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ANALYSES AND RECOMMENDATIONS FOR COMPONENTS ONE AND TWO FOR USAID JUDICIAL REFORM II IN EL SALVADOR

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ANALYSES AND RECOMMENDATIONS FOR COMPONENTS ONE AND TWO OF USAID JUDICIAL REFORM II IN EL SALVADOR

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INTRODUCTION

1. This report was prepared pursuant to a request to Checchi and Company Consulting, Inc., Washington, D. C., from the Office of Democratic Initiatives of the U. S. Agency For International Development on matters dealing with the improvement of the administration of justice in El Salvador. The report incorporates a response to the requirements levied by the Agency for analyses of the first and second components of Judicial Reform Project II for the host country.

2. The report represents the work of a team composed of Professor Jose Ramon Serrano-Piedecasas, University of Salamanca School of Law, Ing. Gonzalo Pica, Chief of Automation, Judicial Branch of the Republic of Chile, and Jesse Casaus, U. S. District Court for the District of New Mexico. Mr. Casaus as Team Leader was in country from June 20, 1992 and Messrs. Serrano-Piedecasas and Pica from June 28, 1992, through July 26, 1992. The team was joined on July 19, 1992, by Dr. Guillermo Diaz Salazar, a budget expert from Guatemala, who has had extensive experience on USAID Administration of Justice projects. The work period covered by the team was from June 21, 1992, through July 25, 1992.

3. In its approach, the team has kept foremost in mind the strategic objectives of the Project as outlined by AID. In this regard, we wish to underscore the importance of the immediate goals as set forth in the draft project paper for Judicial Reform II: ..."strengthen and support Salvadorean leadership"...in this process and ..."strengthen their institutional capacity"... Such will permit the reaching of even further goals, such as making its Judicial Branch an effective democratic institution and establish its independence as a separate but equal branch of government with the professionalism which a government of law must have.

4. The value judgments set forth in this report refer to two different aspects: one involves certain appraisals reflected in one of AID's Project Paper drafts and the other describes various possible solutions to questions and/or problems posed in the AID Scope of Work for the Checchi team. In effect, the data obtained during our research and analyses specifically questions some of the conclusions made in the draft Project Paper as regards the ability of the Council of Law School Deans (CLD) and the Ministry of Justice's Judicial Technical Support Unit (ATJ) to act as catalysts and leaders in the legal reform process. Additionally, we are unable to confirm that the Justice Sector intends to consult extensively with the CLD and non-governmental organizations to ensure that ideas and recommendations are thoroughly considered. We detail these opinions within the body of this report.

5. Likewise, we have responded in a general manner to some of the questions posed in the Scope of Work. This has been necessary in some instances because of the lack of reliable

information, inadequate statistical data or because of the complexity of the question. Nevertheless, we proceeded in our work using the benefits of our experience, resource data and from the interviews and meetings held. However, we have also concluded that the solutions to some problems posed will require specific studies and analyses.

6. Some of the activities proposed are extensions of the projects initiated during Judicial Reform I. We also recommended similar activities for development and implementation during the life of Judicial Reform II. Many of these recommendation were made so that activities initiated during the project will permit their continuation by Salvadoreans, once AID has terminated its support.

7. As indicated, there were certain limitations placed on our work because of the existing political and power structures operating within the country. The lack of sufficient time for all the work the team wished to accomplish was another limiting factor. Nevertheless, useful analyses were still possible in reaching most of the objectives. Furthermore, we have maintained an awareness that general elections are scheduled for El Salvador in 1994, and that the political panorama could well undergo significant changes. Because of this, our interest has been critically oriented towards the creation and strengthening of judicial institutional mechanisms and not in trying to identify personalities who, from within or without the government, can assist in implementing Judicial Reform II.

8. The resources for our work have been of two types - previous research reports and personal interviews. The reports which were made available to us by ODI and other local organizations permitted us to formulate some initial hypotheses of the scope of work requirements. These were either confirmed or rejected during the course of our interviews, meetings or visits to judicial facilities.

9. The format of this report is divided into three parts, the last of which deals with conclusions and recommendations. The first part has four sections. The first section of Part I describes problems which impact on the judicial environment in which Judicial Reform II will take place. We have classified it as "Creating the Law" and deals with legal reform as it is being developed and completed with its attendant requirements such as organization, essential research and support. The second section has been described as "Administration of Justice" and it discusses the agencies involved such as the Ministry of Justice, Supreme Court, National Council of the Judiciary and the Public Ministry. Institutional, administrative, logistical and inter-agency coordination deficiencies are also set forth. In the third section, we discuss Judicial Education and the problems and necessities associated with the schools for the judiciary, prosecutors and public defenders. Furthermore, we touch on the

deficiencies noted in the level of education being imparted by law school faculties and the causes of such weaknesses. In the last section, we deal with "Diffusion and Support of Judicial Reform" which will be required during Judicial Reform II. We discuss the role which non-governmental organizations should play in the reform process. The necessary activities and campaigns which should be waged are discussed to demonstrate how the citizenry must be provided with adequate information and its support sought to achieve the objectives of judicial reform.

10. In Part II, we have attempted to meet the requirements of the Scope of Work by dealing with each of the two main components contemplated by Judicial Reform II. The first component is handled by a description of the legal reforms, capabilities or restrictions of the non-governmental organizations and the universities to engage in the reform process followed and by a review of how political and popular support should be attained. The second component involves a general detailing of the institutional infrastructure changes recommended to effect essential planning and coordination. We also set forth the technical and training assistance which we deem necessary to strengthen the justice sector agencies in their improvement of the administration of justice.

11. The report is concluded with a series of general conclusions and summary of recommendations which we believe are appropriate for proper focusing of the support needed for El Salvador to attain the goals of effective, equal, fair and timely administration of justice. The last portion of the report contains appendices which reflect the bibliography, persons interviewed, budget and time projections, Scope of Work, Work Plan, and budgets for the justice sector agencies.

PART ONE

ANALYSES OF PROBLEM AREAS IN JUDICIAL REFORM DEVELOPMENT

Section One: Creating the Law

1. One of the determining factors of the existing crisis which affects the Salvadorean judicial system is its inadequate, insufficient and weak legal structure. It is insufficient because the economic and social needs which the country desires and requires are not properly regulated nor guarded by the laws. These deficiencies are not only obvious in the area of criminal law but also in civil law. This is particularly evident in civil procedural matters as well as codification of civil, mercantile and public registry matters. We assume that sometime in the future, a study will confirm a similar need for administrative law legislation.

2. Likewise, we conclude that in criminal procedures and criminal codes, as well as in some constitutional mandates, the principles which should uphold the Right of Law are seriously distorted. The conclusions that these are outdated and inadequate have been the subject of commentaries, with obvious clarity, in studies commissioned by USAID [1]. In our opinion, this situation continues to date as a solid point of contention. Notwithstanding the fore-mentioned situation, there have been significant transformations with the signing of the Peace Accords which put an end to the civil war.

3. The changes which affect the law in different ways are manifested in the following manner:

a. Creation of new laws or modifications of existing ones can occur by agreement of the intervening parties in the conflict.[2]

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[1]. "Assessment of Performance of CORELESAL", Sancinetti, October 1990.
"Problematica de la Administracion de Justicia en El Salvador", Comision Revisora de la Legislacion Salvadorena (CORELESAL), December 1990.
"Analisis de Identificacion de Areas de Reforma Legal Y Constitucional", L. Schiffrin, J. Williams y M. A. Sarmiento, June 1991

[2] Acuerdo de San Jose (Jul. 26, 1990): "Derecho de las Personas Detenidas a ser Asistidas por un Defensor". Acuerdo de Mexico (April 27, 1991: "Sistema Judicial y Derechos Humanos", (Reforma de los Articulos 29, 30, 131,

These accords have introduced the necessity to find informal consensus and collaboration mechanisms from the moment proposed enabling legislation is adopted. Thus, communication between Government technical assistance units and non-governmental organizations and law school faculties is an absolute must, however, to date, such has not been occurring.

b. At the same time, this situation gives new impulse to the reform movement even though, according to the involved parties, the objectives which they pursue have different meanings. In effect, the possibility of the Governmental party losing ground in its powerhold in the future, has caused it to make a determined effort to find those means which will permit it to maintain its position of strength in specific institutions. One of the most suitable and obvious for such purposes is the Judicial Branch. It is for this reason that they have not shown any particular interest in reinforcing the professionalism of judges. For example, there has not been any great concern to expedite the development nor use of objective criteria for selecting candidates for judgeships or doing anything which might otherwise restrict the Governmental party's overwhelming concentration of power at the Supreme Court level, i. e., judicial disciplinary functions, administrative control over attorneys and notaries, control over investigation of public officials, internal audit functions, surveillance over penitentiaries, etc.

4. Our concerns expressed above will probably be confirmed when the new law concerning the National Council of the Judiciary is passed and a budget is allocated for its judicial school and other responsibilities.[3] Another consequence of what we have discussed is that the National Assembly has become definite bottlenecks for adopting legislative changes which would actually create

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172, 182, 186, 187, 188, 191, 192, 194, 216, 236 de la Constitucion).

Acuerdo de Chapultepec (January 16, 1992), Creacion del Consejo Nacional de la Judicatura y de la Procuraduria para la Defensa de Los Derechos Humanos, Ley de la Carrera Judicial.

3 The Chapultepec Peace Accords requires a National Council on the Judiciary which is to operate a judicial school and a screening system for nominating candidates for judgeships. Neither the enabling legislation nor the procedures for the National Council have been approved as yet by the National Assembly. A Sub-Commission on the National Council of the Judiciary has been appointed by Assembly and it is currently reviewing these matters for recommendations to the Assembly expected in August 1992.

laws for those legislative proposals which contain strong political overtones. This type of behavior, in our opinion, reflects a clear lack of vision. The non-democratization of institutions converts them into authoritarian instruments which in a political rift could be used to benefit the dominant party in power.

5. The Peace Accords have also given a spark to the reform objectives of the opposition. Nevertheless, here we are met with a strong limitation: the counterpart lacks a solid juridical culture or experience of the type which the Governmental party has had. An example is the scarcity, deficiency or very poor quality of judicial reform agendas and legislative proposals offered by the non-governmental representatives of the opposition.

6. Lastly, the signing of the Peace Accords opens new economic and social expectations as well as the distinct possibilities of substantial increases in foreign capital investments, regional economic agreements, etc. Naturally, all of these will require vigorous and profound considerations and revisions of civil legislative codes and procedures regulating the private sector.

7. The Salvadorean Legislative Review Commission (CORELESAL) commenced technical support to judicial and legal reforms which has been continued under the present Ministry of Justice's judicial reform technical assistance unit (ATJ), funded by AID. This latter organization has been involved in the development of legislative proposals for legal reform. However, in spite of their accomplishments to date, their work product, in our opinion, is limited in two significant ways:

a. There is a lack of coordination of their work with other Governmental agencies and this failure impacts adversely on their ability to obtain criminological and judicial information necessary to establish a necessary politico-criminological basis for their work.

b. There is an absence of appropriate mechanisms for consulting with private research institutes, judicial research centers nor with law school faculties.

PART ONE

ANALYSES OF PROBLEM AREAS IN JUDICIAL REFORM DEVELOPMENT

Section Two: Administration of Justice

1. The Criminal Justice System

a. In general, the Criminal Justice System of El Salvador involves the Judicial Branch composed of the Supreme Court, Second Instance Courts, First Instance Courts and the Justice of the Peace Courts. The other components of the Criminal Justice System involve the Ministry of Justice, the Attorney General's Office and the other Public Ministry agencies which are the Public Defenders for Indigents and the recently created Public Defenders for Human Rights. In addition, there are the auxiliary agencies of the police and the investigative and forensic units.

b. The active roles for the criminal justice process are played primarily by the Supreme Court and its court system, the Attorney General and the Public Defender for Indigents. The Public Defender for Human Rights has been established by law but is not functioning as yet as an active entity of the system because of the lack of enabling and organizational mechanisms. The Ministry of Justice is included as a part of the system in its primary role of operating the penitentiary system and its involvement in legal reform.

