in the police inspectorate management gave a negative answer, 9 (21%) people admitted that it happens sometimes / very rarely, including due to vacant positions and efforts are being made to strictly comply with the job description. At the same time, 23 (55%) respondents stated that district police officers perform tasks that are inappropriate to their position.

At the same time, the same question was addressed to the employees of 14 police stations, 9 (64%) respondents answered yes, 5 (36%) – provided a negative answer. According to the respondents who answered yes, the tasks that are not specific to their position are:

- forced bringing of individuals;
- maintaining public order at public events;
- execution of court decisions and search for debtors;
- examining petitions and complaints that do not fall within the competence of district police officer;
- illegal street trade, illegal constructions;
- carrying out guard service;
- crime investigation;
- engaging in social assistance activities (for example: children left in dangerous situations by their drunk parents, elders that have no firewood, psychological counseling - cases of domestic violence), etc.

According to the General Inspectorate of Police, the competences of district police officers have been established exhaustively in the GIP Order no. 260 of 04.06.2018 *regarding the approval of the Instruction on the provisional organization<sup>26</sup> of the activity of police stations* and by modifying the job description of the employees of police stations, their competences are determined in accordance with the New Vision of Police Activity (no. 11.9 -11.12 of 14 June 2018). These actions, in the opinion of the GIP, contributed to the delimitation of competences of district police officers by excluding improper activities, specific to other structures: crime investigation, patrolling and intervention.

However, in the interviews conducted in the police stations, half of the respondents stated that the job description was not modified or they do not know if it was modified after June 14, 2018.

<sup>25</sup> The category of "Other" includes the fight against illicit street trade, investigation of cases of illegal construction, evacuation of cigarette stalls, escorting of detained / persons in custody, presence at public events with the participation of public figures, carrying out of probation activities, notification of the need to carry out military service.

<sup>26</sup> The word "provisional" in the title of the Instruction indicates the temporary nature of the activity of police stations and, respectively, of the norms included in the Instruction.

The Promo-LEX Association notes that in the first semester of 2019, no activities that lead to the clear establishment of competences of district police officers have been carried out and reiterates that the establishment and delimitation of competences of employees from other subdivisions of the Police can be carried out only together with the modification and revision of other departmental or normative acts that would regulate the competences of other employees.

Taking into account the above, the Promo-LEX Association further notes that the **sub-action** regarding the clear establishment of competences of district police officers **was not carried out**<sup>27</sup>. At the same time, we reiterate *the recommendation to implement efficiently this sub-action so that the responsibilities of district police officers be clearly established, including in relation to the structures of investigation, patrolling and intervention, judicial police and other structures subordinated to other ministries. Non-accomplishment of this action endangers the achievement of the objective to implement the Community Policing Concept.*

## **4.2. Development of Intelligence-led policing and its extension throughout the territory of the country**

### **4.2.3. Reorganization of information analysis structures**

*Performance Indicators: Information Analysis Center reorganized as a central unit subordinated to the General Inspectorate of Police; regional structures created and operationalized*

*Deadline: 2017*

According to the progress reports on the implementation of the PDS, this action is to be achieved once the draft of the Government Decision on approving the Regulation on the organization and operation of the GIP and its staff shall enter into force, the new draft providing for the establishment of a specialized subdivision for analyzing the information, which will have the responsibility to synthesize the data in the field of crime investigation, public security, etc. Concurrently, in the context of regionalization, regional structures for risk analysis will be established.

According to the Police Activity Report for the first half of 2019<sup>28</sup>, during the monitoring period, the General Inspectorate of Police has developed four draft laws and 10 draft government decisions, including the Draft Law to complete Law no. 320/2012 regarding the activity of the Police and the status of police officer, the draft government decision regarding the approval of the Regulation on the organization and operation of the General Inspectorate of Police under the Ministry of Internal Affairs and its limit staff.

We emphasize that in the first semester of the year 2019, the draft Government Decision approving the Regulation on the organization and operation of the GIP and its limit staff was not published on the portal [www.particip.gov.md](http://www.particip.gov.md) for public consultations. According to the GIP, at the order of the State Chancellery from 27.06.2019, the elaboration of the draft Regulation on the organization and operation of the GIP was resumed from the initial phase.

