

**Jobs** and  
**Justice**  
Our Agenda

# Preface

**What follows is an agreement between the Governments of Bosnia and Herzegovina (BiH Council of Ministers and governments of Republica Srpska and the Federation of BiH) and the international community (represented by the 10 members of the Peace Implementation Council's Steering Board). This publication should be viewed as an interim document - further reforms will be agreed in due course in the areas of education, institution building, refugee returns and security policy. This agenda should not be viewed as an exhaustive list of everything that needs to be done; rather, it represents a start - a list of priorities with timelines attached. We look forward to completing this series of agreements in the outstanding policy areas mentioned above once the October 5th elections have been held and the new governments assembled.**

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# Jobs

**BiH has drawn up a number of macroeconomic and other framework agreements with the international community, especially the IMF, World Bank and the EU. Along with the General Framework Agreement for Peace (Dayton), these remain the legal agreements which govern economic policy in BiH. The reform agenda set out here derives from, and is consistent with, those agreements, which are legally binding and to which this country is completely committed.**

## The Economy

The economy of Bosnia and Herzegovina is in a very poor state. The absence of a fully fledged market economy, of the rule of law, of an efficient public administration, of a clear and light regulatory environment for business and of a modern infrastructure all combine to drive away investors and exasperate entrepreneurs, who take their money elsewhere - increasingly to our competitors in the region. The result is very high unemployment and widespread poverty.

Things cannot go on like this. We need to transform the economy, so it becomes capable of creating jobs and generating wealth. This does not mean endless government intervention, but instead, allowing the free market to flourish. But key to a flourishing market is a stable economic environment. That is why the reforms listed in this document must take place against the backdrop of continued monetary stability based on the principles of the currency board, of responsibility and prudence in the management of the public finances, and on continued co-operation with the International Financial Institutions. Only within this context will we be able to implement the reforms needed to make this country competitive and to make the most of its considerable assets, not least our people.

None of the problems we face are insoluble. The example of our neighbours, of Hungary and Slovenia, shows what **can** be achieved and how, in the end, the pain of reform is outweighed by the gain.

What, after all, is the alternative? We cannot depend on foreign hand-outs for ever. There is no choice but to make the changes necessary to allow this country to stand on its own two feet. We must accept that we cannot do everything at once; that reform will take time to feed through. We must tailor our aspirations to our circumstances. We cannot spend more than we earn. We cannot pay for things until we have a tax system to underpin our spending - although the burden of tax must be reasonable. We cannot expect, for example, to have decent public services, or the level of protection for our vulnerable people that we would want, until we can pay for them. We will only be able to pay for them if businesses are earning enough profits for government to tax. But we cannot tax non-existent businesses and non-existent profits.

Because the economy is so central to all our lives, reforming it inevitably touches on reform in every area - in the law, in the public administration, in education, as well as in the economic arena.

This agenda for reform is not exhaustive. It is not everything we need to do. But it represents a serious start. If we do all of what follows, we will be a long way down the road towards integration with the EU, and towards becoming a prosperous modern European state. So let us start right away...

# Reforming the Economy to Create Jobs and Tackle Poverty

We have one over-riding objective for the economy: to create more jobs.

Today, far too many of our people are without employment. That's what keeps families poor and prevents refugees from returning home. They and their families struggle to get by. If there is one thing that unites the people of this country, it is their wish to see more jobs. This is the people's top priority. It is also ours.

For the individual, a job offers self-respect and motivation, a secure income and a chance to provide for one's family and fulfil one's potential.

For the community, employment is the key to a decent standard of living, and a strong economy is needed for good quality services, a modern infrastructure and a dependable social safety net.

And for the country, employment means stability, growth and progress as a modern European nation.

Governments cannot create jobs. But they can create the conditions in which private enterprise can thrive and generate growth and increase employment. Economies which attract investors create jobs. Money only flows where it is made welcome.