2. The Court System

a. Through the very aggressive, change and action-oriented leadership of the Chief Justice, the court system is undergoing some far-reaching developments in attempting to improve the administration of justice. The Chief Justice is not held to classic traditions and is, by far, ahead of the other justice sector agencies in pursuing basic fundamental changes to the generally slow-moving court system. A monumental achievement was the granting to the court system of an incremental annual budget allocation which by 1994 will be 6 percent of the national budget. The increased budget allotment already received has resulted in marked increases of court renovations, construction, internal organizational changes, new court additions, increased remuneration and work hours for the San Salvador courts with a restriction on outside employment for judicial officers and proposed legislation to change the justices of the peace to perform the investigative phase now accomplished by the first instance judges. The Supreme Court has pressed on with an impressive first effort of automating its codes, statutes and jurisprudence.

b. Notwithstanding the excellent achievements to date and plans for further improvements, the court system still has some

deficiencies which impact directly with the proper delivery of judicial services to the citizens of El Salvador. The lack of reliable statistics on the status of judicial caseloads make it impossible to determine with any degree of accuracy the actual case filings, case completions, pending cases nor the extent of case backlogs.

c. Studies made by outside agencies indicate the number of new filings far exceed the case dispositions by the courts.[4] It is fairly obvious to any observer entering court facilities that the large stacks and piles of case files reaching towards the ceilings of each court are an indication that there probably exists unacceptable volumes of pending cases which are not being prosecuted in a proper or timely manner. Other agencies' investigations have also revealed that a very large number of prisoners have not had their cases tried nor do they have legal representation.[5] In the recent past, many prisoners had already spent more time in detention than they would have if sentenced. However, according to an official of the Ministry of Justice, a recent law permitted releases of large numbers of prisoners without having been tried. The lack of reliable statistics and information makes it impossible to confirm this without interviewing each prisoner or reviewing individual court files. Another significant problem with the lack of useful and reliable statistics is that effective problem identification, establishing training needs and long range planning are seriously affected if not virtually impossible.

c. In its new concern for implementing modern techniques and technology in the administration of justice, the Supreme Court has established a central case assignment office for civil, labor, commercial and tax courts with very limited criminal case central assignment. The case assignment system, albeit centralized, is a rudimentary, manual system which only superficially accomplishes equal distribution. There is a need to automate this process, not to achieve equal case distribution, but rather to achieve equal caseload distribution by use of a weighted case assignment system and the start of a general case information system. The Supreme Court has not as yet expanded its automation of caseflow management at any level of court except for the automation work done for the Supreme Court itself.

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4 "INFORME FINAL SOBRE RECOPILACION DE DATOS EMPIRICOS E EN TORNO A LA ADMINISTRACION DE JUSTICIA PENAL EN EL SALVADOR", Apoyo Tecnico Para Reforma Judicial, Nota No. 149, 30 de abril de 1992.

5 INFORME FINAL, Ministerio de Justicia, April 1992.

d. There is a need for introduction of automation into the trial and appeals courts as this is where the great volumes of caseloads (and backlogs) exist. Automated caseflow management would be of great assistance to the courts to establish much needed docket control of the caseflow process. In addition, computers would be beneficial for use as word processors to avoid the repetitive tasks of taking of statements or preparation of routine orders, notices, certifications, etc. which involve considerable administrative time of the "resolutores" or student law clerks. In this regard, it is very apparent that the rigid personnel allocations to each type of court are improper as it is obvious that there is an excess of personnel at each court due to the archaic personnel allocations from the organic law. There is a definite need for a court manpower analysis to provide only the proper number of staff actually needed at each court. Automation in the courts must, however, be preceded by careful caseflow analyses and studies to eliminate duplication of effort, unnecessary records and unneeded procedures to streamline and document the process with manuals before automation takes place. After automation is introduced, a study on manpower needs could be accomplished with any resultant excess personnel be assigned to new courts, as required.

e. The court system is also saddled with an archaic and inefficient central administrative infrastructure which inhibits better utilization of headquarters staff and the benefits of decentralized court administration. The main problem rests with too many entities reporting directly to the Chief Justice and the lack of delegation of authority for routine managerial and administrative decision making by the key staff of the central administrative office. There is a great need for a central administrative director to act as the focal point of coordination for all administrative and support responsibilities and relieve the Chief Justice of this time-consuming and some times unreachable task. Albeit, the advance step taken with some decentralization with the establishment of the administrator positions at the judicial centers, the roles of such administrators are limited and restrictive of greater efficiency and economy of effective decentralization. These regional administrators could become more involved in taking over administrative tasks from judges so that the latter could dedicate their entire time and efforts to their primary duty of resolving cases.

f. A study and analysis should be conducted to determine if there are enough courts of the proper levels in El Salvador to meet the justice needs of the citizenry. The study should include an analysis to determine if the jurisdictional boundaries are proper to allow proper access to the courts by all citizens. The Chief Justice stated to the authors that in the overall, he does not believe that there is a significant need for additional courts, but rather, there is a need for essential changes to make the courts more efficient.

g. There is not much question that changes to improve the system are required. The procedural codes are outdated and should be carefully analyzed and attuned to more modern times. The requirement of "consultas" by the second instance courts of non-appealed cases is questionable as to its value because of the apparent high number of affirmations of such reviews. More significant is that these required "consultas" constitute another "bottle-neck" to the caseflow process with the resultant effect of greater case delays. Dilatory tactics in routine bond appeals must be controlled by appropriate procedural code changes to avoid the routine avalanche of interlocutory appeals. The Chief Justice also pointed out to the authors that the caseflow process is further impeded by the archaic tradition of "50 pages for a routine sentence" where, in reality, two or three pages would be more than sufficient. The deficient educational level of judicial officers and attorneys is routinely accepted; however, the process of poor quality law school education continues. The lack of coordinated training for judges is obvious. Training for administrative support personnel is practically not existent. Thus, although the Supreme Court has been a vanguard of useful changes in the recent past, there still remain within the court system a plethora of traditional procedures which have become inculcated within the system, like the "cosido" or sewing of documents into the court file jacket, which inhibit implementation of more modern organizational and procedural changes to expedite the administration of justice.

3. The Attorney General

a. The role of the "fiscales" under the Attorney General continues to be a relatively passive one in the prosecution of cases in which they must by law participate. Such functions generally constitute reactions to the investigative actions of the first instance judges and the review responsibilities of the appeals courts. The "fiscales" are generally viewed as not properly educated nor trained to play a more effective role in the criminal justice process or in those cases where they must represent the Government of El Salvador. This deficiency in training is exacerbated by the lack of operational manuals and very inadequate logistical and communications support. These deficiencies are even more apparent in the interior where the requirement that there be a "fiscal" in each first instance court is difficult to achieve because of the relatively low pay of "fiscales" in relation to the other members of the criminal justice system.

b. The current problems of the Attorney General are minor compared to what they will be when the role of the "fiscal" changes and he becomes responsible for the investigative phase of criminal cases. It is still not clear when this change will take place as legislation is pending to have the prosecutor supplant the first instance judge in being the protagonist in the investigation and prosecution of the case. This will require not only extensive

knowledge of the rules of evidence, but will also require the prosecutor to be knowledgeable of how and where evidence can be obtained. Since the prosecutor will not have the technical expertise for specialized investigation, it will be necessary that the Attorney General' Office have a highly qualified investigative and forensic capability to assist with specialized investigational needs. This poses a highly significant challenge to the Attorney General particularly in light of the very limited budgetary resources available to it and the other agencies under the Public Ministry. The answers to these problems are being approached piecemeal with AID assistance. There must be longer term measures solutions to overcome these problems such as legislative changes which would establish a set ratio of fiscales and public defenders to judges be approved automatically in budget requests to the National Assembly by these agencies of the Public Ministry. A legislative change of this type would at least provide a minimal operating budget; however, budgets should also include fair compensation for prosecution staff in order to have, not only a more qualified, but also a more stable staff in the Attorney General function.

4. The Public Defender for Indigents

a. This is another Public Ministry agency which has serious responsibilities assigned to provide necessary legal representation for indigents. This agency, although it has a very important duty to that sector of the public which has limited resources, has been established without proper regard as to proper financial support or other oversight. This is a pressing problem because, like the Attorney General, the Public Defender for Indigents (and now the Public Defender for Human Rights), has been placed under an independent and autonomous Public Ministry which is not included in either of the three branches of government and thus, do not have recourse to any budgetary assistance from other governmental agencies if adequate funds are not appropriated to them by the Legislature. The concern for assuring that human rights violations are properly attended to without interference of the three branches of government is understandable, however, the autonomy structure of the Public Ministry has its definite structural limitations.

b. At the present time, AID is helping the Public Defender keep its head above water with the funding of a very significant portion of the Public Defender personnel and operational needs. A very real problem looms in the very near future for the Public Defender because legislation is under consideration which would no longer permit law students to be appointed as public defenders as it is currently permitted. Although still in the proposed legislative stage, the general opinion is that such will become law probably in September of 1992. If such becomes a reality, the Public Defender will have to resolve this problem in addition to the other problems which it currently has in inadequate training, lack of proper communications, and need to for an effective a case

management system which can enable the Public Defender to temporarily shift personnel to areas where they are required. As with the Attorney General, some sort of long range solution needs to be found with the budgetary problems of the Public Defender as the outlook for budgetary improvements, as explained to the authors, is, indeed, quite pessimistic and not subject to its resolution with the "band-aid" approach. It is our belief that a solution could be to require public defenders to be lawyers, and not just university graduates, but the salary level of attorneys must be realistically increased to compare with other attorneys in public or private practice with appropriate differential pay for undesirable duty locations.

PART ONE

ANALYSES OF PROBLEM AREAS IN JUDICIAL REFORM DEVELOPMENT

Section Three: Judicial Education

1. Emphasis must be made that one of the underlying causes of the crisis within the judicial system is the very deficient juridical education of the principal actors of the system. In spite of this, it is should be stressed that the success of Judicial Reform II depends extensively on the implementation of an effective strategy for judicial training.

2. The deterioration of the juridical culture of El Salvador has been the subject of evaluations by various consultants contracted by USAID. Their evaluations are still valid in that any changes in educational achievements have been minimal at best in spite of the efforts undertaken.[6]

3. We believe that judicial education is inadequate from two aspects: (1) the university environment and (2) the judiciary. The basic source of the educational problem, however, rests with the law school faculty itself. This is due to several reasons, such as:

a. There has been a proliferation of centers of higher education but most are of very low quality. There are, for example, 37 private universities and one public one in El Salvador. There are law schools in 17 of such institutions; however, only three of these are considered to have any type of enhanced standing. These are the law schools of the National University of El Salvador, the Jose Simeon Canas Central America University and the Dr. Jose Matias Delgado University.

b. The abuses which are resulting from the free granting of academic degrees represent an urgent need to implement university regulatory legislation and require professional study plans.

c. There is a marked deficiency of professionalism in the university teaching environment.

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[6] "Analisis de Necesidades de Capacitacion. Ministerio Publico. Proyecto de Reforma Judicial". Checchi and Company and Company Consulting, Inc., July 1991.

"An Assessment of the El Salvador Attorney General's Office. Final Report". National Center for State Courts. May 20, 1992.

"Fortalecimiento Institucional para la Fiscalia General de la Republica". Checchi and Company Consulting, Inc. June 1992.

d. There is an absence of post-graduate degrees.

e. There is a lack of textbooks, and adequate reference libraries do not exist.

4. It should also be pointed out that the very minimal salaries paid by the Administration easily dissuades the best of law students who wish to opt for the free exercise of the practice of law.[7]

5. In general terms, it can be stated that the students with the least professional capability are the ones who go on to become the body of prosecutors and public defenders and to a lesser degree, the judicial school itself. The knowledge gained by those entering these career fields has been so superficial that training courses had to be organized for these candidates in those areas far afield from the law and involve basic courses such as grammar, logic and speech.[8]

6. A real challenge will exist for technical assistance to be given to the Dr. Arturo Zeledon Castrillo Judicial School of the Supreme Court. This challenge will be because of the following reasons:

a. There are no reliable reports on the activities of the school, due to some extent to the rift which occurred between the Supreme Court and AID. From a review of lesson plans, training sessions accomplished and from confidential interviews, our judgment is not very favorable of this school.

b. A major challenge awaits the school as it will have to train the 305 justices of the peace as they proceed to assume new responsibilities.[9]

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7 We were informed by a key official of the Ministry of Justice that an attorney in private practices averages approximately 15,000 colones per month. The average fiscal or public defender attorney averages from 3,000 to 4,000 colones per month.

8 The Ministry of Justice advised us that in the entire Attorney General's Office there are only three attorneys. The academic level in this agency is so bad that the director of the school is not even a university graduate, much less an attorney or a teacher with an academic degree.