In this respect, Promo-LEX found that the organizational structure of GIP has not been modified in the 1<sup>st</sup> semester of 2019 and the new Regulation on the organization and operation of the GIP and its limit staff has not been approved. *Thus, we still rate the **sub-action no. 4.2.3 as unfulfilled.***

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<sup>27</sup> By letter no. P-II / 212 of December 16, 2019, the Management Unit of Police Reform Program stated that it does not agree with the interpretation of data that led to the conclusion that the action was unfulfilled, as the result indicator described does not relate to determining the competences, but to the implementation of delimitation of competences"

<sup>28</sup> Police Activity Report, 1st semester 2019, available at: <https://bit.ly/35eCZQx>

#### 4.2.4. Strengthening risk analysis capabilities

*Performance indicator: specialized structure created and operationalized*

*Deadline: 2017–2018*

Considering that the information analysis entity was not reorganized as planned in sub-station 4.2.3, neither did it happen in the first semester of 2019, nor its capabilities could be consolidated, this action is still delayed by the refusal to approve the Governmental Decision regarding the Regulation on the organization and conduct of the GIP and its staff.

*Thus, the Promo-LEX Association repeatedly qualifies **sub-action no. 4.2.4 as unfulfilled.***

It should be mentioned that the approval of standard operating procedures regarding the risk analysis at the territorial and national levels is mentioned as a progress indicator in the 2019 Police Action Plan. Another activity planned for 2019 was the conduct of training sessions in risk, operational and tactical analysis, having as progress indicator the number of trainees identified and trained, as well as the number of organized trainings.

#### 4.3. Consolidating the capabilities to carry out patrolling, rapid response and intervention activities at the request of the citizens

##### 4.3.1. Reorganization of the National Patrol Inspectorate by deconcentrating the patrol structures

*Performance indicator: National Patrol Inspectorate under the General Inspectorate of Police reorganized*

*Deadline: semester II, 2016 – semester I, 2017*

In 2018, the *Vision of deconcentrating the activities aimed at ensuring public order and security in territorial subdivisions of the Police and the establishment, within the General Inspectorate of Police, of the National Inspectorate of Public Security (NIPS)*, the logical order for carrying out the actions being the following:

- 1) establishment of the NIPS within the GIP, through the merger of the National Patrol Inspectorate with the General Directorate for Public Security (GDPS);
- 2) deconcentration of activities aimed at ensuring public order and security by making available to the territorial subdivisions of the Police the competences and the staff required to manage the situation locally.

*In the first semester of 2019, the reorganization of the NPI was further delayed by non-approval of the draft Government Decision regarding the organization and operation of the GIP. Thus, the Promo-LEX Association considers this **sub-action to be unfulfilled.***

Following the interviews conducted with the management of 42 of police inspectorates, Promo-LEX found that 8 (19%) people did not know about the initiative to reorganize the NPI or about the structure of the new subdivision. According to the respondents, they have the following expectations from the reorganization of the NPI:

- establishing clear competences, including with regard to ensuring public order, road trafficking and documentation of road accidents. Excluding overlapping of competences of the NPI and the GIP;
- exclusion of double subordination and bureaucracy - assigning the subordination of the new structure to the heads of police inspectorate and ensuring an effective control over the NIPS by the latter;
- organization of the Pedestrian Patrol Directorate;
- effective investigation of offenses and improving communication between NPI and other structures, more effective collaboration to provide for an effective investigation of breaches of public order, prevention and fight against antisocial crimes and misdemeanors, or other infringements;

- effective exercise of patrolling, including in the neighborhoods, participation in ensuring public order during public events;
- active involvement in activities aimed at crime prevention and rapid response;
- clear determination of the competence to examine the complaints, since, the notion of investigative agent is too large;
- identifying mechanisms to increase the confidence of the population in the Police, including through control and supervision of the patrol officers at local level;
- existence of tools for continuous training of patrol officers.

