



ANNEX C1: Twinning Fiche

Project title: EU 4 Fight against Cybercrime in BiH

Beneficiary administration: Ministry of Security of Bosnia and Herzegovina

Twining Reference: BA 17 IPA JH 02 20

Publication notice reference: EuropeAid/169972/DD/ACT/BA

EU funded project

TWINNING TOOL

GLOSARY OF ACRONYMS:

Action Document (AD)

Bosnia and Herzegovina (BiH)

Convention on Cybercrime (CCC)

Component Leaders-(CLs)

Council of Europe (CoE)

European Union (EU)

European Union Member State (EU MS)

EUROPOL European Cybercrime Centre (EC3)

General Data Protection regulation (GDPR)

Instrument for Pre-accession Assistance (IPA)

Internet Service Provider (ISP)

Long Term Expert (LTE)

Mid Term Expert (MTE)

Project Leader (PL)

Resident Twinning Advisor (RTA)

Short Term Experts (STE)

South-Eastern Europe (SEE)

Stabilisation and Association Agreement (SAA)

Training-of-Trainers (ToT)

1. Basic Information

1.1 Programme: Instrument for Pre-accession Assistance (IPA) to Bosnia and Herzegovina (BiH): Commission Decision no: 2017/ 040-524 Objective 3: EU support to home affairs to combat illegal acts. Annual Action Programme IPA 2017 (direct management)

For UK applicants: Please be aware that following the entry into force of the EU-UK Withdrawal Agreement¹ on 1 February 2020 and in particular Articles 127(6), 137 and 138, the references to natural or legal persons residing or established in a Member State of the European Union are to be understood as including natural or legal persons residing or established in the United Kingdom. UK residents and entities are therefore eligible to participate under this call.

1.2 Twinning Sector: Justice and Home Affairs

1.3 EU funded budget: EUR 1 000 000

2. Objectives

2.1 Overall Objective(s): Work on effective cybercrime deterrence improved in line with the EU and international standards

2.2 Specific objective:

OC 1: Law enforcement authorities better prepared to fight against cybercrimes.

OC2: Internal and international cooperation², to better fight against cybercrime improved.

OC3: The cybercrime legislation enhanced by aligning it with the Council of Europe Convention on Cyber Crime and best European Standards.

2.3 The elements targeted in strategic documents i.e. National Development Plan/Cooperation agreement/Association Agreement/Sector reform strategy and related Action Plans

The twinning project will assist competent law enforcement authorities in fulfilling their commitments with regard to Justice and Home Affairs policies. With regard to the EU integration process, the project will contribute towards the implementation of the Stabilisation and Association Agreement (SAA). According to Article 78 (reinforcement of Institutions and Rule of Law), particular attention should be paid to the consolidation of the rule of law, and strengthening of institutions at all levels in the area of law enforcement. Cooperation between BiH and EU shall notably aim at fostering the functioning of the police and other law enforcement bodies and their capacities, providing adequate training in fighting corruption and organized crime, including cooperation under Article 84 (j) on cybercrime. In addition, the project is directly linked with the priority objectives set out in the Indicative Strategy Paper for Bosnia and Herzegovina 2014-2020 (ISP), i.e. requires strengthening of the ability of law enforcement agencies to handle in particular cybercrime. Lastly, the project is in line with the EC Interim report on BiH for 2018, which states that BiH lacks a strategic framework to address the issue of cybercrime and cyber security threats. In addition, this project proposal addresses the areas defined in the:

- Strategy for Fighting Organized Crime in Bosnia and Herzegovina 2017-2020;

¹ Agreement on the withdrawal of the United Kingdom of Great Britain and Northern Ireland from the European Union and the European Atomic Energy Community

² especially with EUROPOL European Cybercrime Centre (EC3) which has as its mandate to strengthen the law enforcement response to cybercrime and BiH has an operational agreement in place with EUROPOL.”

- Strategy of Bosnia and Herzegovina for Prevention and Fighting Terrorism 2015-2020;
- Strategic Plan of Ministry of Security of Bosnia and Herzegovina 2018-2020.

3. Description

3.1 Background and justification:

BiH is actively engaged in a process of stabilisation and association. The country has been encouraged and supported to make sustainable and EU-compatible reforms, to consolidate stability and to get closer to the European Union (EU). Among other things, BiH has signed international agreements and conventions relevant to information security and cybercrime. The most prominent ones are the Council of Europe Convention on Cybercrime (CCC), also known as the Budapest Cybercrime Convention, and the Stabilisation and Association Agreement (SAA). However, in line with the country's complex organisation, the security management structure is complex and this poses an important challenge in terms of harmonising with EU regulations. BiH neither has adequately progressed in the cybercrime or cybersecurity fields, nor has it harmonised its cybercrime legislation and procedures accordingly. Namely, just as it is the case with the security management structure in BiH, the legislation and procedures in the country reflect the complex and decentralised organisation of the country. The scarcity and disharmony of legal and procedural regulations in the field of cybercrime and cybersecurity in BiH indicates that there is a need for a systematic approach from the government at all state levels in treating these matters.

As far as cybercrime is concerned, BiH lacks a comprehensive overall strategic approach to address the issue of cybercrime and collection of electronic evidence. Existing capacities to combat cybercrime and respond to cyber security threats need to be strengthened. Given the present threats with regards to unauthorised access to data, network and computers, particular importance should be attached to combating and preventing criminal and irregular activities, such as cybercrime. In order to respond to cybercrime and respond to the challenges to collect and process digital evidence, units for cybercrime and collection and processing of digital evidence were established in several police agencies in BiH. Due to the lack of budget funds, lack of a training strategy covering the areas of cybercrime investigation and digital forensics and lack of individual training plans for cybercrime specialists, the technical qualification level of these units is not satisfactory.

There is a noticeable increase in cybercrime cases in BiH, including the online sexual abuse of children³. The possibility to effectively dismantle criminal organisations is seriously hampered by a lack of harmonised criminal legislation in the country, exacerbated by weak institutional cooperation and coordination mechanisms. As a result there is a systemic lack of operational cooperation and a very limited exchange of intelligence, thus creating many opportunities for criminal organisations operating in the country and the region. Taking into consideration the severity and frequency of cybercrime cases in BiH, as well as the lack of capacities in the existing cybercrime units, it is obvious that urgent measures to strengthen this segment are needed. Otherwise, information systems, the information and data owners in BiH would be even more exposed and vulnerable.