9 D.L. No. 64 dated October 31, 1991 establishes a change to Article 180 of the Constitution to the following: "The minimum qualifications to be a Justice of the Peace is to be a citizen and an attorney of the Republic... In

c. The still unapproved law creating the National Council of the Judiciary, which is supposed to have supervision over the Judicial School, makes it even more uncertain and difficult whatever happens in this regard.

7. The creation of a prosecutor career structure with more definite standards and a school for prosecutors will be a good opportunity to fortify the Attorney General's Office as an institution. Judicial Reform II must play an active role in order to make headway with the new training requirements for the new functions scheduled for the Attorney General.[10]

8. All of the above pertaining to the Attorney General's Office is also applicable to the Public Defender.

9. As a closing remark to this Section concerning juridical education, it should be pointed out that whatever strategy for training is designed for the Public Ministry and for the Judicial Branch, it should include related agencies such as the police and be guided by one solid objective. This should be that a candidate for appointment qualifies for entry to his respective school only after having passed those tests which reflect, appropriately and sufficiently, his theoretical and practical knowledge of the law. As regards mutual cooperation in educational endeavors, Judicial Reform II project managers should keep in mind the inclusion of judges, secretarios, fiscales and public defenders in courses given by ICITAP. This is particularly relevant since a very large percentage (20%) of the total funds for Judicial Reform II are destined for ICITAP.

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certain exceptional cases, the National Council of the Judiciary will be able to designate persons to be Justices of the Peace, however, their period of appointment shall be for one year".

10 The D. L. mentioned above modifies at the same time Article 193 of the Constitution in the following terms: "The Attorney General shall: ...Direct the investigation of the offense, and in particular, the required actions which should be submitted to the criminal court."

ANALYSES OF PROBLEM AREAS IN JUDICIAL REFORM DEVELOPMENT

Section Four: Diffusion and Support of Judicial Reform

1. The principles of legality, equality and independent and impartial tribunals are minimal requirements which must be the basis for all judicial reform. To these must be added the principle of guaranteed protection under the law which is one which can only be gained when the standards and institutions who apply it are well known and merit complete confidence by the recipients of such guarantees. This confidence in the judicial system implies that there is adequate information as well as active social participation in the process.

2. Within the universe of participants in juridical regulation, there are two important groups - one constitutes the non-governmental organizations and the law school faculties which are directly involved with the legal environment and the other group being society in general who occasionally is involved with the legal framework. By their very nature, the functions which each group performs and the actual manner of dealing with their objectives are quite different.

3. The information which AID has for the above groups is, in part, outdated [11] or is insufficient [12]. For example, there is no information as to what the universe is of most of the professional organizations which are not directly related with the law but which, nevertheless, play a decisive role at the time when the law is applied and when standards are developed.

4. The law school faculties, the bar associations and the rest of the non-governmental organizations which are involved in research and legal studies constitute the agencies which are closely related with the functions of the judiciary.

5. Previously, we have made reference to the deplorable law school academic situation. Yet, in spite of the relatively poor

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[11] "Encuestas Nacional y de Elite sobre el Sistema de Administracion de Justicia en la Republica de El Salvador", Checchi and Company Consulting, Inc., January 1991. (A very complete and at the time, useful survey, however, it was conducted during a period when the civil war was foremost in the minds of the interviewees.)

[12] "Encuestas de opinion publica. Administracion de Justicia: El Salvador, Nicaragua y Costa Rica". Borge & Asociados. March 1991.

"Campana de Concientizacion Public, 1992, (PAC)", V. Borge and C. Rosales, April 1992.

academic preparation, in general terms, law school faculties stand out because they constitute a better informed group with better professional capabilities and with greater expectation for being more successful in their participation in judicial reform. Their academic position confers on them the social respect and neutrality which the judiciary, and even the attorneys in private practice, lack. Thus, the law school deans and faculties, with their close relationship with the student body, constitute an indispensable support mechanism for judicial reform, however, they lack the organization among themselves to become involved extensively as an action-directing agency in Judicial Reform II.

6. There are specific reasons why we do not think that the deans of the country's 17 law school faculties can function as leaders for judicial reform. Two key such reasons are:

a. They lack the necessary independence for decision-making since the final decisions, in most cases, are made by the presidents of their universities and not by the deans. In fact, often the interests of the law school faculties run in conflict with the rest of the university faculty.

b. The very deficient authorization and regulation mechanisms of higher education institutions in this country permit the establishment and continuation of certain universities with the same institutional prerogatives as any other, yet, these are, in effect, no more than academies of education as opposed to the normally accepted higher standards university. This situation impedes, as has been expressed by deans of the two most important law schools[13], the official and active integration with universities of the lower calibre quality.

7. Therefore, from the above considerations, we are of the opinion that the Council of Law School Deans (CLD) should continue to meet informally to coordinate their normal concerns, i. e., study plans, university regulation reforms, legal conferences, textbooks, etc. However, we do not believe that they have the capacity to carry out any leadership functions in Judicial Reform II as USAID had previously contemplated.

8. Article 50 of the Organic Law of the Judicial Branch gives the Supreme Court the administrative control over attorneys and notaries. This situation creates a delicate situation for attorneys as they fear that their professional careers could be adversely affected by merely expressing their opinions which might be considered critical of the Supreme Court. Therefore they are

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[13] Departamento Juridico de la U. C. A. and the Decanato de Derecho of the National University of San Salvador.

very unlikely to be independent[14] nor have an effective representative voice. This is why, in our opinion, their role in judicial reform would be of limited benefit, unless the situation changes considerably from what it is.

9. As regards the rest of the non-governmental organizations (NGOs), two groups can be identified. The first is composed of those organizations which are directly related with the law while the other is concerned with specific social and economic sectors, commercial firms, professional organizations, etc. Both are, without doubt, important for proper continuation of the Reform Project and can function without relative reprisals from the government.

10. We believe that the NGOs from the first group above constitute the extra-parliamentary forum used by the Opposition to express their political views. The majority of these organizations exist from small donations from foundations or political parties from outside the country. They surround themselves around a strong personality who, in fact, becomes the voice for some political group within the country.

11. It is for the above reason that we also believe that the number of such organizations will decrease as the political life in this country returns to some sort of normalcy. It is in this context that we also believe that in the future only those organizations which have a more technical profile will survive while the others with greater political overtones will, in all probability, be absorbed by political parties. Here we can cite as an example the situation in Spain. After Franco and a return to a more democratic system of government, the organizations which had been involved in extensive confrontation, eased away as the country returned to relative stability.

12. Lastly, as regards diffusion of legal reform agendas among the general public, we believe that the relative absence of professional journalism and of the limited knowledge of the judicial system by news reporters will not help increase the public awareness of such reforms. It is possible that some training courses for journalist and mass media reporters could be held to acquaint them more succinctly with how the judicial system works. However, until you have a more established professional cadre of news reporters and quality of news reporting improves, it is doubtful that any great improvement will occur. The Supreme Court, the Public Ministry and the Ministry of Justice are trying to promote more publicity on the judicial process, but in the overall,

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[14] There are six bar associations under one federated of group of attorneys. Perhaps, the only group of independent attorneys are located in the Center of Juridical Studies (CEJ).

such are considered merely "band-aid" approaches until the basic problem of professional education for those in the media is resolved. It is here, however, that public awareness can be attained by greater involvement of the non-governmental organizations, as well as the mass media, by participation as input and feedback mechanism through the coordinating bodies which we are recommending for the implementation process of the Project.

PART TWO

ANALYSES AND RECOMMENDATIONS FOR PROJECT COMPONENTS OF JUDICIAL REFORM II

Component One: Strengthening Salvadorean Leadership of the Reform Movement

A. Defining Legal Reforms

I. Background of Legal Reforms

a. The Peace Accords

(1) There have been three recent main accords involving peace efforts with the El Salvador civil war which have impacted the judicial system of the country. These have been the following:

(a) The San Jose Peace Accord of July 26, 1990, which promoted the right of detained persons to have legal representation. The accord, furthermore, places responsibility on the Ministry of Justice and the Supreme Court to improve the criminal procedural code.

(b) The Mexico Peace Accord of April 27, 1991, require constitutional reforms in the areas of Human Rights and the Judicial system.

(c) The Peace Accords of Chapultepec of January 16, 1992, set forth the establishment of the National Council of the Judiciary with responsibilities in judicial training and for screening and proposing candidates for judgeships. The Accords further agree to establishing a judicial school and set forth the Organic Law for the Establishment of a Public Defender System for Human Rights, although the implementing legislation is pending as of the date of this report. The Accords also established the Judicial Career Law which is currently in the process of implementation.

b. Constitutional Reforms

(1) Constitutional Reforms Nos. 1 and 3 of April 29 and 30, 1991, respectively, concern the handling of Human Rights, Electoral System, the Judicial Branch and the Armed Forces, while Constitutional Reform No. 3 deals with various provisions of criminal law and public services. All of these result from the peace accords.

(2) The above reforms constitute the five groupings which follow-up legislation and implementing actions must be revised:

(a) Human Rights (Articles 13, 191, 192. 194 and 236 of the Constitution) implemented by:

(1) The Organic Law of the Public Ministry
(2) Implementation of the Commission for Human Rights
(3) Others

(b) Electoral System (Articles 77, 79, 80, 82, 131, 152 208, 209 and 236 of the Constitution)

(c) Judicial System (Articles 29, 30, 131, 172, 182, 186, 187, 188 and 236 of the Constitution) implemented by:

(1) The Organic Law of the Judicial Branch
(2) The Judicial Career Law
(3) Criminal Procedures Code
(4) Code of Military Justice
(5) Law Establishing the Institute for Scientific Police
(6) Regulation and Control of Activities concerning Drugs
(7) Law Establishing the Commission for the Investigation of Criminal Acts

(d) Armed Forces (Articles 131, 159, 162, 168, 211, 212, 213, 216 and 217 of the Constitution)

(e) Criminal Code (Articles 27, 80, 110, 120 and 131 of the Constitution) implementing by changes to:

(1) Criminal Code
(2) Other Related Laws

c. Criminal Code, Criminal Procedures and Habeas Corpus Reforms

(1) The reforms in criminal justice are in the process of being completed under the AID/GOES agreement entitled "Area of Support to Judicial Reform" through the Judicial Technical Support Unit (ATJ) of the Ministry of Justice or are in the process of being reviewed by the National Assembly are follows:

(a) Elimination of the presumption of guilt.

(b) Decriminalization of theft among close relatives.

(c) Elimination of the heavier criminal theft penalties to lesser fraud and damage liabilities.

(d) Revisions of the criminal code and complementary laws.

(e) Suppression of extra-judicial confessions (Article 496 of the Criminal Procedures Code).

(f) Rules governing police detention and administrative detention only under appropriate judicial order.

(g) Reforms allowing provisional detention and probationary release pending and during trial as Articles 250 and others of the Criminal Procedures Code.

(h) Changes to facilitate the appearance of the accused, witnesses, experts and victims before juries and permit oral, public testimony. Articles 350, 351, 352, 353 and 354 of the Criminal Procedures Code.

(i) Introduction of exclusionary rules for improper searches and seizures.

(j) Introduction of substantive revision of the Criminal Code and the Criminal Procedures Code.

(2) Likewise, additional other modifications to the Criminal Procedures Code or the Law of Danger to the State are being considered which will require constitutional reforms. These are:

(a) Reforms to Article 13 of the Constitution reducing the 72 hours administrative detention to 24 hours and changes to the rules dealing with persons accused of being a danger to the state without having committed a criminal act.

(b) Modifications permitting appeals of military court-martial decisions to civilian second instance courts.

(c) Reforms to Article 15 of the Constitution transferring current jurisdiction from the police to justices of the peace and recourse to the judicial appellate system of the administrative penalties.

d. Organic Law Reforms

(1) Organic Law of the Judicial Branch

(a) Chapter IV of the Judicial Branch Organic Law has been modified by reform of Article 180 of the Constitution as per Decree No. 64 dated October 31, 1991, in that new qualifications to be a justice of the peace were established. Now, the candidate must . . ."be an attorney of the Republic". . ."in unusual cases, the National Council of the Judiciary can place the duties of a justice of the peace in the hands of persons who are

not attorneys, but the period which such persons can perform such functions cannot exceed one year". . .

(b) The Supreme Court has compiled a proposal to modify Chapter V of the Organic Law to separate the jurisdiction of criminal courts with the jurisdictions of the other civil and mercantile courts. Thus, the criminal courts would be authentic investigatory instruments of this process. This proposal has the support of the Chief Justice and it is very likely that the National Assembly will approve it this year.