We aim to transform our economy, to make it one of the most business friendly in the Balkans. We will seek to intensify economic co-operation with the other countries in the region, and aim to integrate our country with the European Union, progressively adopting and implementing European standards and legislation. We will also seek to benefit from markets beyond our continent by becoming a member of the World Trade Organisation (WTO) at the earliest opportunity.

This is the path of reform. It is the only path out of poverty and towards prosperity. Implementation of the development strategy known as the Poverty Reduction Strategy Paper will be key to this.

But most fundamental of all is job creation. Our target is to create 60,000 new jobs in the private sector by the end of 2004, to shift enterprise from the grey to the formal economy, to encourage small businesses and to reduce poverty.

# **Pledge 1**

**We will support private enterprise, accelerate privatisation, remove barriers to business and make this country attractive to investors by:**

**Cutting businesses registration to 15 days**

**Enacting laws that allow small businesses to borrow and expand**

**Reforming land ownership registry and laws in order to restore confidence in ownership and investment**

**Driving forward strategic privatisation**

## Pledge 2

**We will make government more efficient, secure government revenues and cut government waste by:**

**Improving revenue collection**

**Cutting unnecessary bureaucracy and putting in place a lean, modern public administration the country can afford**

**Simplifying taxes by replacing the current inefficient and ineffective sales tax regime with VAT, and providing taxpayers with a much clearer picture of how the money the government takes from them in tax is spent**

### **Pledge 3**

**We will guarantee the free movement of goods, people, services and capital and promote trade with the EU and our trading partners through the creation of a single economic space and, in particular, by:**

**Eliminating double taxation within BiH borders**

**Setting up agencies in BiH that command international confidence and can certify products for export to the EU**

**Working with the EU to implement the fundamental economic reforms which are indispensable if we to move towards EU membership**

## Pledge 4

**We will work to deliver high quality, affordable utilities and essential public services by:**

**Modernising road and rail infrastructure and ensuring safe and fully functional air transport**

**Increasing the quality and efficiency of essential services, including by restructuring the public utilities and reforming their regulatory environment**

**Providing the citizen with information about - and easy and equal access to - government services and benefits**

### **Pledge 5**

**We will work to provide the elderly and the vulnerable with a secure safety net, over time, and as the country can afford, by:**

**Securing the viability of the health insurance funding structure and work steadily to improve access to healthcare**

**Providing unemployment benefits for those without jobs and revitalizing the labour market to liberate the potential of BiH's work force**

**Striving to pay pensions regularly at sustainable levels and improving the efficiency of the pension system**

## Pledge 1

### **We will support private enterprise, accelerate privatisation, remove barriers to business and make this country attractive to investors**

We will vigorously pursue the policy and strategies articulated in our Business Environment Action Plan, the Poverty Reduction Strategy Paper and the Privatisation Technical Assistance Credit. This comprehensive action plan, encompassing the legal environment, administrative procedures, the judicial system and anti-corruption efforts provides a baseline strategy for improving the business environment in BiH. Specific required actions also include:

#### **Cutting business registration to 15 days**

Put in place a single business registry system and adopt harmonized enabling legislation

#### **Enacting laws that allow small businesses to borrow and expand**

Clarify the rights and duties of contractual relationships by putting into place harmonized Laws on Obligations (1st year)

Streamline and clarify the bankruptcy process by enacting harmonized Laws on Bankruptcies and Liquidations (1st year)

Facilitate a reliable credit reporting capacity by establishing authorized credit bureaus (1st year)

Clarify ownership and collateral issues by enacting effective Laws on Registered Pledges (1st year)

Create a climate of strong confidence in the banking system by updating and reforming banking legislation and endorsing rigorous enforcement (1st year)

Explore potential vehicles for risk-guarantee schemes for SMEs

#### **Reforming land ownership registry and laws in order to restore confidence in ownership and investment**

Enact harmonized land registry laws and secure technical assistance in training and staffing land registry offices (1st year)