There are specialized units dealing with cyber-dependent crime in the Ministry of Interior of the Republic of Srpska and in the Ministry of Interior of the Federation of BiH. In addition, there are several dedicated units in other law enforcement agencies dealing with cyber-enabled crime and electronic evidence, but they suffer from lack of budget resources, technical qualification and staff education of these units in terms of treating crimes in this field. This is additionally impacted by the lack of or disharmony in standardized procedures

³ In 2019 there were 117 investigations in cybercrime, including on-line child sexual abuse, against 129 individuals, in 2018 there were 104 investigations against 137 persons were conducted in comparison to 69 investigations against 81 person in 2017. However, the number of convictions in 2019 (23 convictions for 28 individuals) in 2018 (22 convictions against 23 persons) is very low and mainly probations.

and communication rules and protocols between law enforcement agencies, prosecution and court institutions, and electronic services providers, which finally results in unsolved cases.

EU Response to the cybercrime threat: In order to combat cybercrime, the EU has implemented legislation and supported operational cooperation, as part of the 2013 EU Cybersecurity Strategy. The 2017 Communication "Resilience, Deterrence and Defence: Building strong cybersecurity for the EU" builds on and further develops the EU Cybersecurity Strategy. As outlined in the Communication, the European Commission continues to work on effective EU cyber deterrence, by, among other actions, facilitating cross-border access to electronic evidence for criminal investigations. In the relevant IPA 2017 Action Document (AD) the need and justification for this action has been formulated and approved.⁴

3.2 Ongoing reforms:

In 2006, BiH ratified the Cybercrime Convention, which defines in detail what constitutes cybercrime. The Criminal Code of Bosnia and Herzegovina within Chapter XXI incriminates criminal offenses in accordance with the aforementioned Convention⁵. However, the legislation related to cybercrime is mainly in jurisdiction of entities and Brčko District and it is partially harmonised with the *Union acquis*.

The Commission adopted on 29 May 2019 the Opinion on Bosnia and Herzegovina's EU membership application. The Opinion is a milestone in EU-Bosnia and Herzegovina relations, confirming that the EU is committed to guide and support the country in undertaking the necessary reforms on its path towards European integration. The Opinion identifies 14 key priorities for the country to fulfil in order to be recommended for opening of EU accession negotiations; it provides a comprehensive roadmap for incremental reforms. **The key priorities cover the areas of** democracy/functionality; **rule of law**; fundamental rights; and public administration reform – the fundamentals of the EU accession process. There is also an analytical report accompanying the Opinion that reviews the situation in Bosnia and Herzegovina against all standards applicable to EU Member States. In section C. CONCLUSION AND RECOMMENDATION under the chapter Rule of Law, cybercrime is not specifically mentioned. However indirectly related recommendation can be deduced from the text under **point 7. Strengthen** the prevention and **fight against** corruption and **organised crime**, including money laundering and terrorism, notably by: point d) ensuring effective cooperation among law enforcement bodies and with prosecutors' offices; e) demonstrating progress towards establishing a track record of proactive investigations, confirmed indictments, prosecutions and final convictions against organised crime and corruption, including at high-level.

Further minor recommendation can be taken into account from the Analytical Report Accompanying the document Opinion on Bosnia and Herzegovina's application for

⁴ "This activity will provide specialised training programme and courses for staff designated to work on cybercrime cases. The specialised training courses will be related to following domains: dealing with electronic devices and devices for recognition which may contain evidence of crime; search of computers and other electronic equipment; analysis of digital evidence and its presentation; use of the Internet as a tool in investigation; interception of electronic messages; prevention of the use of ICT for crimes of paedophilia; ICT system protection and security, as well as many other current and relevant domains for which representatives of units for cybercrime express their interest and need. Activities will build on and coordination and complementarily will be ensured with other interventions in this field such as interventions through regional projects."

⁵ In section "IV.8. Cyber Crime" Assessment of Organized Crime Threats in BiH has been determined to recognize that criminal offenses in the area of computer crime are incorporated in the criminal laws in BiH; within the scope of Title XXI - Criminal Offenses of Copyright Infringement in the Criminal Code of Bosnia Herzegovina; in Title XXXII- Criminal Offenses Against the Security of Computer Data of the Republika Srpska Criminal Code; in Title XXXII - Criminal Offenses against the Electronic Data Processing System of the Federation of Bosnia and Herzegovina; and in Title XXXII - Criminal Offenses Against the Electronic Data Processing System of the Criminal Code of the Brčko District of Bosnia and Herzegovina.

membership of the European Union in the point 1.2.2. Chapter 24 Justice, freedom and security.⁶

3.3 Linked activities:

The EU and the Council of Europe (CoE) in January 2016 signed an agreement to implement a regional project for capacity building in the area of combating cybercrime for the Southeastern Europe (SEE) countries – iPROCEEDS, with the emphasis on confiscation of proceeds from online crime or cybercrime. The project duration was 42 months, i.e., until December 2019. The project was jointly financed by the EU and CoE, while the implementation is carried out by the CoE – Office for cybercrime in Bucharest, Romania. Upon the proposal of the Ministry of Security of Bosnia and Herzegovina, the Council of Ministers of Bosnia and Herzegovina at its 80th session held on 10th November 2016 adopted the Decision on establishment of the inter-ministerial working group for the implementation of the project for capacity building in area of cybercrime – iPROCEEDS (published in the Official Gazette of Bosnia and Herzegovina, no. 14/17).

Further on, Bosnia and Herzegovina is also a part of the iPROCEEDS -2 Targeting crime proceeds on the Internet and securing electronic evidence in South-eastern Europe and Turkey that started in January 2020. This project will build on the results achieved during the implementation of the iPROCEEDS project and concentrate on targeted support under the following project areas: i. Legislation regarding securing electronic evidence and access to data in full respect of fundamental rights and freedoms, including privacy and personal data protection; ii. Alignment with EU and Council of Europe personal data protection standards; iii. Promotion of cybercrime and cybersecurity policies and strategies; iv. Interagency and public/private cooperation for investigation of cybercrime and proceeds from crime online; v. Public reporting systems on online fraud and other cybercrime offences; vi. Judicial training on cybercrime and electronic evidence and related financial investigations and anti-money laundering measures; vii. International cooperation and information sharing for investigation of cybercrime and proceeds from crime online. The project duration is 42 months.