(2) Organic Law of the Public Ministry

(a) Article 193 of the Constitution, reformed under Decree No. 64 dated October 31, 1991, has established that the Public Ministry will now have the ability to...."direct the investigation of the offense...." This change, notwithstanding, the accomplishment of this responsibility depends on the creation of the proposed National Civil Police.

(b) There is proposed legislation for establishing the Law of Career Prosecutor which will require, as a minimum, that candidates be lawyers in order to be a specific prosecutor or having graduated from law school to be an assigned prosecutor.

(c) In Chapter III of the proposed legislation, it is proposed that there will be a prosecutors training school.

e. The National Council of the Judiciary

(1) Under the Chapultepec Peace Accords, there has been established the National Council of the Judiciary (NCJ) by Legislative Decree No. 64 dated October 30, 1991, reforming Article 187 of the Constitution.

(2) The NCJ is to be an independent institution responsible for proposing candidates for judicial positions on the Supreme Court, second instance courts, first instance trial courts and justice of the peace courts. The NCJ is also charged with the organization and administration of a judicial school.

(3) To date, there have been three legislative proposals on the NCJ, one by the Supreme Court, one by the Center of Judicial Studies (CEJ) and the third by the Center for the Application of the Law (CESPAD).

(4) The proposals are currently being reviewed by a Sub-Commission on the National Council of the Judiciary. This sub-commission is composed of representatives from the following entities: ARENAS Party, Christian Democratic Party, National Conciliation Party, Supreme Council, Authentic Christian Movement, CEJ, CESPAD, Democratic National Union, Human Rights Commission and

Federation of Bar Associations. It is estimated that the law dealing with NCJ will be passed by the National Assembly during the last part of September 1992. It is further expected that the NCJ will be operational in January 1993 with the contemplated Judicial School.

f. Due Process Reforms

(1) In our opinion the due-process reforms which are being reviewed,conducted and completed under AID-GOES No. 519-0296 are appropriate and we recommend that they be continued.

(2) As regards the above reforms, there are two distinct criteria for their methodology. First, work can be done on specific reforms and then incorporate them into the modifications or development of the Penal Code, Criminal Procedures Code and Criminal Enforcement Code. Secondly, work can be done simultaneously on the reforms and on the codes. In our opinion, the second approach is the most effective as the tasks are complementary and not mutually exclusive and would result in economies of effort and time.

g. Specific Due Process Reforms

(1) Danger to the State

(a) The proposed reforms of the suspension of normal due process rights and to declare a person a "danger to the State" without having committing a criminal offense have been forwarded to the National Assembly by the Minister of Justice, but the proposals are paralyzed at the Assembly because it requires a modification to Article 13 of the Constitution. These same types of delays will occur to other proposals when they are submitted without including the necessary changes to the Constitution.

(b) We recommend that these types of reforms be coordinated with the reforms to be included in the "Area of Juridical Support to the Executive [Branch]" by ATJ as the latter works on constitutional and administrative reforms so that the reforms efforts can be undertaken simultaneously to avoid unnecessary delays in the National Assembly due to the lack or inefficient overall coordination.

(2) Decriminalization of Theft and Fraud Among Close Relatives

(a) The reform proposing the above is also delayed at the Commission for Legislative and Constitutional Reforms of the National Assembly. The most conservative right wing contends that the proposed decriminalization of such crimes would result in greater criminality, while the most liberal element believes that the reform proposed is not strong enough.

(b) In our opinion, a criminological study accomplished beforehand would eliminate the controversy with such positions. In this situation, as it happens in many other countries, the resultant statistics would indicate whether there is a necessity to penalize these types of "offenses".

(c) We recommend that in developing legal standards for criminal offenses that they be based on criminological research.

(3) Suspension of Extra-Judicial Confessions, Decrease of Administrative Detention Periods and Other Reforms on Guaranteeing Individual Rights

(a) The above and other reforms which will limit abuses by police and the military are currently being delayed as they sit with ad-hoc commissions of the National Assembly. These, we believe, will continue to remain as "paralyzed" reforms as long as they contain political overtones.

(b) We recommend that in order to move some of these reforms, there must be an intensification of efforts by justice and other sectors of government, by non-governmental organizations, universities and the general public to establish a major base of social consensus for their approval.

h. Judicial Reform in the Separation of the Investigation and Sentencing Phases of the First Instance Judge

(1) The ATJ of the Ministry of Justice has proposed that the investigative function of the first instances judges be separated from the sentencing phase of the process. This matter will actually be resolved by the modification of the Judicial Branch by which the investigative responsibility will be passed on as new duties for the justices of the peace.

(2) This is another example of the lack of coordination between two justice sector agencies where ATJ proposes the separation of the investigation and the sentencing phase, while the Supreme Court proposes the addition of the investigative responsibility to the justices of the peace.

i. Civil Reforms

(1) Criminal justice or protection of the public reforms should also be accompanied by much needed civil or private protection reforms. If civil reforms do not take place, commercial and trade activities as well as voluntary investments will be seriously limited.

(2) We wish to point out that, although not all inclusive, the following areas of reform should also be undertaken:

(a) Development of a new Civil Procedures Code.

(b) Revision of the Civil Code.

(c) Revision of mercantile legislation, i. e., regulation of copyrights, patents, trademarks, intellectual rights and properties, insurance and corporation activities, etc.

(d) Revision of legislation on arbitration.

(e) Revision of laws dealing with the registration of property.

(3) We recommend that an agenda of civil reforms be developed by a commission of expert jurists.

B. Present and Future Outlook for Legal Reforms

I. General Reform Agenda by the Justice Sector

a. The Ministry of Justice

(1) The reform agenda being developed by the Ministry of Justice through ATJ under AID/GOES 519/0296 will be completed before March 1993. The development of the Criminal Procedural Code, Criminal Code and the Penal Enforcement Law agreed to with the Ministry of Justice under the fore-mentioned agreement will be finalized in September 1993. In view of the importance of this work, it is important that the three outside consultants for this project be retained for two months.

(2) Civil reform should be accomplished during the duration of Judicial Reform II using the services of three consultants, experts in administrative, procedural, civil and mercantile areas. In the meantime, these consultants could continue the reforma agenda in the criminal area as started in Judicial Reform I.

(3) It is recommended that:

(a) The reform agenda initiated under AID/GOES 519/0296 be completed as initially set out. Three outside technical consultants, experts in penal and penitentiary matters, criminal procedural matters and in constitutional area, should be used for six person-months. Termination date would be in September 1992.

(b) The ATJ should develop a civil reform agenda with a completion date for June 1993.

(c) The civil reform agenda developed by ATJ and the agenda developed under AID/GOES 519/0297 should be undertaken during Judicial Reform II. Three outside consultants, experts in administrative and procedural civil and mercantile matters, should be used for 27 person-months with a termination date of 1988.

II. Other Reform Agendas

a. There are no indications of any reform agendas by any universities or non-government organizations.

b. There is a civil reform agenda to the Civil Procedures Code which has been developed by a Supreme Court ad-hoc commission. A copy of this agenda is attached as Appendix A.

C. Capability of Non-Governmental Organizations and Universities to Conduct Action-Oriented Analyses

I. Current Roles of the Non-Governmental Organizations (NGOs)

a. There is a large number of non-governmental organizations and these can be grouped in two categories:

(1) Those NGOs which are closely related with the development or administration of the law are the following:

(a) Bar Associations
(b) Center for Judicial Studies (CEJ)
(c) Center for Studies on the Application of the Law (CESPAD)
(d) Institute for Juridical Studies of El Salvador (IEJES)
(e) Salvadorean Foundation for the Administration of Justice (FUSAJ)
(f) Salvadorean Institute for Criminal Law (ISALPE)
(g) Institute for Human Rights of the University of Central America (IDHUCA)

(2) Those NGOs which are indirectly related with the law are the following:

(a) Salvadorean Foundation for Economic and Social Development (FUSADES)
(b) Institute for Latin American Studies (IDELA)
(c) Center for Research and Social Action (CINAS)
(d) National Association for Private Enterprise (ANEP)
(e) Salvadorean Industrial Association (ASI)
(f) Center for Democratic Studies (CEDEM)
(g) Chamber of Commerce of El Salvador

b. The signing of the Peace Accords has seen a political opening and a movement towards more universal participation in the political arena. The National Assembly, representative of the "old order", is no longer considered the ideal forum where such activities must take place. This is the reason why opposition non-governmental organizations are looking for mechanisms and means to express themselves outside of the National Assembly environment. In other words, the abundance of NGOs recognize vividly the difficulties in political communication which exists between the socio-politico decision-making organisms and the general public sectors.

c. Predictably, as the country continues into a pacification mode, the forthcoming elections will be held and the public will,

no doubt, gain in democratic strength. Thus, eventually the NGOs will begin to disappear or be absorbed by political parties and only those NGOs with a technical mission will remain as such.

d. The current NGOs reflect the following characteristics:

(1) They have excessive politicizing.

(2) They constitute the voices for opinions for those groups which do not as yet have political representation nor are parties within the opposition.

(3) They are organized around a strong personality figure.

(4) They have little capability to convoke meaningful meetings.

(5) They have little professionalism nor experience in government.

(6) They are funded by foreign private foundations, institutions or parties from Europe, European Community Council, United States, etc.

e. In spite of the above limitations, we believe that the success in involving these NGOs in Judicial Reform II depends on the willingness and ability to get them to participate actively in the diffusion and support of the reforms envisioned in Judicial Reform II.

II. Description of NGOs Involved in Legal Reforms

a. Non-Governmental Organizations Involved in Legal Reform

(1). We believe that a study of the universe of such NGOs requires much more time and detail than what was allocated to the team for this report. However, we deem it important that a much more thorough study and analyses be undertaken in the near future.

(2) As a minimum, we have identified the following NGOs, which because of their professional capability, organization and representation capabilities, deserve primary attention:

(a) CEJ: This NGO has presented a proposal concerning the law establishing the National Council of the Judiciary and has representation within the Sub-Commission on the National Council of the Judiciary. CEJ is composed of an association of attorneys and is considered to be centrist.

(b) CESPAD: This organization has also presented a proposal on the National Council of the Judiciary and also has representation in the Sub-Commission on the National Council on the Judiciary. CESPAD is juridical and social in its concerns, especially as regards consumer interests. It is considered to be leftist and is funded by Swiss and German organizations.

(c) IEJES: This is a juridical organization with a certain degree of organizational and conference capability. IEJES is desirous of working in training activities. Politically, it is considered leftist and is financed by foreign resources. **This NGO should be kept in mind for some of the projects in training and special studies of Judicial Reform II.**

(d) CEDEM: This NGO is involved in developing political opinions and it emanates from the business sector. They have worked in press and military sectors and they are supported by the Supreme Court. Their funding is from Germany.

(e) FUSAJ: The objective of this NGO is to analyze the problems dealing with the administration of justice in El Salvador. It is considered independent politically and is interested in education, administration, institutional development and information. **This is another NGO which could be involved in some of the project activities of Judicial Reform II such as in improved caseflow management, assisting in making the necessary infrastructure changes to reinforce the Supreme Court in its central administrative support responsibilities, etc.**

(f) FUSADES: Its principal objective is socio-economic but it has a juridical section. It is primarily business oriented and very representative of this sector. It is politically on the right and **should also be considered a good candidate NGO for greater public awareness and diffusion of legal reforms being pursued.**

(g) IDHUCA: This NGO is dependent on the University of Central America and is part of the Human Rights coordination effort. **It has considerable international prestige and can also be counted on as another NGO which could play in key role in keeping a pulse on human rights considerations as the country moves forward with the Peace Accords.**

b. Current Roles of the Universities

(1). There are currently 38 universities in the entire country, only one of which is a public university, the National University of El Salvador. The rest of the universities are private and began with the Law of Private Universities of 1965.

(2) The standards which regulate higher education are very deficient. However, the Law permitting the establishment of

universities allows the granting of academic degrees as long as the minimum eligibility standards are met. In our opinion, instruction at the university level is generally poor, and only three of the existing universities can be considered as institutions of higher learning. In order of quality, these are the following:

(a) University of Central America Jose Simeon Canas (UCA)

(b) National University of El Salvador

(c) Dr. Jose Matias Delgado University

c. Roles of the Law Schools in Legal Reform

(1). There are 17 law schools in El Salvador, one of which is the public National University and 16 private ones. At UCA, the study of law commenced in 1984 under the Department of Juridical Sciences of the Economic and Business Sciences Faculty. At the Matias Delgado University, the study of law began in 1977. On the other hand, the National University not only teaches law in San Salvador, it also has law schools in the Eastern and Western University Centers.