Initiate close coordination of concessions grants by means of a state / entities information-sharing body to improve transparency and consistency (1st year)

#### **Driving forward strategic privatisation**

## Pledge 2

**We will make government more efficient, secure government revenues and cut government waste by:**

### **Improving revenue collection**

Implement and rigorously enforce the tax laws and take determined action against evasion. (1st year)

Implement the Tax Administration Laws, using effectively the technical assistance for capacity building (1st year)

Implement the Taxpayers Identification Number system and ensure universal compliance (1st year)

Secure broad consensus on allocation mechanisms for excise and value-added (VAT) taxes (1st year)

Step up the fight against fictitious companies through legal regulations, the Taxpayer Identification Number system and improved court procedures (1st year)

### **Cutting unnecessary bureaucracy and putting in place a lean, modern public administration the country can afford**

Identify and adhere to hard budgetary constraints - the key to low inflation and macroeconomic stability - at all levels of government, including municipalities (1st year)

Introduce modern treasuries at all levels, and make expenditure details publicly available (1st year)

Put in place a well-designed procurement framework by using the recommendations of the World Bank's recent procurement study and passing enabling legislation at all levels of government (1st year)

Adopt the Statistics Law, allowing the existing structures to work and provide reliable countrywide statistical data for forecasting purposes (1st year)

Simplify and shorten inspection procedures

### **Simplifying taxes by replacing the current inefficient and ineffective sales tax regime with VAT, and providing taxpayers with a much clearer picture of how the money the government takes from them in tax is spent**

Set up an inter entity / State VAT Working Group (1st year)

Agree on the functional level of VAT and the revenue allocation system (1st year)

## Pledge 3

**We will create a single economic space in order to guarantee the free movement of goods, people, services and capital, and promote trade with the EU and our trading partners by:**

### **Eliminating double taxation within BiH borders**

Implement recently enacted tax legislation (all taxes, not just sales and excise taxes) so that all differential tax rates and the scope of taxes are harmonized in the entities / Brcko. (Immediate)

Eliminate all existing barriers to the placement of products into the single economic space

### **Setting up agencies in BiH that command international confidence and can certify products for export to the EU**

Pass the State Veterinary Law (1st year) to enable the existing State Veterinary Office to become operational and capable of meeting EC certification requirements for the export of meat and animal products, so as to take advantage of autonomous trade measures granted to BiH by the EU

Establish a competent authority to represent BiH in international phytosanitary issues and pass a national phytosanitary legislation to improve the quality of plants and seeds for domestic and export markets (1st year)

Develop creative approaches to promote export financing options

### **Working with the EU to implement the fundamental economic reforms which are indispensable if we move towards EU membership**

Address specific economic issues identified in the Road Map and the annual reviews of the Stabilization and Association Process

Take all necessary steps to enable BiH to negotiate a Stabilization and Association Agreement

## Pledge 4

**We will deliver high quality, affordable utilities and essential public services by:**

**Modernising road and rail infrastructure and ensuring safe and fully functional air transport**

Pass the amendments to the Civil Aviation Law, and taking all necessary steps to guarantee uninterrupted aviation services (1st year)

Establish a re-structuring plan for railways through the Working Group on Rail Transport (1st year)

Develop regulations for rail transport and take all necessary steps required for implementation (1st year)

Develop a framework for management of roads under the Working Group on Roads (1st year)

**Increasing the quality and efficiency of essential services, including by restructuring the public utilities and reforming their regulatory environment**

Pass and implement the Communications Law as a key component toward full liberalisation and market competition of the telecom industry (1st year)

Privatise the public telecommunications operators through sale to strategic partner(s)

Complete the process of issuing the third GSM licence to create a competitive mobile telephony market (1st year)

Adopt an action plan to restructure and privatise the electricity sector in both entities (1st year)

**Providing the citizen with information about - and easy and equal access to - government services and benefits**

Take steps to make government services more transparent, user-friendly and more available online