Also, law enforcement institutions were a part of an OSCE project “Capacity Building for Criminal Justice Practitioners on Combating Cybercrime and Cyber-enabled in South-Eastern Europe” that took place in the period 2017-2019. The project aims to develop and enhance capacities of criminal justice institutions in South-Eastern Europe (SEE) in investigating cybercrime and cyber-enabled crime, thereby enabling practitioners to detect, identify and gather intelligence and digital evidence necessary to prosecute all types of criminal activities. Furthermore, the project aims to build training capacities of respective beneficiaries to ensure sustainability and continuity of the achieved results and established processes by employing a Training-of-Trainers (ToT) component as its core element.

This will allow beneficiaries to propagate the knowledge and skills to a broader range of criminal justice practitioners, including police, prosecutors, judges and defence lawyers.

This Twinning project shall follow on previous IPA projects in the thematic areas in which it continues providing support (legislation, fight against organized crime, etc.), take stock of the achievements of the above project and ensure coherence. Institutional components will be followed up with a specific focus on cybercrime and electronic evidence and production of standardized procedures and communication between interested stakeholders in this area.

⁶ "The country's capacity to combat cybercrime, including addressing online child sexual abuse material and to effectively respond to cyber security threats, is inadequate. The law enforcement authorities must respond more effectively to cybercrime, and focus more on the detection, traceability and the prosecution of cyber criminals".

3.4 List of applicable *Union acquis*/standards/norms:

1. Council of Europe Convention on Cybercrime, CETS No. 185.
 - a. *Protocol to the Convention on cybercrime of the Council of Europe, concerning the criminalisation of acts of a racist and xenophobic nature committed through computer systems, signed on the 28th January 2003.*
2. Directive 2013/40/EU of the European Parliament and of the Council of 12 August 2013 on attacks against information systems, and replacing Council Framework Decision 2005/222/JHA.
3. Directive 2011/93/EU of the European Parliament and of the Council of 13 December 2011 on combating the sexual abuse and sexual exploitation of children and child pornography, and replacing Council Framework Decision 2004/68/JHA.
4. Directive (EU) 2019/713 of the European Parliament and of the Council of 17 April 2019 on combating fraud and counterfeiting of non-cash means of payment and replacing Council Framework Decision 2001/413/JHA.
5. Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, OJEU of 23 May 2018.
6. Directive (EU) 2016/680 on the protection of natural persons with regard to the processing of personal data by competent authorities for the purposes of the prevention, investigation, detection or prosecution of criminal offences or the execution of criminal penalties, and on the free movement of such data.
7. Directive 2002/58/EC of the European Parliament and of the Council of 12 July 2002 concerning the processing of personal data and the protection of privacy in the electronic communications sector (Directive on privacy and electronic communications).
8. Directive (EU) 2016/1148 of the European Parliament and of the Council of 6 July 2016 concerning measures for a high common level of security of network and information systems across the Union.
9. EU (Commission) Digital Agenda for the Western Balkans.

3.5 Components and results per component

The project is structured in two components. First component is the capacity building part and the second component is supporting the development of relevant rules and legislation. The following results per components are expected to strengthen the institutional capacity of the beneficiary institution:

Result 1 - Component 1: Operational competencies of police cybercrime units enhanced

Sub-result 1.1: Cybercrime investigation capacities enhanced.

Sub-result 1.2: Skills for data collection and processing of electronic evidence enhanced.

Sub-result 1.3: Cooperation with Internet Service Providers (ISPs) of other telecommunication services strengthened.

Sub-result 1.4: International cooperation and conduct of joint international investigations increased.

Sub-result 1.5: Capacity for fight against crime cases with elements of cybercrime at cantonal level established.

Result 2 - Component 2: Guidelines and procedures in relation to cybercrime in compliance with the Convention on Cybercrime and best European Standards developed

Sub-result 2.1: Investigation of crimes conducted by using ICT systems including protection and fast preservation of computer data and electronic evidence and its timely exchange improved.

Sub-result 2.2: Investigation of ICT crimes, protection and fast preservation of computer data and electronic evidence its timely exchange enhanced.

Sub-result 2.3: Access to and processing of materials containing electronic data as digital evidence improved.

Sub-result 2.4: Capacity on processing of digital evidence strengthened.

3.6 Means/input from the EU Member State Partner Administration(s):

The EU MS Twinning partner will be a Member State institution directly involved in a field relevant to this Project. Member States may also form a consortium which could result in a wide range of qualified senior experts gathered from the public administrations or mandated bodies from at least two Member States, provided that national approaches can be harmonized within this consortium.

Proposals submitted by Member States shall be concise and focused on the strategy and methodology describing how to achieve the specific objectives (2.2) and the foreseen mandatory results (3.5) under the two components along with an indicative timetable underpinning this, the administrative model suggested, the quality of the expertise to be mobilised and clearly show the administrative structure and capacity of the Member State entities. Proposals shall be detailed enough to respond adequately to the Twinning Fiche, but are not expected to contain a fully elaborated project. They shall contain enough detail about the strategy and methodology, indicate the sequencing and mention additional key activities (other than initially identified by the beneficiary under 3.6) during the implementation of the project to ensure the achievement of overall and specific objectives and mandatory results/outputs. The Twinning project will be implemented by close co-operation between the partners aiming to achieve the mandatory results in a sustainable manner.

The EU MS Twinning partner(s) will provide a Project Leader (PL) and a Resident Twinning Advisor (RTA). The RTA is expected to be supported by two Component Leaders who might be engaged as Mid Term Expert (MTE) or Long Term Expert (LTE). It is also required to secure a pool of Short Term Experts (STE), who will be called upon whenever necessary to contribute to the achievement of the mandatory results.

Short Term Experts will work together with the staff of the beneficiary institution under the overall direction of the beneficiary institution and the Project Implementation team. Besides providing the EU MS Twinning partner with adequate staff and other resources to operate effectively, the senior management of the beneficiary institution is expected to be involved in the development and implementation of policies and institutional change required to deliver the project results.

The interested Member State(s) shall include in their proposal the Curriculum Vitae (CVs) of the designated Project Leader (PL) and the Resident Twinning Advisor (RTA), as well as the CVs of the designated Component Leaders-(CLs).

The official language of the project would be English. All formal communications regarding the project, including interim and final reports, shall be produced in the language of the contract. During the meeting, TW partner(s) would provide the translations to the languages officially used in BiH.