(2) As indicated, the quality of teaching is deficient. There are no complete study plans nor is there any research being accomplished. Law school professors lack proper educational preparation and their salaries are miserable. There is no post-graduate degree. They lack libraries and textbooks. At the National University, the buildings are in ruins, no teaching pulpits, and there is no specialized university administrative staff.

(3) In our opinion, the following law school faculties are relatively the better ones and are listed in order of merit:

(a) The Matias Delgado Law School

(b) The UCA Department of Juridical Sciences

(c) The National University Law School

(d) The Masferrer University Law School

(4) It should be pointed out that, in our opinion, the Council of Law School Deans does not have the organizational capability at this time to function effectively as a catalyst or moving force for judicial reform. At a meeting with five of the deans, it was very apparent that there does not exist a definite desire for these law schools to work with each other nor with the other law schools not represented at the meeting. We believe that notwithstanding the previous position of AID in its draft project

papers, the Council does not constitute an active and viable resource for proper implementation of the activities to be included in Judicial Reform II. It can, nevertheless, **with proper guidance and time, organize some research and studies for portions of the project and could involve law school professors and students in such activities.**

(5) In spite of the university situation, and especially the law school faculties, they are destined to play a key role in the judicial reform process. For in the end, it is in the undergraduate environment where the future jurist is formed. The most efficient mid-point in obtaining professionalism of those who will be in charge of administering justice lies necessarily in improving the university teaching capabilities.

d. Weaknesses in NGOs, Universities, Law Schools and Society in General in Garnering Public Support and Involvement in Legal Reforms

(1) All the above comments concerning NGOs, universities, and law schools are clear indicators of the symptoms of their institutional weaknesses. If they are unable to accomplish their primary responsibilities for the reasons indicated, it is obvious why they are deficient in mobilizing public support and participation in the general reform agendas being currently presented or in the generation of new ones.

(2) But in spite of the above, the basic problem has its roots in the country's recent history and civil war.

e. Recommendations for More Productive Involvement to Generate Greater Public Support for Reforms

(1). NGOs

(a) **It is necessary to involve the more representative NGOs, identified above, by having them do research, studies, evaluations and other consulting activities during the period of Judicial Reform II.**

(b) **It would be fruitful to include some of their representatives within the coordination function of the Project.**

(c) It is necessary to reinforce their communications capabilities through funding and other assistance, i. e., publications, conferences, congresses, etc.

(2) Universities and Law Schools

(a) There is a need for technical assistance to the

better ones for their improvement in their accomplishing research and improving their educational techniques.

(b) An essential requirement is the overall improvement of the teaching abilities of the faculties.

(c) Library support is a must.

(d) It is deemed appropriate and helpful to support the development of the Association of Law School Professors. This could be done by assigning specific tasks to them such as publishing the Juridical Magazine (La Revista de Ciencias Juridicas), teaching assignments in the major judicial school of the National Council of the Judiciary (or whatever is eventually established to be the "judicial school" required by the Chapultepec Peace Accords) and to assure that the professors are included in consulting, research and coordination activities within Judicial Reform II.

(e) Assure that a law professor is included in the main coordinating council for Judicial Reform II which is described in more detail later in this report.

(f) Provide technical support to the Council of Law School Deans in such matters of development of study plans, academic administration, etc.

(g) Confederations of students should be organized to be able to hold congresses and conferences of students to explain judicial reform agendas for better understanding and improved overall support of such reforms. Students could also be used in conducting surveys, casefile reviews, gathering of data, statistics and other related research activities in connection with Judicial Reform II.

D. Description of Institutional and Other Support Requirements for Reinforcing the Capability of a Catalyst and Action Mechanism for Judicial Reform II

a. Description of a Recommended Support Mechanism

(1) In lieu of the Council of Law School Deans, it is recommended that a Coordination Commission be established to implement more effectively the reforms and projects envisioned under JR II.

(2) The proposed Commission would be composed of the three main centers of interest for the project, namely, the Government of El Salvador (GOES), USAID and the general public.

(3) Of the above three elements, the third one is the weakest; however, with appropriate support and training, it can

become a moving force to take over eventually the leadership of future reform actions. Such support and training to the public sector entities such as NGOs, universities and law schools, should be conducted and provided during the five years of the project so that at the final phases, public sector agencies can take over the actual administration of the remaining and future such activities.

(4) The Project Paper would be the contractual document with the outline for the objectives to be accomplished during Judicial Reform II. The paper should be reviewed and agreed to beforehand by all the three components constituting the Coordination Commission.

b. Description of the Coordination Commission

(1) GOES

(a) GOES would be represented by the present members of the Justice Sector Working Group, namely, the Minister of Justice, Chief Justice of the Supreme Court, Attorney General, Public Defender for Indigents and the Public Defender for Human Rights.

(b) Its rights would be to require compliance with the agreement entered into under the aegis of the project paper. Its obligations would be to coordinate the activities of Judicial Reform II with all governmental agencies, to provide the required resources of personnel, facilities and logistical support as required and to facilitate the overall implementation of the project at the sites where the activities take place.

(2) AID

(a) AID would have the necessary controls to modify, delete or alter the contents of the project paper after proper coordination with the other members of the Commission.

(b) It would have the obligation to comply with its requirements and to keep the other members of the Commission informed of factors impacting on the project.

(3) General Public

(a) It would be represented by law school faculty members, non-governmental organizations and political parties.

(b) It would participate in the coordination activities of the Project and with more active participation in the implementation and administration of the last phases of the Project.

c. Three Functional Organizational Levels of the Coordination Commission

(1) GOES and AID1

(a) These two entities will have primary responsibility for coordination and control of the project activities.

(b) AID will have a more distinct control feedback mechanism with the use of periodic evaluations and audits through outside experts which would constitute an Audit and Management Unit. This Unit would perform audits and evaluations of management and project accomplishments at predesignated benchmarks.

(2) Project Implementation Unit and Coordination Commission

(a) The Project Implementation Unit (PIU) would be the entity receiving the contract to actually undertake the overall administration and execution of the project. More specific details on how the PIU should be organized are included later in this report.

(b) The PIU would work closely with Coordination Commission (CC) in assuring that proper overall coordination is effected for satisfactory completion of each aspect of the project. The PIU, in addition, would provide training to the CC to permit the latter to take over administration and execution of the last phases of the project in order to leave it with the proper experience to undertake reforms projects beyond Judicial Reform II.

(c) The CC will accomplish assessment and coordination services within the project. This entity would be composed of not more than eight total representatives, two being from each of the four main components of the project. Two representatives would professors from law schools, two representatives would come from boards of directors of effective NGOs, and two representatives would come from the political spectrum.

(3) Project Components and Consulting Sub-Commissions

(a) The implementation, input and feedback would be by specific component activities of the Project. These are divided as follows:

[1] Creating the Law
[2] Administration of Justice

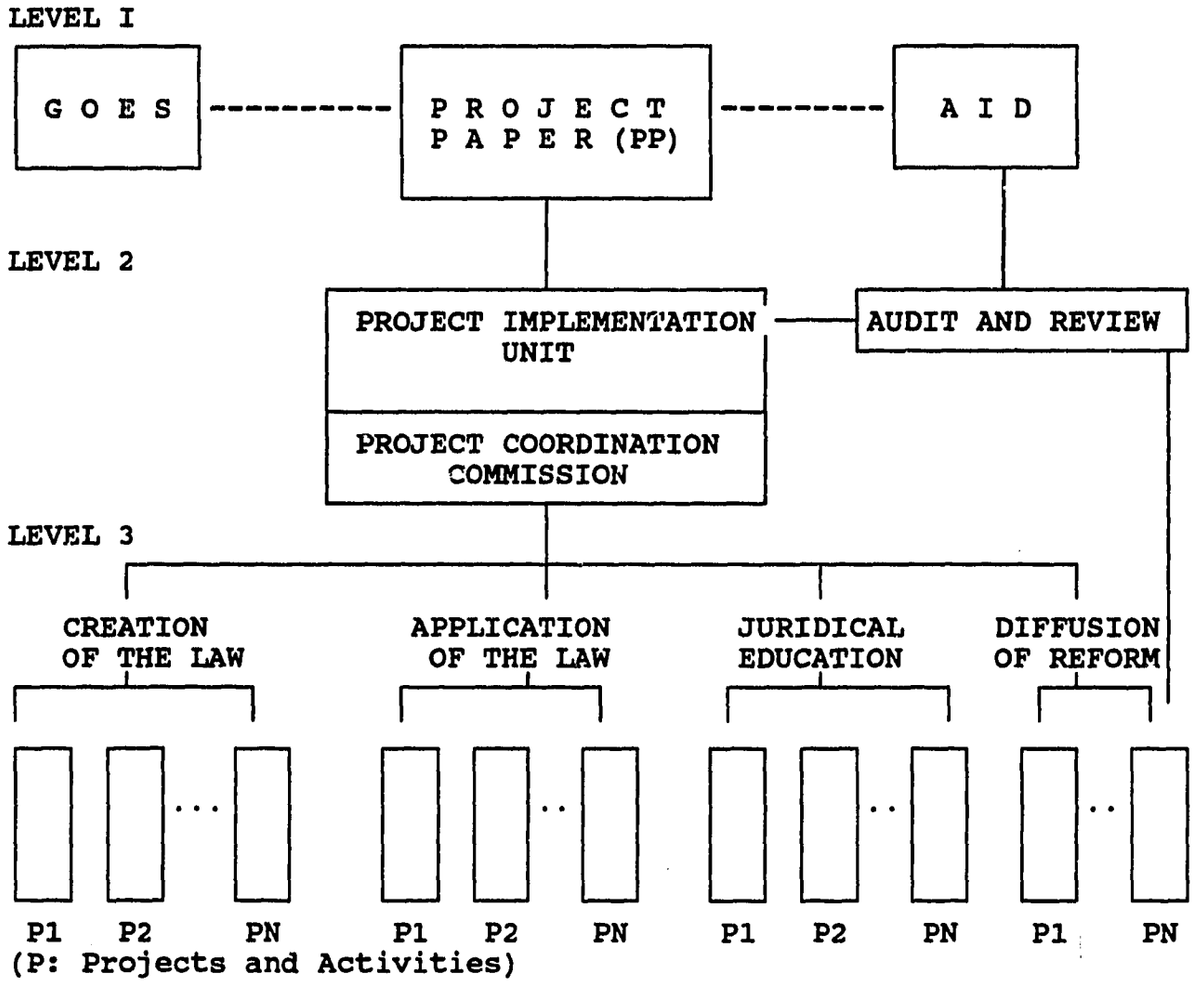
[3] Juridical Education
[4] Support and Diffusion of Reforms

(b) There would be key qualified persons in charge of each of the above components who would be responsible for implementing their specific area of responsibility. Each of these components would have a coordination sub-commission composed of NGOs, universities, mass media and other public sector members to coordinate and support specifically that component's activities.

d. Organization Chart of the Project Implementation System

The following depicted chart reflects the organizational structure of the recommended implementing system for the effective and orderly accomplishment of Judicial Reform II and to begin the development of local capabilities to take over judicial reforms as JR II phases out.

ORGANIZATIONAL CHART FOR A RECOMMENDED JUDICIAL REFORM II PROJECT IMPLEMENTATION SYSTEM



7. Establishing the Project Implementation Unit

a. In order to direct, oversee and implement the execution of Project Reform II, it is recommended that a project implementing unit be contracted for effective completion of all activities included in the Project. To assure that the unit has the proper capabilities, there should be minimum qualifications established such as prior successful experience in completion of projects involving high level development, management and implementation of administration of justice programs for prolonged periods of time. Additionally, proper qualifications for key staff for the implementation unit in the numbers, positions and periods shown should also be established:

Project Director - 60 person-months
Assistant Project Director - 60 person-months
Secretary - 60 person-months
Outside Technical Assistance - 31 person-months
Clerks - 156 person-months
Local Technical Assistance - 108 person-months
Driver-Messenger - 60 person-months

b. In addition to the above project implementing unit, it is recommended that AID contract with a qualified university, research and study center or private firm for completing at least three audits and three project evaluations for an amount not to exceed $25,000. The contract should specify that appropriate benchmark criteria set for each project activity must be reviewed for progress indicators.