Triple the Internet penetration over the next 4 years by ensuring that pupils become computer literate and have access to the Internet in all schools and universities, and by putting into place pro-competition telecom policy

Promote Public Internet Access Points (PIAP) in facilities accessed by the public (1st year)

## Pledge 5

**We will work to provide the elderly and the vulnerable with a secure safety net, over time, and as the country can afford, by:**

**Securing the viability of the health insurance funding structure and work steadily to improve access to healthcare**

Establish an operational Health Insurance Fund in Canton 7 and Canton 8 in accordance with the F BiH Law on Health Insurance (1st year)

Solve the current problem of non-payment of health contributions for pensioners (1st year)

Strengthen state-level bodies in the field of healthcare to enable them to represent BiH in International Organisations, improve disease control and prevention, and collect countrywide statistics

Solve the current problem of non-payment of health contributions for pensioners (1st year)

**Providing unemployment benefits for those without jobs and revitalizing the labour market to liberate the potential of BiH's work force**

Accredit a body to represent BiH in international labour fora

Implement the F BiH Law on Job Placement and Social Security of the Unemployed by completing the division of assets between BiH Employment Bureau and F BiH Employment Bureau, establishing a functional system of Cantonal Employment Services, and making all due unemployment insurance payments prior to engaging in other funding projects

Adopt new Laws on Labour Inspection in line with the standards of modern free market economies

## **Striving to pay pensions regularly at sustainable levels and improving the efficiency of the pension system**

**Adhere to the existing rationing mechanism for pensions, in accordance with the High Representative's Decision of December 2000 and vigorous collection of contributions by employers (1st year)**

**Adopt the Statute of the Federation Pension Fund (1st year)**

**Streamline the operations of the Pension Funds in both entities by cutting all unnecessary operating costs (1st year)**

**Justice**

## The Rule of Law

The rule of law is the foundation of a civilised society.

Upon it **all** else depends - personal and political liberty, economic and commercial freedom, the rights of the individual, the duties and responsibilities of the government.

Without the rule of law, democracy has little meaning. Without rule of law, Bosnia and Herzegovina cannot integrate into EU structures.

Under the rule of law no one is above the law. The law applies equally to government and governed alike. No one is untouchable; no one is outside the law, however rich or well connected. It is the first duty of those elected to make the law, to respect the law.

This country has many laws and many judges, but it does not have the rule of law.

The rule of law requires judges and prosecutors who are fearlessly independent. It requires professional police. It requires competent civil servants. It requires an accessible legal profession that is properly trained and that maintains the highest standards of professional conduct and integrity. It requires legislation that is fair and impartial, and that commands consent. All of them have to work together, and all of them must be properly funded and equipped to do their jobs. Justice does not come cheap.

Every citizen of this country knows that our laws are too often flouted or ignored, and that when prosecutions do occur, justice is rarely served.

Building on the progress that has been made, for example in reforming the police, we need now to work energetically with the international community to establish the rule of law in this country. Without it, we will never be able to contemplate a future as a member of the European Union.

We need to establish a judiciary that is truly independent, and that delivers justice swiftly and efficiently. We need to establish decency and high standards in public life. We need to stamp out corruption and tackle organized crime with a ruthless resolve. We need to build confidence in the system by ensuring those guilty of crimes are investigated, arrested, charged, convicted and punished. At the moment, as everyone knows, that happens all too rarely.

It is a huge agenda for action. But it cannot wait.

# Reforming the Rule of Law to Tackle Crime and Support Business

Our over-riding objective is to create, over the coming years, the most trusted legal system in the region. We want to turn the idea of justice into a hard reality in normal people's lives. We want to see the law applied, impartially and consistently across BiH. We want to create a justice system that serves the ordinary person, not just the rich, the powerful and the well connected. We want to put an end to the flagrant abuses that have characterised our criminal justice system for far too long. In the future, nobody should be above the law - and nowhere beyond it.