3.6.1 Profile and tasks of the PL:

In line with the Twinning Manual (Section 4.1.3), the Member State Project Leader (PL) is expected to be an official or assimilated agent with a sufficient rank to ensure an operational dialogue at political level. This should guarantee the capacity to lead the implementation of the project and the ability to mobilise the necessary expertise in support of its efficient implementation.

Involvement of the Member State PL(s) is expected during the preparation of the Member State proposal and attendance of the PL to the selection meeting is obligatory as well as the participation in quarterly meetings of the Project Steering Committee. Participation in some communication and visibility activities is expected (Twinning Manual Section 5.7).

The Member State PL is supported by the RTA, who works on-site with the Beneficiary administration.

The MS PL should fulfil the following criteria:

- University degree in policing, criminal law enforcement or IT or in other field relevant to the scope of this Twinning project or equivalent professional experience of at least 8 years. The relevant Master degree will be considered as asset.
- At least 3 years of experience in the organised crime field. Longer period or cybercrime related field expertise will be considered as asset.
- Experience in at least one international or EU funded project of similar nature will be considered as asset;
- Knowledge of English is required (spoken, written),
- Computer literate.

Tasks:

- Conceive, supervise and coordinate the overall preparation of the project;
- Ensure full support at senior levels within the Member State administration
- Coordinate and monitor the overall implementation of the project,
- Ensuring the activities for the co-operation and information exchange between EU Member States side and Beneficiary side
- Ensuring that all the required support of the management and staff of the EU side are available
- Ensure coordination of the work of the RTA
- Liaise with the Project Leader from the Beneficiary Institution;
- Co-chair, with the Beneficiary Country Project Leader (with the EU Delegation involved), the regular project implementation Steering Committee meetings;
- Execute administrative issues (i.e. signing reports, side letters, etc.)
- Ensure a close political steering.

3.6.2 Profile and tasks of the RTA:

In line with the Twinning Manual (Section 4.1.6), The RTA is the backbone of a Twinning project throughout its entire duration and the RTA is in charge of the day-to-day implementation.

The RTA is expected to provide advice and technical assistance to the representatives of the Beneficiary administration. The RTA keeps the Beneficiary PL informed about the implementation and reports regularly to the Member State PL. During the project implementation, the RTA regularly updates the work plan to be transmitted to the Project Steering Committee under the authority of the Member State PL. The RTA will have a critical role in coordination of inputs in project. The RTA will be supported by short-term experts.

The RTA will be located in the premises of the Ministry of Security of Bosnia and Herzegovina, based in Sarajevo.

The RTA will be seconded for 18 consecutive months within the country and is expected to work on a permanent day-to-day basis in the beneficiary country for the duration of the project. Where duly justified, as necessary and relevant for the project effectiveness or supporting particular issues of high (expertise based, strategic etc.) importance, there may be some short term missions of RTA within the country (in line with provisions of the Twinning Manual).

The profile of the Resident Twinning Advisor should combine both technical competence and practical experience in the development and implementation of assistance programmes and projects in the field of Police Development.

The RTA should fulfil the following criteria:

- University degree in criminal law enforcement / policing or in other fields relevant to the scope of this Twinning project or equivalent professional experience of at least 8 years. A Master degree in a related field e.g. within the Security / Law Enforcement Sector will be considered as asset.
- At least 3 years of experience in the organised crime field. Longer periods or cybercrime related field expertise will be considered as asset.
- Excellent analytical, organisational and communication skills and previous experience in working with multi-disciplinary and multi-national teams;
- Knowledge of relevant best practices and international instruments and mechanisms of police cooperation;
- Experience in a management capacity on at least one international or EU project related to Law Enforcement will be considered as asset;
- Proficiency in report drafting,
- Organisational and planning skills,
- Knowledge of English is required (spoken, written
- Computer literate.

Tasks:

- Carry out day-to-day implementation of the Twinning Project in the Beneficiary Country;
- Provide technical advice and support to the Twinning Project beneficiaries;
- Guarantee smooth implementation of the different activities delivered;
- Assess continuously the Twinning Project in all stages and provide link to compare it with the specified benchmarks/results and time-frame;
- Prepare quarterly reports and monthly reports;
- Make recommendations for maximizing project outputs.

3.6.3. Profile and tasks of Component Leaders:

For maximum impact of the intervention, efficiency and coordination, sufficient expert resources are required from the MS. Keeping in mind that under Component 1 a series of specialised trainings, workshops, seminars, study visit(s) as well as joint investigations in the field of cybercrime needs to be organised and implemented, and under Component 2 a series of specialised guidelines and manuals needs to be developed. Thus, additional skills and qualification might be required than for the RTA. Therefore, it is up to the MS to propose an adequate level of Component Leader(s) who might be engaged as Mid Term Expert (MTE) or Long Term Expert (LTE) supporting the RTA. Expert teams may be structured for each component with component leaders fulfilling criteria listed below. Component teams will work closely with appointed staff of the key beneficiary and other CAs.

Component leader 1 (Cyber Crime / Training Expert)

Minimum requirements are:

- Be a national of a Member State of the European Union;
- Proven contractual relation to a public administration or mandated body (see Twinning Manual 4.1.4.2);
- University degree in Law Enforcement / policing or in other fields relevant to the scope of this Twinning project or equivalent professional experience of at least 8 years. A Master degree in related field e.g. within the Security / Law Enforcement Sector will be considered as asset.
- At least 3 years of experience in the organised crime field. Longer period or cybercrime related field expertise will be considered as asset.
- Experience in team management
- Experience in provision of and / or organising specialised police trainings. International police training expertise is asset.
- Excellent organisational and communication skills. Previous experience in working with multi-disciplinary and multi-national teams is asset;
- Excellent knowledge of English (spoken, written) and computer literacy;
- Knowledge of the languages officially used in BiH will be considered as asset.

Component leader 2 (Legal Framework Expert)

Minimum requirements are:

- Be a national of a Member State of the European Union;
- Proven contractual relation to a public administration or mandated body (see Twinning Manual 4.1.4.2);
- Degree in Law and / or University degree in Law Enforcement / police or equivalent professional experience of at least 8 years. A Master degree in Law will be considered as asset.
- At least 3 years of experience in the organised crime field or policy and legal drafting
- Experience in team management
- Experience in drafting laws, guidelines, manuals is essential. Legal expert, legal advisor position in international context in any EU Police Mission, EU financed technical assistance project and or twinning project in the relevant field is an asset.
- Excellent organisational and communication skills. Previous experience in working with multi-disciplinary and multi-national teams is asset;
- Excellent knowledge of English (spoken, written) and computer literacy;
- Knowledge of the languages officially used in BiH will be considered as asset.