C. Building Popular and Political Support

I. Lack of Citizen Awareness and Support for Legal Reforms

1. Results of Recent Studies and Surveys

a. Results of recent studies and surveys commissioned by AID in El Salvador have reflected that the general public seems to be little informed and has very limited awareness of the judicial and legal reforms which have recently been adopted, have been proposed or which may be needed. The research further revealed that the citizenry generally has little knowledge of how the judicial system works, but the opinion it does have about the system is negative in that they perceive the judiciary as corrupt or corruptible. Furthermore, the public is of the belief that the court system is only for the benefit of the rich, the military and the ruling party.

b. In reviewing the above reports and in interviews conducted by the authors, it was concluded that the reason for this lack of public awareness of the reforms and the poor image of the judicial system rests with the poor quality of press and other media coverage of the reforms and the criminal justice system. Indeed, it does not take an outsider long to realize that such coverage is superficial, tends to sensationalize and reports events without any serious effort at elaborations or analyses of what is taking place. At the same time, there appear barrages of news releases by justice sector agencies, all seemingly vying for more attention than explanations which would help the ordinary citizen better comprehend the legal reforms being attempted.

2. Recommendations for Reinforcing Public Awareness

a. Inasmuch as it is well known that the quality of media is poor and there is a lack of professional journalism in El Salvador, there is a need to increase the media's ability to cover and properly report the emerging or needed judicial reform issues as well as to impart more useful and meaningful information on how the criminal justice system operates.

b. In order to accomplish the above, it is recommended that the following activities be undertaken during Judicial Reform II:

(1) A national media conference should be held once a year during each of the five years of the project to which representatives of all media sources such as the press, television, magazine and other reporters and editors as well as university journalism departments, journalism students and other interested entities should be invited. Speakers with knowledge and prestige in the field of the administration of justice and in legal reforms should be involved in making presentations and in holding small

group workshops.

(2) Likewise, seminars should be held for media representatives two times a year for each of the five years of the Project. At these seminars, courses should be given on the composition of the justice sector agencies with their respective roles properly explained by key agency representatives. Legal procedural requirements should also be imparted so that the media in reporting on activities dealing with legal and judicial reforms as well as administrative of justice items can do so correctly and aimed at public awareness rather than mere sensational reporting. The necessity for appropriate follow-up on newsworthy events should be emphasized with examples of how the lurid, superficial one time news reporting creates uncertainty as to the reliability and effectiveness of the justice sector agencies.

II. Level of Professional Education in El Salvador

1. Professional Education

a. The level of juridical education of the professional Salvadorean is very deficient. This deficiency must be blamed on the poor teaching knowledge and abilities of the law school faculties. There are no study plans or if they exist, they are incomplete. There is also a lack of textbooks and libraries. The academic degree of graduate in law can be bought or obtained relatively easy without having to demonstrate that one has the normally required aptitudes.

b. Those candidates who are to enter into the judicial school or the Public Ministry have the same deficiency problems as any other graduate in law as described above. The problem with those entering juridical careers is that generally the least qualified are the ones who become these public employees as the better qualified ones enter the private practice of law.

c. In general, the problem with most law school professors, judges, prosecutors and public defenders is that they were the participants in very inadequate and deficient law school studies which did not prepare them to dedicate themselves properly to their profession. These deficiencies include such basic knowledge as oral comprehension, speech and writing skills.

d. This deficiency in professional education also results adversely in promoting public awareness and support for judicial and legal reforms. Traditionally, students have always been interested and involved in political changes which bring reforms. If the university system is deficient in informing and teaching students about reforms, the latter will not have an interest nor knowledge of what reforms are needed.

PART TWO

STRENGTHENING INSTITUTIONAL CAPACITY TO IMPLEMENT REFORMS

A. PLANNING AND COORDINATION OF INSTITUTIONAL EFFORTS

I. Organizational Structure for the Central and Regional Administrative Units of the Judicial Branch of El Salvador

1. Central Administrative Support

a. Objectives

In addition to qualified and motivated judicial personnel, the essential elements for an efficient and effective judicial system of any country are the quality and type of administrative and logistical support services which are provided to the courts by the central and decentralized institutional infrastructures of the system. Responsibilities for such services from the central to the local levels must be defined, with specific delegation of authority to particular entities to perform functions deemed appropriate, and such must be clear to all members of the Judicial Branch. The overall objective of such an organizational structure is to free the judges within the system from performing routine administrative and managerial duties and to allow them to dedicate their entire time and efforts to resolving cases and leaving administrative tasks to qualified non-judicial professional managers.

b. Current Central Administrative Support System

The El Salvador judicial system has an infrastructure which concentrates most of the central managerial and administrative decision-making on the Chief Justice. The present Judicial Branch organizational chart reflects that the Chief Justice has 14 administrative divisions, secretariats, departments or sections reporting directly to him in addition to his responsibilities over the entire court system. The organizational structure is archaic because it is based mainly on patch-work organic law changes which make the structure inefficient as it is questionable that the Chief Justice has the time to function as a member of the Supreme Court, supervise the entire judicial system and still supervise effectively routine administrative and managerial matters. A copy of the present organizational structure at the national level as attached as Appendix B.

c. Major Administrative Support Components

Normally, there are two major support components in the national central administrative office of a Judicial Branch.

One is the Secretary General unit which supports the juridical-administrative responsibilities of the Supreme Court. The other is the Administrative Director General who functions as the coordinator and supervisor of all the administrative, logistical, budget, personnel, financial, space and facilities, statistics, procurement, automation and all other related administrative support services which the Supreme Court and all levels of courts and judicial personnel require in the effective administration of justice. In addition, there are key staff and control functions which of necessity must report directly to the highest level of the court system, the Chief Justice.

(1). The Secretary General

Under the present organizational structure of the Judicial Branch in El Salvador, the Secretary General does not oversee those activities which are judicial-administrative in nature for supporting the Supreme Court's judicial functions and the other oversight responsibilities of the Court, i. e., admission of attorneys and notaries to practice, receiving the protocol copies of the notaries, etc. The Secretary General is concerned primarily with functioning as a secretariat to the Supreme Court.

(2). The Director of Administration

(a). The Director of Administration at the central administrative office does not have supervisory responsibilities over all the administrative and support responsibilities which a central administrative office should perform. More importantly, there is not a central professional administrator who functions as a central coordinating point for effective overall interface for court administration, administrative and support matters, automation, planning, budget preparation, personnel, finance, etc., for the entire court system. This function is, in essence, performed by the Chief Justice. In our opinion, there is a significant need for such a coordinating official and because of the related interaction, we recommend that the position of Director General of Administration be established with enhanced responsibilities as described below.

(b). The minimum qualification for the position of Director General of Administration should be a post-graduate in management, public or business administration with at least ten years of high level management responsibilities in a public or private agency. A law degree or advanced degree in management could be used to offset three years of the required experience. Candidates should have extensive experience in the executive use of automation services

2. Decentralized Administrative Support

a. Objectives of Decentralized Administrative Support

An additional element in improving the support functions for the effective administration of justice is the decentralization of administrative and logistical support activities as much as possible from the national central administrative office to the lower levels throughout the judicial system. Normally, this involves delegation of authority to professional administrators located at regional judicial centers. Such administrators are responsible for assuring that maximum administrative and logistical support is provided to all the court elements located within the jurisdiction of that judicial region, resulting in greater efficiency and rapid response to the court support systems regionally and locally. Furthermore, such decentralization allows the central administrative office to concentrate on providing more effective overall services, and it eliminates their not get involved in routine, day-to-day administrative support functions required in the court system where the delivery of judicial services actually take place.

b. Current Administrative Decentralization

In reviewing the present organizational chart of the judicial system, it is apparent that there is insufficient decentralization of essential administrative and support from the central administrative component. We believe that the central unit should leave as much operational and administrative support activities as possible to the regional judicial centers (centros judiciales) and the central unit be involved in providing only those services which by their nature must and should be accomplished at the headquarters level. Towards this end, we have identified several areas which would permit more efficient and economic delivery of essential support and administrative functions on a decentralized basis as well as those services which should be accomplished centrally.

II. Recommended Organizational Structure and Responsibilities for the Central Administrative Office for the Judicial Branch of El Salvador

1. Recommended Central Administrative Office Organizational Structure for Elements Reporting Directly to Chief Justice

It is recommended that the following major central administrative and support units report directly to the Chief Justice and that such units be delegated authority to oversee the specific sub-divisions recommended to be under their direct supervision as described further in this section. It should be pointed out that the Judicial Branch Organic Law may require changes to permit such restructuring.

a. Judicial School

b. Secretary General

c. Legal Advisor

d. Director General for Administration

e. Director of Management Review

(1) Internal Audit Unit
(Financial Audits of Courts, Central Administrative Office and Judicial Centers)

(2) Court Inspection Unit
(Annual, periodic and special inspections at courts as required)

(3) Investigations Unit
(Special investigations of judges, attorneys, notaries and judicial support staff when there are complaints and/or allegations with apparent basis for investigation. This unit will also conduct allegations of public officials under the "enrichment law".

f. Director of Public Relations

2. Recommended Organizational Structure of Central Administrative Office Components

It is further recommended that some of the top echelon elements reporting directly to the Chief Justice supervise the units as indicated below:

a. Secretary General

(1) Administrative Section (Oficialia Mayor)
(2) Library (Biblioteca de la Corte Suprema)
(3) Attorney Registration (Registro de Abogados)
(4) Notary Section (Seccion de Notariados)
    (a) Notary Protocol Unit (Unidad de Protocolos Notariales)

b. Director General for Administration

(1) Deputy Director General

(2) Director of Administrative Services
    (a) Purchasing and Supply
    (b) General Archives
    (c) Engineering and Communications
    (d) Transportation, Maintenance and Repairs
    (e) Mail and Printing Plan

(3) Director of Personnel

(4) Director of Planning
    (a) Judicial Statistics
    (b) Special Projects, Research and Manuals

(5) Director of Automation Services

(6) Director of Financial Services
    (a) Budget Unit
    (b) Paymaster
    (c) Comptroller

(7) Director of Court Administration
    (a) Administrators of Judicial Centers

(8) Director of Social Services
    (a) Medical Services
    (b) Life and Accident Insurance Services
    (c) Housing Assistance
    (d) Retirement Services
    (e) Child Care Centers

A proposed organizational chart for the Central Administrative Office of the Judicial Branch of El Salvador is included as Appendix C.

C. Recommended Organizational Structure and Responsibilities for Decentralized Court Administration at the Judicial Centers

1. Recommended Organizational Structure for Judicial Center Administrators

It is recommended that the following responsibilities and units be assigned to the administrators of the regional judicial centers in order to decentralize pertinent administrative, logistical and other support services from the central national administrative office to the regional judicial centers, Such administrators would perform their duties in coordination with the second instance judge with oversight responsibility over the judicial center and with the proposed director of court administration at the central administrative office:

a. Supervise administrative, financial and logistical support functions for all courts located within the jurisdiction of the judicial center. Such would include:

   (1) Personnel Matters
   (2) Payroll
   (3) Files
   (4) Transportation, Maintenance and Repairs
   (5) Security
   (6) Procurement and Supplies
   (7) Janitorial Services
   (8) Social Services for Employees

b. Supervise the judicial center case assignment office

c. Supervise the judicial center notifications office

d. Supervise the judicial central information office on prison detainees

e. Supervise the judicial center warehouse for evidence and confiscated property

f. Supervise the jury administrative requirements for the courts

g. Supervise the computer support unit

A recommended organizational chart for a judicial center administrator's office is included in Appendix C.

2. Proposed Additional Responsibilities for Judicial Center Administrators in the Future

It is recommended that as the judicial center administrator assumes the recommended increased functions as indicated above, that the administrators also perform all the personnel functions of testing, evaluating and recommending the appointment and promotion of administrative staff not only in the administrator's office but, in coordination with the judges, also those working in the individual courts. The administrator should also be responsible for coordinating, conducting or requesting training for administrative employees for all units under the jurisdiction of the judicial center. Additionally, it is recommended that in conjunction with the proper central administrative office staff that, after appropriate studies are conducted and evaluations and procedures developed, that common secretariats (single clerk's offices) be established wherever possible, especially after automation is introduced in the courts. Manpower savings from such consolidations, which could be from 40 to 50% of current personnel allocations, could be used in establishing any new courts deemed necessary.

3. Qualifications for Judicial Center Administrators

It is further recommended that the minimum qualification requirements for the position of judicial center administrators be established as graduation in public or business administration and with at least five years experience in management responsibilities with a public agency or private firm. Post graduate degrees in management or law can be used to satisfy at least three years of the required experience requirement.