Today, justice is beyond the reach of too many of our citizens. Organised crime is flourishing. Corruption is far too widespread. Businesses are at best inhibited, and at worst harmed, rather than protected, by the justice system. If there is one thing that unites all the people of our country, it is the demand for justice - not in theory but in practice. We must respond to that demand before it is too late.

We aim to transform our legal system, progressively adopting and implementing European standards and legislation. This is key to making progress within the EU's Stabilisation and Association Process.

We want to open up our political system, modernise the public administration, and shine the bright light of public scrutiny into every corner of government.

We will seek to intensify co-operation between all levels of the criminal justice system. We need to be integrated internally if we want to integrate externally.

We intend to take on the high level criminal networks that operate in our country and across our region. And we will continue to play our full role in the global fight against terrorism.

These are the people's priorities. They are ours too. We must now work together to deliver the necessary reforms.

## **Pledge 1**

**We will ensure respect for the Rule of Law by Government and Parliament by:**

**Ensuring good governance in the service of citizens through a Code of Ethics**

**Obliging public administration to work openly and in accordance with the law**

**Establishing stricter standards for immunity that prevent abuse of public office**

## **Pledge 2**

**We will create a legal framework based on an integrated justice system that works in the interests of citizens and business by establishing:**

**Common legal rights for citizens and business throughout the country**

**Common legal standards and principles applied to legal profession throughout the country**

**An effective partner for the EU and neighbouring countries on justice and home affairs**

### **Pledge 3**

**We will fully support an efficient and effective justice system by:**

**Providing the resources necessary for the courts and prosecutors' offices to operate efficiently and effectively**

**Accelerating the establishment of judicial training centres**

**Restructuring and integrating the minor offences courts**

**Building efficient and cost-effective Justice Ministries in the Entities**

## Pledge 4

**We will give the criminal justice system - its police officers, prosecutors and judges - the tools to fight crime and corruption by:**

**Adopting criminal procedures for investigating crimes, bringing prosecutions and delivering prompt court verdicts that convict criminals**

**Establishing a Special Chamber to spearhead the fight against organised crime and economic crime**

**Enhancing security for judges and witnesses**

**Increasing capacity to fight money laundering and other financial crimes**

**Increasing capacity to fight illegal immigration**

### **Pledge 5**

**We will redouble our efforts to build and develop an integrated law enforcement system to fight all criminal activities, including organised crime and terrorism so that our citizens can live in safety and security by:**

**Ensuring the continued development of professional standards of all police forces in BiH through increasing the level of skills of the individual officer while providing police forces the necessary means to perform their duties**

**Ensuring that police services carry out their tasks with integrity and to the highest standards**

**Ensuring that the police forces are politically independent, meritocratic and accountable to the public**

**Enhancing cooperation and coordination between police services to effectively fight crime and corruption and work hand in hand with our European neighbours**

For all these reforms, the financial sustainability of institutions and the proper remuneration of those involved are central. We are committed to streamlining administration where necessary and, with budget constraints in mind, to reconsidering the salaries of both civil servants and police officers.

## Pledge 1

No one is above the law. Citizens should know that there are standards to which their elected officials are held accountable.

### **We will ensure respect for the Rule of Law by Government and Parliament by:**

#### **Ensuring good governance in the service of citizens through a Code of Ethics**

Officials and parliamentarians to respect Conflict of Interest standards and to cooperate with the Election Commission on the implementation of the law on Conflict of Interest

Ensure that the code of ethics included in the law on Conflict of Interest is applied to the future members of governments

#### **Obliging public administration to work openly and in accordance with the law**

Parliament of the Federation of BiH to adopt law on civil service which is based on merits and promotes efficiency (March 2003)

Ensure full and, where appropriate, timely implementation of the respective Laws on Administrative disputes in order to address existing backlogs in the Entities (Spring 2003)

Parliamentary Assemblies to adopt laws on Administrative Procedures at State level (January 2003)

#### **Establishing stricter standards for immunity that prevent abuse of public office**

Parliamentary Assemblies at State and Entity level to harmonize the scope and application of immunity by adopting laws which reduce the possibility of abuse by officials (October 2002)

## Pledge 2

All citizens and legal entities must be equal and have equal access to the justice system. Access to Court must be granted under the same conditions in both entities and the decisions of Courts in one entity must be recognised and enforced in the other. The State must be given the means to carry out and enforce its responsibilities under the Constitution.