Tasks of the Component Leaders:

- Close cooperation with the Beneficiary administration experts in undertaking all activities;
- Advance preparation and familiarization with relevant documentation;
- Participating in relevant activities under the scope of the project in cooperation with other experts.

3.6.4. Profile and tasks of other short-term experts:

A pool of short-term experts is required to implement the project activities.

Short-term experts are officials or assimilated agents of a Member State Law Enforcement authority, public administration, or mandated body. They deliver their expertise under the overall responsibility of the Member State PL and the coordination and supervision of the RTA along with the respective Component Leaders. Short-term experts deliver the bulk of support to the Beneficiary administration through specific activities in the Beneficiary country, including workshops, seminars, training sessions, meetings with officials of the Beneficiary administration, joint drafting sessions, conducting joint investigations with Beneficiary police officials.

Before and after their missions to the Beneficiary country they are expected to dedicate the necessary time to preparation and reporting work (Twinning Manual, Section 4.1.7).

All Short-term experts (STE) mobilised under this contract should fulfil following minimum criteria:

Component 1 (Police Training / Organised Crime / Cybercrime experts)

- University degree in Law Enforcement / policing and / or equivalent professional experience of at least 8 years;
- At least 3 years of experience in the field of organised crime/cybercrime;
- Prior experience as a police trainer, advisor in the field of organised crime / cybercrime or attendance of a train the trainer course;
- Prior experience in an international context e.g. STE / trainer in any other international or EU Technical Assistance / Twinning project is an asset;
- Good interpersonal and communication skills. Previous experience in working with multi-disciplinary and multi-national teams is asset;
- Excellent knowledge of English (spoken, written) and computer literacy;
- Knowledge of the languages officially used in BiH will be considered as asset.

Component 2 (Legal Framework Expert)

Minimum requirements are:

- Degree in Law and / or University degree in Law Enforcement / policing or equivalent professional experience of at least 8 years. A Master degree in Law will be considered as asset.
- Experience in provision of and / or organising specialised police trainings. International police training expertise is asset.
- Excellent organisational and communication skills. Previous experience in working with multi-disciplinary and multi-national teams is asset;
- Excellent knowledge of English (spoken, written) and computer literacy.
- Knowledge of the languages officially used in BiH will be considered as asset;
- Experience in team management
- Experience in drafting laws, guidelines, manuals is essential. Legal expert, legal advisor position in international context in any EU Police Mission, international or EU financed technical assistance project and or twinning project in the relevant field is an asset.

4. Budget:

The total budget for this project is EUR 1 000 000.

5. Implementation Arrangements

5.1 Implementing Agency responsible for tendering, contracting and accounting Delegation of European Union to Bosnia and Herzegovina

Contact person: Karoly Soos, Programme Manager for Home Affairs
Address: Skenderija 3a, 71000 Sarajevo, Bosnia and Herzegovina
Email: delegation-bosnia-and-herzegovina-twinning@eeas.europa.eu

5.2 Institutional framework

In BiH there is a clear division of competences between entity and cantonal ministries of interior and the Brčko District Police, on the one part, and the Ministry of Security of Bosnia and Herzegovina and agencies at the level of BiH on the other part. The Ministries of the Interior of entities and the Brčko District Police have full police authority, while the agencies have authority only in certain areas of police affairs.

The project will target all law enforcement authorities in BiH responsible for combating cybercrime and / or collecting and processing digital evidence. The main beneficiaries of the project (other relevant beneficiaries might be added at the time of implementation if needs justifies):

- The Ministry of Security of Bosnia and Herzegovina, including the State Investigation and Protection Agency –SIPA, the Border Police of Bosnia and Herzegovina, and the Agency for Forensic and Expert Examinations;
- The Ministry of Interior of Federation Bosnia and Herzegovina;
- Ten Cantonal Ministries of Interior;
- The Ministry of Interior of Republika Srpska;
- The Brčko District Police.

The main beneficiaries involved in the project and their role in BiH are briefly described in Annex 2

5.3 Counterparts in the Beneficiary administration:

5.3.1 Contact person: Sabina Baraković, Expert Adviser, Sector for IT and Telecommunication Systems, Ministry of Security of Bosnia and Herzegovina, Trg BiH 1, 71000 Sarajevo

5.3.2 PL counterpart: Mladen Mrkaja, Assistant Minister, Sector for IT and Telecommunication Systems, Ministry of Security of Bosnia and Herzegovina, Trg BiH 1, 71000 Sarajevo

5.3.3 RTA counterpart: Irina Neuman, Senior Expert Assistant, Sector for International Cooperation and EU Integration, Ministry of Security of Bosnia and Herzegovina, Trg BiH 1, 71000 Sarajevo

5.3.4 Component Leaders counterpart:

Component 1 Police Training / Organised Crime / Cybercrime expert:

Olivije Zimonja – Head of Department for High-tech Crime, Ministry of Interior of Republika Srpska, Trg Republike Srpske, 78000 Banja Luka

Component 2 (Legal Framework Expert)

Nedžad Ćatić – Head of Department for Fight Against High-Tech Crime, Federal Police Administration, Mehmeda Spahića 7, 71000 Sarajevo

6. Duration of the project

Duration of the execution period is 21 months as follows: 18 months implementation period + 3 months.

7. Management and reporting

7.1 Language

The official language of the project is the one used as contract language under the instrument (English / French). All formal communications regarding the project, including interim and final reports, shall be produced in the language of the contract.

7.2 Project Steering Committee

A project steering committee (PSC) shall oversee the implementation of the project. The main duties of the PSC include verification of the progress and achievements *via-à-vis* the mandatory results/outputs chain (from mandatory results/outputs per component to impact), ensuring good coordination among the actors, finalising the interim reports and discuss the updated work plan. Other details concerning the establishment and functioning of the PSC are described in the Twinning Manual.