III. RECOMMENDED TRAINING AND OTHER STUDIES TO REINFORCE INSTITUTIONAL INFRASTRUCTURE OF JUDICIAL BRANCH

A. TRAINING FOR COURT ADMINISTRATION

1. Training for Professional Court Administrators

a. In order to establish effective professional capabilities of centralized and decentralized administrative and logistical support services for all levels of courts and the central administrative office, it is recommended that court administration training be provided outside the country to the key court administration officials in the central administrative office and to the chief judge and administrator of each judicial center.

b. Specifically,it is recommended that the Judicial Branch director general of administration and the department chief of the judicial center administrators as well as the chief judges and administrators of the four judicial centers, a total of 10 persons, be given a three-week course in court administration. This course should include formal classroom presentations on public administration, management, personnel, budgeting, procurement, automation, etc., principles and techniques. Such presentations should be given by an institution such as the University of New Mexico which has had extensive experience in conducting such programs. The presentations should be interspersed with field trips to different courts for exposure to different systems of court administration. We believe that this type of field training exercises should be accomplished once during the first, third and fifth year of the Project.

2. Court Administration Seminars

a. It is recommended that a series of seminars be conducted in country for administrative, logistical, financial support and other court administration employees. Such training should be accomplished by an experienced professional court administrator who would provide two one week seminars every six months. The professional instructor would cover such subjects as caseflow management, records management, financial controls, personnel administration, budget matters, automation applications, etc.

b. It is further recommended that the above seminars be conducted by having the professional instructor travel to El Salvador twice per year for a two-week stay each time during the life of the Project. Four seminars of one week's duration could be held per year around the country with the instructor traveling to specific judicial centers where training is deemed necessary.

3. Development of Court Administration Manuals

a. The court system in El Salvador is devoid of operational and administrative manuals. Such manuals are an urgent necessity as part of continuing training for administrative staffs and for assurance of compliance with legal requirements and high echelon policy and regulations. Furthermore, manuals are required to assure that there is uniformity of procedure at the various levels of courts and also serves to incorporate changes in a more rapid and efficient manner. Manuals are needed, in particular, because most of the administrative support staff are law students who work in the courts for "credit" and until they graduate, at which time they usually go on to other endeavors. For this reason, courts are in a constant state of training for new employees, and manuals are indispensable for orientation and guidance for new employees.

b. It is recommended that the development of manuals be contracted to local universities, research centers or private firms. Such should include the necessary research, identification, development and coordination of more effective, streamlined procedures to accomplish required administrative and operational responsibilities at the central administrative office, judicial center administrator's office and at each court level of the entire court system. The cost for contracting for such development is $20,000 for the operational manuals, $20,000 for the administrative manual, with reproduction and distribution costs at $40,000.

B. TARGETED TECHNICAL ASSISTANCE TO IMPROVE OPERATIONAL EFFECTIVENESS AND FACILITATE IMPLEMENTATION OF REFORMS

I. IMPROVING OVERALL TRAINING CAPABILITIES FOR IMPLEMENTING REFORMS

1. National Council on the Judiciary

a. Present Status of Implementing Legislation

(1) Chapter III of the Chapultepec Peace Accords deals with the creation of the National Council on the Judiciary. This organization is to be established so that it will be independent of the governmental branches and the political parties. Thus, this new organization is to include not only the judiciary, but must also represent the general public which is not directly connected with the administration of justice. Furthermore, a judicial school is to be established as part of the Council which shall be responsible for improved professional education and training of judges as well as judicial support staff and members of the Attorney General's Office.

(2) In view of the legal reforms which establish the Council, it is now evident that with its increasing responsibilities, the Council's Organic Law of October 20, 1989, is inadequate. In view of this, a sub-commission with ten members has been established and is in the course of discussing the three legislative proposals concerning the Council. These proposals were made by the Supreme Court and two NGOS, CEJ and CESPAD. It has been estimated that the National Assembly will probably approve a legislative proposal on the Council some time in August or September of 1992.

(3) At the present time, it is not possible to foresee which law will finally be approved. Since any law passed will have a strong impact on the Judicial Branch, the entire proceedings have strong political connotations. Thus, it is not possible for the Team to make any conjectures at this time as to what type of organizational and administrative structures the Council should have. In general terms, we can only state that if in the future, the Council is established with the independent responsibilities as initially envisioned, we can only recommend that Judicial Reform II should provide proper support and guidance through qualified outside technical assistance.

b. Judicial School

(1) In accordance with the Peace Accords, it would appear that the present Dr. Zeledon Castrillo Judicial School would transfer to the National Council of the Judiciary. Its regulatory law, responsibilities and organization will be subject to whatever is decided concerning the Council. It has been indicated that the

new judicial school will commence carrying out its responsibilities by late 1992.

(2) Under these broad conditions, we express the following general considerations:

(a) Entrance to the judicial school should be by competition. A candidate should be able to demonstrate orally, in public and before the proper academic tribunal designated by the National Council of the Judiciary, that the candidate has the knowledge to qualify for entry. Before each contest, there should be a publication in the Official Daily with details as to the contents of the examination. The notice should indicate that the candidate should have the required knowledge of civil and public law.

(b) Once a candidate has passed the exam, the new judge-designee enters the judicial school where for not more than six months, he or she should be schooled in theory and practical application of the specific knowledge required of judges. The professors of the school should be Salvadoreans, either magistrates or contracted university professors.

(c) Likewise, the judicial school could also be used to recycle judges and magistrates for periodic specialized courses dealing with their responsibilities.

(d) We, therefore, recommend that an outside judicial expert, preferably a magistrate from a judicial system similar to the El Salvador system, be used for three years for a total of 9 person-months, with the last two years for a total of two person-months, for giving technical assistance to the school. Such should include helping to develop study plans for the school and to develop the entrance examination materials. The expert should also develop a manual with answers to the examination and would help the school develop library reference and resource materials.

c. School for the Attorney General's Office

d. School for the Public Defenders for Indigents

f. School for the Public Defenders for Human Rights

It is recommended that the same considerations be given to the above schools as that for the judicial school.

2. Ministry of Justice

a. Function of the Judicial Support Unit (ATJ)

(1) ATJ should continue in its specialized field of

supporting judicial and legal reform

(2) ATJ should complete the reform agenda in accordance with AID/GOES Agreement 519-0296 until the end of Judicial Reform I but commence to develop a civil reform agenda.

b. Recommendations for Future Judicial Reform Activities for ATJ

(1) It is recommended that the professional staff in the area of support of legal reform be expanded in order to conduct the new reform agendas required. New staff should come from academia, judiciary and experienced attorneys.

(2) It is also recommended that ATJ improve their efforts by periodic meetings and consultation with juridical NGOs and university professors. Likewise, they should create consulting mechanisms with justice sector agencies in those areas in which they are affected.

(3) Outside technical assistance should be continued similar to those used during Judicial Reform I.

(4) ATJ should coordinate its work with empirical data obtained in collaboration with the Department of Planning of the Central Administrative Office of the Supreme Court.

3. Necessity for Juridical Training

a. There are two needs for juridical training in terms of time:

(1) Immediate Needs

(a) As indicated, new legislation has already conferred upon the justice of the peace the responsibilities for being an investigating judge (juez de instruccion). This is a major problem as the justices of the peace are not trained in this new responsibility, which means that 305 such judges must be trained as soon as possible.

(b) Likewise, in a very short time, the prosecutors will take over the supervision of the investigation of crimes which are to be prosecuted. This means that approximately 250 prosecutors will have to be trained quickly as will approximately 180 public defenders who will be assigned to the justice of the peace courts because of the new role of the judges of those courts.

(c) In brief, in the course of the first year and one-half, Judicial Reform II will be met with the challenge of training some 800 judicial and judicial related officers. If this

training is not accomplished, there is a very definite risk to the success of the entire Project.

(2) Intermediate Needs

(a) In the remaining three and one-half years, definite arrangements will have to be made to train those candidates who wish to enter the judicial school as well as Public Ministry schools, including university professors and private attorneys.

(b) At the end of the five years of the Project, there should be an educational organization adequate to carry out all judicial related training, funded and operated by the Salvadoreans. In the future, as university and law school educational efforts improve and graduates are produced with worthwhile academic degrees, conceivably, the main judicial school could be dispensed with except for the periodic in-service training requirements.

4. Recommendations for Providing Needed Juridical Training

a. It is recommended that a Specialized Juridical Training Program be established. This program would encompass two principal areas:

(1) General Training

This area would include those students described in paragraph 2 above.

(2) Training for University Professors

As indicated, this area would include only university professors as students.

b. The recommended Specialized Juridical Training Program would be further structured as follows:

(1) General Training

(a) This area would have two training cycles - a basic training cycle and a specialized training cycle.

(b) The basic training cycle would be for one and one-half months, 15 hours per week, for a total of 90 class hours. These classes would include constitutional law, Salvadorean legislative history, technical communication techniques (text comprehension and writing skills) and judicial automation information. Each subject would receive 20 hours of classroom work with groups of 40 students each. The instructors would be Salvadoreans supported by outside technical expert in curricula

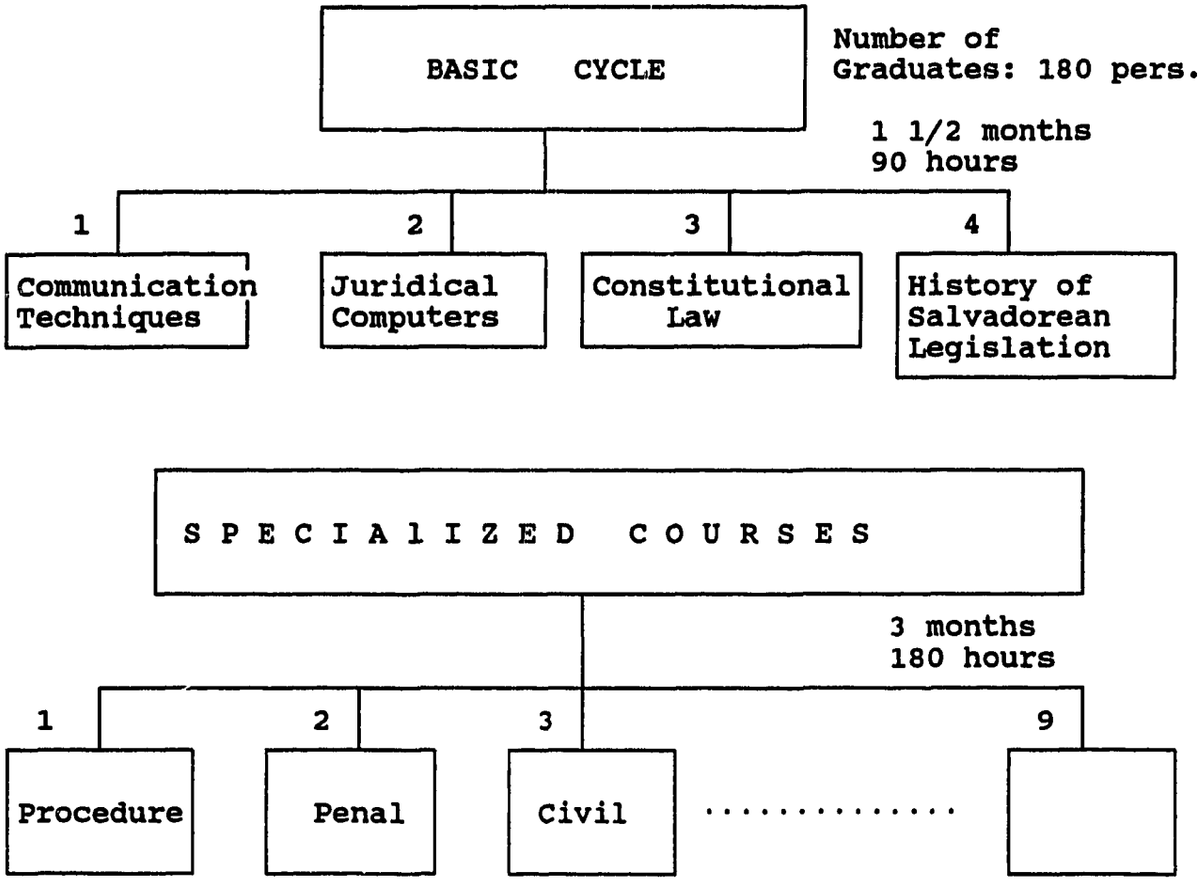
matters.