**We will create a legal framework based on an integrated justice system that works in the interests of citizens and business by establishing:**

### **Common legal rights for citizens and business throughout the country**

Entity Parliamentary Assemblies to pass laws on Criminal Procedures that incorporate the same principles as those enshrined in the State Code (Spring 2003)

Entity Parliamentary Assemblies to pass laws on Civil Procedures and Enforcement Procedures that incorporate identical principles in both entities (February 2003)

BiH authorities will support the transition process of the Dayton institutions, in particular the merger of the Human Rights Chamber with the BiH Constitutional Court (January 2004). (*French reserve as to the word "merger"*)

### **Common legal standards and principles applied to the legal profession throughout the country**

Laws organizing legal professions to include highest standards and principles at State level and in both entities

### **An effective partner for the EU and neighbouring countries on justice and home affairs**

Ensure that BiH has a structure capable of focusing on issues related to Justice and Home Affairs falling within the responsibility of the State Institutions (December 2003)

Implement elements of the Stabilisation and Association Process (SAP) related to the rule of law

## Pledge 3

The thorough re-structuring of the Judicial and Prosecutorial systems is a major challenge which requires full engagement of the governments at all levels. We will ensure that the governments provide the logistical and budgetary assistance needed to modernize the justice system and to minimize the inconvenience caused by the re-structuring. In particular, the savings generated by the re-structuring will be steadily re-invested in the justice sector in the years to come.

### **We will fully support the building of an efficient and effective justice system by:**

#### **Providing the resources necessary for the courts and prosecutors' offices to operate efficiently and effectively**

Governments at Entity and Canton level to identify appropriate location for newly-restructured Courts and Prosecutor's Offices (December 2002)

Governments to prepare a staffing plan (including a comprehensive review of current staffing level - December 2002) for the restructured courts and prosecutors' offices, including the Court and Prosecutor Office of BiH (Spring 2003)

Governments to provide sufficient funds for the proper functioning of Courts and Prosecutors' Office, including the Court and Prosecutor's Office of BiH (December 2002)

Governments to ensure that savings generated by the reduction in the number of courts/judges are re-invested in the modernization of the justice system (From 2003 to 2005)

#### **Accelerating the establishment of judicial training centres**

Entity Governments to ensure speedy appointments of the members of the Boards of entity training centres (October 2002)

Entity Governments to provide facilities, including premises and financial resources, to training centres to carry out their functions (December 2002)

#### **Restructuring and integrating the minor offences courts**

Entity authorities to harmonize the minor offence laws across the country (July 2003)

#### **Building efficient and cost-effective Justice Ministries in the Entities**

Entity authorities to propose the most cost-efficient methods of paying for justice system (April 2003)

Entity authorities to ensure that the ministry(ies) of justice in each entity are rationalized and work in a way that promotes efficiency (December 2003)

## Pledge 4

To secure an efficient justice system, judges and prosecutors need up-to-date, workable legislation. The legal framework in which judges and prosecutors operate often prevents them from tackling complex economic and financial crimes.