7.3 Reporting

All reports shall have a narrative section and a financial section. They shall include as a minimum the information detailed in section 5.5.2 (interim reports) and 5.5.3 (final report) of the Twinning Manual. Reports need to go beyond activities and inputs. Two types of reports are foreseen in the framework of Twinning: interim quarterly reports and final report. An interim quarterly report shall be presented for discussion at each meeting of the PSC. The narrative part shall primarily take stock of the progress and achievements *via-à-vis* the mandatory results and provide precise recommendations and corrective measures to be decided by in order to ensure the further progress.

8. Sustainability

The main beneficiaries are fully committed to ensuring a long-term impact of the activities of this Twinning project that also fall under the set objectives and priorities of the beneficiaries. The expected results to be achieved will contribute to increase the capacities of the relevant governmental institutions and their counterparts. The project is designed to ensure sustainability of impact in the following ways:

- Assistance on the legal and sub-legal frameworks for the beneficiaries;
- Production of comprehensive programmes and related guidelines, training documents that will remain with the beneficiaries;
- Orientation of curricula training towards training of trainers (TOT) and if/whenever possible maximize a knock-on impact for sustainable change;
- Working with police academies to have specialised trainings embedded in initial and continuous training curricula;
- Targeting training for the implementation of all relevant legal and institutional frameworks that the project may assist, to maximise the probability that in the long run they will be implemented accordingly;
- The trainings planned to be delivered will be oriented also to incorporating the train the trainer's component. This together with the drafted training materials to be handed over to the beneficiaries will ensure a sustainable and long-term contribution to their self-sustained capacity building after the project ends;
- An ongoing review of key issues impacting the sustainability will start from the beginning of the project's implementation, based on the results that should be achieved. It will also explore the possibility for each of the results' impact to become sustainable beyond the end of the project;
- The Member State Twinning partners shall transfer their best practices and know-how necessary to achieve the mandatory results to the beneficiaries;
- The beneficiaries will make sure that the knowledge is transferred afterwards on a regular and organised basis to other staff members.

Twinning partners will ensure that training materials are of sufficient quality, professionally developed and accessible for later use.

Twinning partners will organise a wrap-up seminar at the end of the implementation of the project, presenting the concrete results and their practical implications for further follow-up by the Beneficiary employees.

Sustainability will also depend on a sufficient degree of stability of human resources in the beneficiaries. The beneficiary institutions are expected to commit to maintaining stability in human resources, and detailed record-keeping on the individual beneficiary's training/meetings/progress, will provide a benchmark for later/constant monitoring.

9. Crosscutting issues

Cross cutting issues shall be systematically addressed during the project lifetime.

Based on the fundamental principles of promoting equality and combating discrimination, participation in the project will be guaranteed on the basis of equal access regardless of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. Equal participation of men and women during the implementation of the project will be assured.

Equal Opportunities and non-discrimination

In the implementation of activities under this Twinning Fiche, the principles of equal opportunities and non-discrimination shall apply, so that participation in the project will be guaranteed on the basis of equal access regardless of sex, ethnic origin, religion or belief, disability, age, etc. Gender equality incentives are incorporated particularly in activities concerning capacity building. The project work plan should be gender-mainstreamed in line with UN Women reference documents for BiH.

Environment and climate change

The activities under this Twinning Fiche do not have a direct global impact on the protection of the environment. For all the activities, however, recycling of paper and the reduction of paper-based activities is recommended.

Minorities and vulnerable groups

This Twinning Fiche does not deal with minorities and vulnerable groups in any direct manner, but as a general principle, sensitivity towards minorities and vulnerable groups, where meaningful, should be reflected in the improved provision of public services.

Civil Society/Stakeholders involvement

This Twinning Fiche will involve civil society, academia, think tanks and other stakeholders when needed.

10. Conditionality and sequencing

The implementation of the project requires the full commitment and participation of the senior management of the main beneficiary. The each main beneficiary shall:

- Ensure that appropriate staff and resources are made available to work with the EU twinning partner(s). Counterparts for each of the Beneficiary Institutions will be appointed to facilitate the implementation of the respective activities of the twinning project;
- Be responsible for the selection of trainees where relevant - in consultation with the EU experts - as well as for providing the EU experts with legislation, programmes, curricula, and any other documents necessary for the implementation of the project;
- Ensure that appropriate staff for training (TOT)/meetings/working groups are made available, that trainees/attendees are released from their duties during their training and that once trained they are retained in post;
- Ensure that staff mentored and trained under this project are permitted to remain in post and not subject to arbitrary and frequent transfer into posts where their newly acquired skills are of no use or dismissed without due cause/process. To address this, a detailed database of what training/working group discussions was provided to which person should be maintained by the implementing partner(s), in order to allow for monitoring the

investment in future by ensuring those trained/who got relevant knowledge are not transferred;

- Provide all possible assistance to solve any unpredictable problem/situation that the EU twinning partner(s) may face during the time the project continues;
- Fully support the RTA and Resident Experts with accommodation, training rooms and logistical assistance within Beneficiary premises.

11. Indicators for performance measurement⁷

Performance shall be measured through the following:

- Progress made towards meeting the accession criteria;
- Number of cybercrime and electronic evidence related cases solved;
- Number of police officers dealing with cybercrime and electronic evidence trained;
- Number of practical guidelines and procedures produced.

12. Facilities available (support e provided by the Beneficiary during the different phases of the project)

The beneficiary institution will provide:

- Adequately equipped office space for the RTA and the RTA assistants, Component Leaders and short-term experts for the entire duration of their secondment (in particular a desk, a telephone line, PC with e-mail account and internet access, possibility to use fax & copy services);
- Venue and equipment for the seminars, trainings, and other possible project activities and events with smaller number of participants
- Necessary staff input
- Internet connection

Moreover, the Beneficiary Institutions will dedicate all necessary human and institutional resources in order to guarantee an effective implementation of the respective project. In particular, the Beneficiary institution will ensure the availability of the following provisions:

- Adequate conditions for the STEs to perform their work while on mission to the BC;
- Its active involvement in preparation of the Steering Committee meetings and participation of its members on the same;
- The availability of the BC human resources (BC experts) during the implementation of the activities.