*Based on these findings, Promo-LEX recommends fulfillment of the sub-action focusing on the reorganization of the NPI within a proximate term, taking into account the shortcomings identified and the expectations of the management of police inspectorates.*



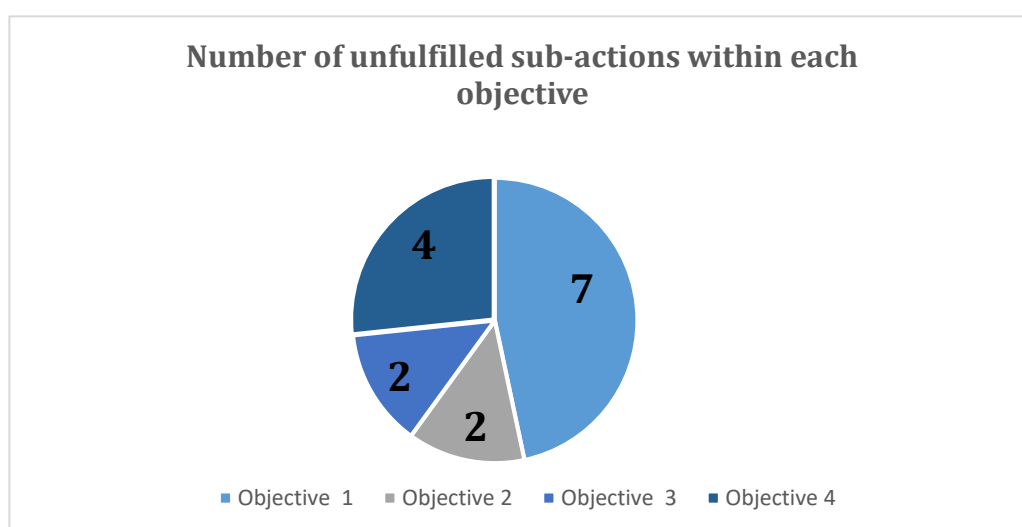
## GENERAL CONCLUSIONS

Report no. 1 of Civic Monitoring of Police Reform found that of all the actions included in the Action Plan on the implementation of the Police Development Strategy (2016 - 2020), 45 sub-actions (54%) had to be implemented by the end of 2018. The Promo-LEX Association concluded at that time that out of 45 sub-actions, 15 (33%) could be qualified as unfulfilled, considering that the deadline for implementation had expired.

These 15 sub-actions have been analyzed in the present report to see if their status has changed in the first semester of 2019.

The general conclusion is that not a single sub-action has changed its status, therefore, they are considered by Promo-LEX as unrealized.

*Chart no. 4*



Conclusions of the report have been made including on the basis of interviews with the managers of 42 police inspectorates and 14 police stations. Both institutions generally demonstrated transparency and openness in the interviewing process. Certain delays were due to the flow of human resources at the level of police inspectorate management recorded during the interviews.

# RECOMMENDATIONS

## *To the Ministry of Internal Affairs*

1. Elaboration and approval, in the nearest term, of the normative and departmental framework that will lead to the deconcentration of activities of maintaining and ensuring public order at the level of territorial subdivisions.
2. Development and implementation of a mechanism to ensure the participation in international missions and police crisis management operations of the European Union.
3. Development and approval of the curriculum for the training of the GIP staff selected for participation in international missions.
4. Targeting efforts to identify opportunities to involve GIP staff in international missions and to train the selected staff.
5. Examining the opportunity to resume the promotion of legal changes necessary for the activity of special investigation.
6. Reviewing the necessity of extending the powers of the Police in preventing and combating the phenomenon of money laundering and, where appropriate, identifying effective solutions to fully ensure the prevention and combating money laundering in the offenses under the competence of the Ministry of Internal Affairs.
7. Effective and efficient fulfillment of the activities necessary to clearly establish the competencies of district police officers, including in relation to the structures of investigation, patrol and rapid response, judicial police and other structures subordinated to other ministries, especially concerning improperly assigned competences.
8. Approval of the necessary regulatory and departmental documents to establish the Information Analysis Center and respective regional structures. Ensuring the operationalization of these structures.
9. Approval of the regulatory and departmental documents necessary for the reorganization of the National Patrol Inspectorate. Ensuring the operationalization of the new structure and its efficient cooperation with territorial subdivisions.
10. Adaptation or adjustment of the Action Plan for the implementation of the Police Development Strategy to the new needs or developments.