**We will give the criminal justice system - its police officers, prosecutors and judges - the tools to fight crime and corruption by:**

**Adopting criminal procedures for investigating crimes, bringing prosecutions and delivering prompt court verdicts that convict criminals**

Entities to adopt effective Criminal Codes and Criminal Procedure Codes (Spring 2003)

BiH authorities -together with the Entity and Breko authorities - to draft and adopt legislation to comprehensively regulate for the execution of criminal sanctions between the Entities and the District of Breko. This law will include clear preconditions for transfer of a convicted persons, the actual procedures for the transfer of convicted persons from the institution of one Entity to another and will ensure adequate protection for the rights of the convicted person. Legal Assistance and co-operation between Courts and Law Enforcement

Agencies in relation to the Execution of Criminal Sanctions will also be regulated (January 2003)

BiH and Entity authorities to work on the reform of the penal system

**Establishing Special Chambers to spearhead the fight against organised crime and economic crime**

Entities to establish special departments within their Courts and Prosecutor's Offices to deal with economic and financial crimes that fall outside the jurisdiction of the State Court (Spring 2003)

All authorities will support the establishment of a Special Chamber in the Court of BiH and Special Department in the BiH Prosecutor's Office to address corruption, economic crimes and organised crime

**Enhancing security for judges and witnesses**

PBiH authorities to adopt the law on the Court Police and to facilitate its implementation (December 2002)

BH authorities to provide sufficient funds for development and operations of the BiH Court police (December 2002)

State and entities to enact necessary legislation on witness protection (Spring 2003) and develop, in coordination with experts, a comprehensive witness protection mechanism/program and a witness protection agency (July 2003)

## **Increasing capacity to fight money laundering and other financial crimes**

**BH authorities to enact a state level law on money laundering (Spring 2003) and establish a financial intelligence unit (Summer 2003)**

**Federation parliament to legislate to make money laundering a criminal offence (Spring 2003)**

**Federation authorities to pass (December 2002) and implement (June 2003) the Law on the Anti-Fraud Service that establishes a body inside the Ministry of Justice capable of investigating money laundering, corruption and other financial crimes**

**State and Entity Authorities, in coordination with experts, to develop and enact the legislation regulating the sequestration of criminal assets (Summer 2003) and to establish an appropriate enforcement mechanism (December 2003).**

## **Increasing capacity to fight illegal immigration**

**BiH authorities to adopt a law on immigration and asylum which allows effective enforcement**

## Pledge 5

**We will redouble our efforts to build and develop an integrated law enforcement system to fight all criminal activities, including organised crime and terrorism, so that our citizens can live in safety and security by:**

**Ensuring the continued development of professional standards of all police forces in BiH through increasing the level of skills of the individual officer while providing police forces the necessary means to perform their duties.**

Cooperate with the IPTF to ensure the successful conclusion of the UN certification process and systems analysis (December 2002)

Establish a close working partnership with the EU Police Mission in Bosnia and Herzegovina (EUPM) particularly through colocation of police forces with the EUPM at medium to senior levels throughout BiH (January 2003)

Work with the EUPM and the European Commission to develop additional specialised training curricula

Provide adequate funding to State-level law enforcement institutions, including the State Border Service and the State Information and Protection Agency

**Ensuring that police services carry out their tasks with integrity and to the highest standards**

Strictly enforce the Codes of Conduct

Ensure that all serving police officers maintain the highest standards in their private life, including private property ownership

**Ensuring that the police forces are politically independent, meritocratic and accountable to the public**

Ensure that the police officers can work free from political interference  
Increase the number of minority and female officers recruited into police forces in both Entities

Establish transparent internal management systems including performance reviews and disciplinary procedures

Remove from police service any officer who fails to meet high standards of integrity, competency and professionalism

# Delivering on our pledges

## **Creating cooperation and coordination between police services to effectively fight crime and corruption and work hand-in-hand with our European neighbours**

**Further develop cooperation between all levels in judicial and police affairs**

**Increase capacity in the fight against corruption and organized crime including human trafficking**

**Create a standardised and centralised data recording and analysis systems to facilitate information sharing among law enforcement and judicial agencies in BiH for operational planning, investigation and judicial proceedings**

**Ensure European standards of data protection in order to enable a cooperation agreement with Europol**

**Reinforce regional and international law enforcement cooperation, including information-exchange and operational support, on issues of human trafficking, organized crime and terrorism**