ANNEXES TO PROJECT FICHE

1. The Simplified Logical framework matrix as per Annex C1a
2. Institutional framework - The main beneficiaries involved in the project and their role in BiH
3. List of relevant Laws and Regulations⁸
4. Project/sector relevant publically available Conclusions/agreements between EU and the Beneficiary resulting from the political dialogue⁹

⁷ See also Annex 1 Simplified Logical Framework

⁸ More details on the sector institutional and legal overview, as provided by the country in its replies to the Commission's Questionnaire can be found at:

http://www.dei.gov.ba/dei/direkcija/sektor_strategija/Upitnik/odgovoriupitnik/Archive.aspx?pageIndex=1&langTag=en-US

⁹ More information at: www.europa.ba

ANNEX C1a: Levels of an intervention logic

Simplified Logical Framework

| | Description | Indicators (with relevant baseline and target data) | Sources of verification | Risks | Assumptions (external to project) |
|--|---|---|--|---|---|
| Overall Objective | Work on effective cybercrime deterrence improved in line with the EU and international standards. | Progress made towards meeting the accession criteria. | EC Country Reports DG Home reports Competent Authorities' reports in BiH Statistic reports in BiH | Sector complexity and a wide number of stakeholders at various levels of administration | Governments in BiH are committed to reforms in the sector |
| Specific (Project) Objective(s) | <p>OC1: Law enforcement authorities better prepared to fight against cybercrimes.</p> <p>OC2: Internal and international cooperation to better fight against cybercrime improved;</p> <p>OC3: The cybercrime legislation enhanced by aligning it with Convention on Cybercrime and best European Standards.</p> | <ul style="list-style-type: none"> • Increase in annual number of convictions in cybercrime Baseline: 2019 there were 117 investigations in cybercrime and 23 conviction Final Target: increase 20 % the investigation and 50 % the conviction rate annually • Status of cooperation in the field of cybercrime improved Baseline: Number of cooperation agreements with international agencies signed (year 20...) • Assessment of the level of fulfilment of the Commission's Opinion recommendations • Level of legal alignment • Number of relevant legislative, policy / strategic documents drafted & approved | <p>EC Country Reports DG Home reports TAIEX Peer reviews Annual Report on Security Situation in BiH by Ministry of Security BiH HJPC reports</p> | <p>Lack of cooperation between all stakeholders in the sector</p> <p>Insufficient cross-sector coordination</p> | <p>Stakeholders act proactively and take ownership over reforms</p> <p>Police cooperation is followed by judicial cooperation in a timely manner</p> <p>Adequate staff is assigned in accordance to policy objectives</p> <p>Fluctuation of staff remains limited</p> |

| | | | | | |
|---|--|--|---|--|---|
| <p>Mandatory results/outputs by components</p> | <p>Result 1 - Component 1: Operational competencies of police cybercrime units enhanced</p> <p>Result 2 - Component 2: Guidelines and procedures in relation to cybercrime in compliance with the Convention on Cybercrime and best European Standards developed</p> | <p>Number of cybercrime and electronic evidence related cases solved</p> <p>Number of legal acts aligned with the Union acquis</p> | <p>Reports of Ministry of Security of BiH Project Reports</p> | <p>Police units not established.</p> <p>Inadequate selection of police officers to attend the training.</p> <p>Different stances on procedures and guidelines.</p> | <p>Authorities ensure the necessary infrastructure and resources for the cybercrime system operability</p> <p>Authorities apply the gained knowledge base and upgraded procedures and communication in everyday operations.</p> |
| <p>Outputs (optional and indicative)</p> | <p>Result 1.1 : Cybercrime investigation capacities enhanced</p> | <p>Indicator 1.1.1: At least 60 cybercrime police officers knowledgeable in relevant EU and international standards Indicator 1.1.2. Percentage of on-the-job and/or in-the field educated and skilful police officers</p> | <p>Reports of Ministry of Security of BiH Project reports Statistical data in BiH</p> | <p>Police units not established.</p> <p>Inadequate selection of police officers to attend the training.</p> <p>Different stances on procedures and guidelines.</p> | <p>Authorities ensure the necessary infrastructure and resources for the cybercrime system operability</p> <p>Authorities apply the gained knowledge base and upgraded procedures and communication in everyday operations.</p> |

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|--|--|--|--|--|--|
| | <p>Result 1.2. : Skills for data collection and processing of electronic evidence enhanced</p> <p>Result 1.3. : Cooperation with Internet Service Providers (ISPs) of other telecommunication services strengthened</p> <p>Result 1.4. : International cooperation and conduct of joint international investigations increased</p> <p>Result 1.5. Capacity for fight against crime cases with elements of cybercrime at cantonal level established</p> <p>Result 2.1. : Investigation of crimes conducted by using ICT systems including protection and fast preservation of computer data and electronic evidence and its timely exchange improved</p> | <p>Indicator 1.2. Number of cybercrime and electronic evidence related cases solved</p> <p>Indicator 1.3: Increase in number of collected evidences in cybercrime investigations</p> <p>Indicator 1.4: Number of joint international investigations conducted</p> <p>Indicator 1.5: Number of departments units specialized for crime cases with elements of cybercrime established at cantonal level</p> <p>Indicator: 2.1.1: Number of drafted and/or updated guidelines and procedures</p> <p>Indicator 2.1.2: Number of complaints decreased</p> | | | |
|--|--|--|--|--|--|

| | | | | | |
|--|---|---|--|--|--|
| | <p>Result 2.2. : Investigation of ICT crimes, protection and fast preservation of computer data and electronic evidence its timely exchange enhanced</p> <p>Result 2.3. : Access to and processing of materials containing electronic data as digital evidence improved</p> <p>Result 2.4. : Capacity on processing of digital evidence strengthened</p> | <p>Indicator 2.2.1: Number of Procedures and Manuals developed Indicator 2.2.2: Number of complaints decreased</p> <p>Indicator 2.3.1: Number of Procedures and Manuals developed Indicator 2.3.2: Number of complaints decreased</p> <p>Indicator 2.4.1: Number of units set up and operational Indicator 2.4.2: Number of legal acts across the fields of ICT, ISP, digital data processing and data collection aligned with the Union acquis</p> | | | |
|--|---|---|--|--|--|

Annex 2

Institutional framework

The main beneficiaries involved in the project and their role in BiH

Institutions involved in the project and their respective role in BiH are shortly described as follows:

- The Ministry of Security of Bosnia and Herzegovina was established at the state level in February 2003 and is composed of the following administrative organisations: Border Police, State Investigation and Protection Agency, Service for Foreigner's Affairs and Bureau for cooperation with Interpol. The Ministry of Security is responsible for the protection of international borders, domestic border crossings and traffic regulation at border crossings, prevention and tracing of perpetrators of criminal offences of terrorism, drug trafficking, counterfeiting of domestic and foreign currencies and trafficking in persons and of other criminal offences with an international or inter-Entity element, international co-operation in all areas within the remit of the Ministry, protection of persons and facilities, collection and use of data relevant for security, organisation and harmonization of the activities of the Entity Ministries of Internal Affairs and of the District of Brcko in accomplishing the tasks of security, meeting of international obligations and co-operation in carrying out of civil defence, co-ordination of activities of the Entity, civil defence services and harmonization of their plans in the event of natural or other disasters and adoption of protection and rescue plans and programs, implementing immigration and asylum policy and regulating procedures concerning movement and stay of aliens.
- The State Investigation and Protection Agency was established in 2002 upon the adoption of the Law on the Agency for Information and Protection, which defines the Agency as an independent institution of BiH in charge of collection and processing of information of interest for implementation of international laws and Criminal Codes, as well as for protection of VIPs, diplomatic and consular missions and government institutions of BiH. In June 2004, after the adoption of the Law on the State Investigation and Protection Agency, the Information and Protection Agency was transformed into the State Investigation and Protection Agency. The Financial Intelligence Department, which is one of the key stakeholders in this project, is set up within SIPA.
- Border Police of Bosnia and Herzegovina was established on the basis of the Law on State Border Service. It is defined as an administrative organisation within the Ministry of Security with operational independence established for the purpose of performing police tasks linked to border surveillance and border crossing control. The tasks of the Border Police are e.g. as follows: implementation of the provisions of the Law on surveillance and state border crossing control, implementation of the provisions of the Law on Movement and Stay of Aliens and Asylum, prevention, detection and investigation of criminal acts, prevention, detection and investigation of other criminal acts upon the request of the competent body, providing of the police support to the organisational units within Ministry of Security, undertakes security measures aiming to protect air civilian traffic and facilities at international airports.
- The Agency for Forensic and Expert Examinations was established pursuant to the Law on the Directorate for Coordination of Police Bodies and Agencies for Police Structure Support in Bosnia and Herzegovina ("Official Gazette BH", no. 36/08), as the result of the second stage of the police reform in BiH. The Agency is an administrative organisation within the Ministry of Security of Bosnia and Herzegovina

with operational autonomy, established to perform activities within its competence. It became operational in February 2009 by the appointment of the Director and Deputy Director of the Agency. The Agency was established with the aim of performing activities within its competence, including: ballistic and mechanoscopic expertise; chemical and toxicological examinations; dactyloscopic expertise; graphology/graphoscopy expertise; biological examinations; bio-chemical examinations; DNA analysis; fire and explosion expertise; standardisation of field work; specialised training; provision of professional assistance to other bodies in line with the law; keeping records, statistics and data bases, and other work provided for by the law and other regulations.

- The Police Support Agency, an institution established to perform logistical tasks for the security system of BiH, is an administrative organization within the Ministry of Security of Bosnia and Herzegovina with operational autonomy. Focus of the Agency's activities is on analyzing and improving the conditions and environment in which the police bodies of BiH work. This particularly refers to: raising the standard of equipment used by police officers in BiH by procuring high-quality weapons and other equipment, increasing the efficiency and timeliness of police bodies by creating a legal framework adjusted to current EU standards, and introduction of the latest IT technologies into the work of the police which will enable coherence between police bodies and execution of police affairs in accordance with the standards of the most developed countries of the world.
- The Ministry of Interior of Republika Srpska carries out police duties and is in charge of the security in Republika Srpska. As for policing functions, the duties of the Ministry of Interior are, inter alia, to protect life, human rights, freedom and private property; maintain public order and protect society against violent threats; prevent crime; conduct criminal investigations in cases of criminal offences of terrorism, war crimes, organised crime, illegal production and drug trafficking, trafficking in human beings, economic crime, cybercrime, money laundering, corruption, financial crime; protect specific persons and facilities, administrative issues related to citizenship, issuance of ID cards, social number, motor vehicles registration, keeping and carrying of weapons and ammunition, etc.
- The Ministry of Interior of the Federation of Bosnia and Herzegovina is responsible for administrative, expert and other tasks, such as: administrative issues related to citizenship, monitoring the implementation of laws, procurement of weapon, equipment and material-technical means, elaboration and implementation of educational programs, professional development and specialized trainings for the Ministry's personnel, scientific researches necessary for improvement of police work and technical-criminal, researches and expertise, in cooperation with relevant authorities or economic societies, organisation, development, modernization and maintenance of functional liaison systems and transmission of protected information of the Ministry, organisation of unified information system which is required for effective operations, collection and maintenance of statistics and operational data which are required for effective operations; and prevention and detection of criminal offences of terrorism, inter-cantonal crime, drugs trafficking and organised crime, and arresting of perpetrators of criminal offences and bringing them before competent bodies, protection of FBiH dignitaries and facilities, forensic analyses.
- Ten Cantonal Ministries of Interior exist within the Federation of Bosnia and Herzegovina. Inter alia, tasks and duties of Cantonal Ministries of Interior are as follows: to secure public gatherings, to protect life and personal safety of citizens, properties, facilities and other material goods in case of general danger or major violation of public order and peace, as well as in case of terrorists' attacks and other violent activities such as armed rebellion, issuance of ID cards, social number, motor

vehicles registration, driving exams and issuance of driving licenses, procurement, keeping and carrying of weapons and ammunition. In all Cantonal Ministries of Interior, tasks and duties within the scope of public security are performed by police. Pursuant to the Law on Internal Affairs of Cantons, police performs administrative, professional and other work and tasks related in particular to: protection of life and personal security of the people, protection of property, prevention and detection of criminal acts, locating and capturing the perpetrators and their apprehension to authorized bodies in those cases which are not under jurisdiction of the Court Police, maintaining public peace and order, crime investigation tasks, security, checking and regulating traffic on roads and protection of designated persons.

- The Brcko District Police was established in January 2000 on the basis of the former Public Security Station Brcko. It is a multi-ethnic police service. Duties of the Brcko District Police are to: maintain public safety and order in the entire District, ensure full freedom of movement within the District with a special emphasis on the freedom of movement between the eastern and western part of Republic of Srpska and between the Federation of Bosnia-Herzegovina and the Republic of Croatia, co-operate with the various police forces of the country.