## *To the General Inspectorate of Police*

11. Development of a system to assess individual performances and professional advancement, providing specific criteria for each subdivision, allowing for an objective evaluation of all employees, mentioning the reversal of the position pyramid.
12. Resuming the activity of advisory body of the GIP in any form, with regular meetings and providing for a transparent decision-making process.
13. Publication of the GIP draft decisions of strategic and / or public interest on the webpage.
14. Examining the opportunity to resume the activity of setting up the Council to coordinate and monitor the external assistance and to consolidate absorption capabilities of external financial assistance.

15. Targeting efforts to identify opportunities for GIP staff to participate in international missions and to train the selected staff.
16. Continuing to improve the electronic registry of arms, acceptance of the developed software, ensuring its installation in all the GIP subdivisions, training the employees to use the registry and granting access to the registry to at least two persons within the territorial subdivisions.
8. Effective and efficient implementation of activities necessary to clearly establish the competencies of district police officers, including in relation to the structures of investigation, patrol and rapid response, judicial police and other structures subordinated to other ministries, especially concerning improperly assigned competences.
18. Organization of training programs / sessions in the field of risk analysis.

# LIST OF ABBREVIATIONS

ATMS - Automated Traffic Monitoring System  
AWP – Association of Women in Police  
BMA – Bureau for Migration and Asylum  
CPA - Community Policing Activity  
CPC - Criminal Procedure Code  
CPDP – Center for Personal Data Protection  
CPT - Council for the Prevention of Torture  
CTD - Carabineer Troops Department  
DIREA - Directorate of International Relations and External Assistance  
EMIS- Emergency Management Information System  
FJEC - Forensic and Judicial Expertise Centre  
“Fulger” SPPB -Special Purpose Police Brigade  
GD - Government Decision  
GDCP – General Directorate for Criminal Prosecution  
GDPS - General Directorate for Public Security  
GIC - General Inspectorate of Carabinieri  
GIP - General Inspectorate of Police  
HRD - Human Resources Directorate  
IHRM - Institute for Human Rights of Moldova  
ILP - Intelligence-Led Policing  
IPACS - Internal Protection and Anti-Corruption Service of MIA  
IPCC - International Police Cooperation Center  
ISECM - Integrated System for Emergency Calls Management  
ITCLE - Integrated Training Center for Law Enforcement  
ITS - Information Technology Service  
LAN - Local Area Network  
MD - Ministry of Defense  
MIA - Ministry of Internal Affairs  
NAC - National Anticorruption Center  
NIPS - National Inspectorate of Public Security  
NPI - National Patrol Inspectorate  
NPM – National Preventive Mechanisms  
PS- Police Station  
PDI - Provisional Detention Isolator  
PDS - Police Development Strategy  
PI - Police Inspectorate  
PSDP - Police Strategic Development Program  
RFCI AIS – “Registry of Forensic and Criminological Information,” Automated Information System  
SPCML - Service for Prevention and Combating Money Laundering  
SRA AIS - "State Registry of Arms," Automated Information System  
WMD - Weapons of Mass Destruction

# ANNEX

## Questions asked in the interviews

### 1. with the management of police inspectorates:

- 1.1. Was the electronic registry of arms used in the 1<sup>st</sup> semester of 2019?
- 1.2. Do you consider it necessary to improve the electronic registry of arms?
- 1.3. What are the main shortcomings of the current software?
- 1.4. Do you know what the benefits of the enhanced software will be?
- 2.1. From your perspective, are the competencies of district police officers clearly established?
- 2.2. What competences do you consider necessary to be strictly delimited from the competences of other structures?
- 2.3. Do district police officers perform tasks that are not specific to their position or which are not included in the job description?
- 2.4. What other categories of employees, in your opinion, need clear delimitation of competences?
- 3.1. Do you know of the initiative to reorganize the NPI?
- 3.2. How will the new subdivision be structured?
- 3.3. In your opinion, what shortcomings are to be solved after the reorganization?

### 2. with the officials of the police stations:

1. In your opinion, are the competences of district police offices clearly delimited?
2. Do district police officers perform tasks that are not specific to their job or that are not included in the job description?
3. Has the job description of the district police officer been modified since 14.06.2018?