(2) Specialized Training

(a) The specialized training cycle would be for three months with 15 classroom hours per week for a total of 180 hours. The specialized courses would include civil procedures, criminal code, criminal procedures, mercantile, human rights, administrative law, etc. Each student would have to complete at least 3 specialized courses. The groups would be of 20 students each and 60% of the classes would be in theory with 40% in practical classroom studies of the same subjects. Nine professors would be used in these specialized courses, with six of these as outside technical experts and the rest Salvadorean.

(b) In summary, each graduated class of 160 students would have spent four and one-half months in training at three hours per day, five days per week. Such training would be after normal work hours. Following this schedule, in 18 months, the fore-described 800 judicial or judicial related students would complete the courses.

c. The following is a graphic description of the above recommendations:



d. Developing the above Specialized Juridical Training Program will require two outside technical experts (one with expertise in curricula and the other in academics) to design the study plans for each of the two cycles and a program for each subject or specialty. They would also develop the classroom presentations, schedules, group compositions, course specialty selections and assure that the structure fulfill requirements to enter a judicial or Public Ministry career field. This work should completed during the remainder of 1992 or no later than March 1992 and it should require two person-months.

e. The second area of the specialized juridical training program should involve three principal activities:

(1) Provide curricula and research support for law school faculties.

(2) Provide professional educational training to university professors.

(3) Publish the Juridical Sciences Magazine (Revista de Ciencias Juridicas) which should include judicial statistical information in addition to the professional articles. We believe that the Association of University Professors could assist in the design and publication.

f. The same six outside technical experts working on the first area of training could also be involved in the second area. Each such expert could dedicate 30 hours weekly to this aspect during the five years of the project. Their work could be conducted at selected universities such as the National University, Matias Delgado University, Masferrer University and the University of Central America.

g. At the beginnings and terminations of the basic and specialized cycles, tests should be given to the students in order to measure the educational achievements and establish their training needs. A record of this information should be kept at the educational institution and a copy given to the student.

h. Once the urgent needs of the first one and one-half years are met, the number of students can be reduced by 50%. Thus, we recommend that the outside experts for the specialized courses be retained during the five year life of the project. The expert for the basic course could be released after the first one and one-half years.

i. We recommend that the outside educational experts render an evaluation and report after the first one and one-half years in order to make whatever program adjustments may be necessary.

j. It is difficult to determine what kind of organizational structure this educational program should have because of the uncertainty as to whether it will be part of the National Council of the Judiciary. However, it should have a proper management and administrative staff wherever it is eventually established. Furthermore, it should have adequate library and research facilities as well as the appropriate instructional environment.

5. Recommendations for Increasing Scholarship Programs

a. There does not appear to be any centralized location on information for scholarships. Most interested parties will inquire of the U. S. Information Services for scholarships in the United States, but they seem to be unaware of other possible resources.

b. In this regard, there is a need for active solicitation from foundations, universities or institutions of other countries to obtain grants and scholarships. However, it is recommended that scholarships to foreign countries should be of limited duration to avoid the "flight of talent" or needed specialties remaining in the countries where the education was obtained.

c. It is recommended that an NGO, university, institute for studies or private organization be contracted to seek scholarship programs for Salvadoreans in the area of administration of justice. Such should include the travel of members of the judiciary and the Public Ministry to study and participate in judicial systems of other countries.

d. There is also a great need to entice universities of good standing from other countries to initiate post-graduate masters and doctorate programs in El Salvador conducted by the staff of the foreign sponsoring universities.

III. Current Justice Sector Automation Services

A. JUDICIAL BRANCH

1. Judicial Branch Legal and Jurisprudence Data Bank

(a) The judicial data bank contains a document base with legislative statutes (approximately 350 laws commonly used by judges and the publications which contain the indices for Salvadorean legislation), the latest Supreme Court jurisprudence, international treaties and new laws as published in the "Diario Oficial". There are 14 personal computers which contain the texts and are also used for inquiries. There is no network system among these computers.

(b) The files are prepared through a word processor and there is a special program, LOTUS MAGELLAN, for retrieval of files.

(c) The system is an interesting automation effort by which one can very quickly show computer benefits. However, we make the following observations of the system:

(1) The data is not included with other information being entered into different computers.

(2) There is no selective criteria in order to retrieve or search for specific data, such as indicators, descriptions, or doctrine summaries. Instead, searching and retrieving is done through research of the entire text.

2. Information Center for Detainees

(a) This is a system in which prior information on detainees is centralized. The sources for this data are the National Police, Narco-traffic Unit, Municipal Police, Customs Police, and Central Directorate of Penitentiaries. The information is available not only to the Judicial Branch but to all agencies and the public.

(b) The system operates at the Isidro Menendez Judicial Center with two terminals connected to a computer located in the Automation Department in the Supreme Court building. There are serious problems in obtaining continued service because of the very frequent interruptions of electrical power.

3. Jury Registers

(a) This system registers data on prospective jurors received from public and private sources. It provides lists of 15 prospective jurors so that judges can select 5 to serve as jurors on a specific case.

(b) The system has solved some problems which existed in trying to select jurors because of the previous lack of essential information on the individual jurors.

4. Audit Section

(a) This section maintains a system to control the status of trials, especially those with detained defendants. It operates a computer program using FOXBASE, and it maintains a registry of prisoners, their condition, their detention location, the court which has the case, and information concerning offense.

(b) The information for this system is received directly from the courts through the supervision officers of the Judicial Branch, usually one per detention center.

5. Administrative Division

(a) This Division has two personal computers for:

(1) Assistance in preparing the budget and controlling expenditures using LOTUS 123.

(2) A data processor using FOXBASE to enter the manual statistical information submitted by the courts and used to prepare the Supreme Court's annual report.

(3) A basic program for inventory control and listings of salaries and checks for approximately 450 employees of the Supreme Court and its support units.

(b) It was noted that the automation of administrative services is very precarious.

(c) The Division lacks programs which integrate the different administrative tasks.

(d) There is a lack of information, reporting system, and statistics to support the planning function and the administration of the Division's responsibilities.

B. CURRENT AUTOMATION SERVICES OF THE PUBLIC MINISTRY

1. PUBLIC DEFENDER

a. In the Central Region there are 52 assigned public defenders, 7 specific public defenders, and 3 public defender coordinators. In this Region, there is an automated system to control and follow the cases which are assigned to the public defenders. This system is designed so that each coordinator of a group of assigned defenders can operate and maintain the data. It

establishes a criminological summary for each defendant, maintains identification data, and permits entry of the more relevant data for following the progress of the cases.

b. The equipment is a server which is in a network with 8 personal computer stations with their printers and accessory equipment.

c. It is recommended that this system be expanded to the other three regions, namely, the Paracentral Region with 10 assigned public defenders, 3 specific defenders and 1 coordinator and the Oriental and the Occidental Regions, each with 11 assigned defenders, 4 specific defenders and 1 coordinator. One personal computer should be assigned to each of the three coordinators with the same program as now in the Central Region to improve control and follow-up for public defense responsibilities.

d. Additionally, all regional offices should be integrated with the central office. A simple method would be the transfer of master regional files to the central office via diskettes.

2. ATTORNEY GENERAL

a. There are no automation services for this agency.

C. PRINCIPAL AUTOMATION PROBLEMS

1. Judicial Branch

a. Courts

(1) The large number of ledgers kept by the courts constitute a record of the case process as well as a review reference for caseflow information and administrative control.

(2) There are no uniform requirements or formats established for the generation or completion of reports which can reflect the status of the cases, caseflow, or control and supervision of the courts.

(3) The noticing system by posting on a public bulletin board is inoperative. The number of notices are so numerous and cover other notices so that it is not possible to read the text of the majority of the notices posted in glass covered bulletin boards outside each court.

b. Filing and Assignment of Cases

(1) In San Salvador, the Case Reception Office serves as a central location at the capitol to receive the filing of all new complaints in civil, mercantile, and "hacienda" matters,

as well as certain criminal accusations.

The new case filings are assigned on a numerically equitable basis. They are noted in a new filings ledger which reflect the case number, the type of case, and the names of the parties. After these entries are made, the supervisor in charge of the office assigns the case to a specific court in an attempt to reach equitable distribution. Entries are then made in each ledger for each type of matter, i. e., civil, mercantile, etc., as well as the court to which the case has been assigned. Finally, the same entries are made in a ledger for outgoing matters, i. e., date, case number, type of case, and parties, with a space left for the signature of the person from the assigned court who actually receives the case file.

(2) As can be noted, there is considerable repetition of information in different ledgers, as well as other inefficient procedures, such as :

(a) The case number given by the assigned court is not the same as that given to the case by the central assignment office.

(b) The central assignment office does not receive the initial filing of all criminal cases, as the majority of these go directly to the justice of the peace court or first instance court which on its "tour of duty". As indicated, only some of the criminal accusations are received in the office. Furthermore, the office does not handle any traffic, military, juvenile, or lease/tenant cases.

(3) There is no central case assignment office at the Santa Ana or other judicial centers. In these locations, the parties can select the court in which they desire to file their cases. Thus, this lack of an equitable assignment system results in inequitable distribution of cases. For example, in the Santa Ana Judicial Center, during the month of June 1992, first instance civil court Number One had a total of 1308 pending cases while first instance civil court Number Three had 702 pending cases.

2. Attorney General

a. The Attorney General's central office supervises six groups in the Central and Paracentral Regional Offices, each with one coordinator, five specific and 7 assigned prosecutors. In addition, there is the Santa Ana regional office with 8 specific and 14 assigned prosecutors, and the San Miguel office with 12 specific and 17 assigned prosecutors.

b. Control is based on a card system which registers the work of the assigned prosecutors, such as public hearings, court

attendance, filing of pleadings, persons assisted, reports prepared, studies, and other activities by the prosecutors, although the specific case in which the work was accomplished is not reflected. There is a statistical form which is prepared with identification data on the process and the defendants, but does not include information concerning the status of the caseflow. There are no cross-reference control documents maintained, which makes it impossible to accomplish specific work inquiries.

c. Regarding information on the specific prosecutors, there is a card maintained on which are noted the investigations and public hearings accomplished. Another card is maintained on which are noted case information data, but only two items regarding the case status, namely, the date of the sentencing or dismissal and date the file is closed. These two cards do not contain cross-referencing data.

d. Generally, the manual system used by the Attorney General's Office is inadequate for control purposes and caseflow information, nor does it produce any statistics to reflect the work of the agency.

IV. RECOMMENDATIONS FOR IMPROVING AUTOMATION SERVICES

1. General Background Information

a. The Supreme Court plans to acquire 78 personal computers (details concerning their distribution and use are included in Appendix D).

b. Serious consideration should be given to the ability to design, develop, implement, train, and maintain their future systems. This capability is being developed in a very gradual manner, and it is the most critical for success of these types of projects.

c. A large increase initially in personal computers can be a very positive characteristic within the judicial environment because of the intensive use of the equipment as word processors and the sensitizing to use of automation which can be created. But in the longer range, the computers could be counter-productive because of the lack of proper planning and training for integrating the system as a whole unit.

d. It is therefore recommended that such a wholesale approach be avoided before policies, guidelines, application goals and integration as systems are developed to realize the full benefit of automation.

e. In this regard, an effective manner of implementing the automated systems is the use of pilot projects. This consists

in introducing a new system in a representative part of the organization in order to detect unanticipated errors with a minimum of risk. Once tested and the experience is deemed worthwhile, then the project can be expanded to a greater extent.

f. In accordance with desired results within the judicial system, it is recommended that those pilot projects which produce the best effect for the organization should be first implemented, and those of minimal results should be postponed. For, we suggest that should be two requirements:

(1) Select those centers where the demonstration effect can be best revealed. In other words, use those participants who can best "spread the word" as to the benefits derived. This can be determined by the effects which they can have within the judicial effort.

(2) The effects of pilot projects are best in that medium which has the greatest impact on increasing the efficiency of the organization. This is possible in those locations with the greatest concentration of caseloads or where there is the most case delay. The results can be measured by reviewing the statistical movement of cases in those specific locations.

g. It should be remembered that the application of automation technology can affect the social system of the judicial offices and thereby alter the organizational culture milieu, i. e., structure, roles, and personnel. Adequate training program and preparation for the change are essential.

h. The automation should be well planned with an organizational design and a determination of functions to be accomplished. The support activities should be prioritized, methodology and procedures should be developed and followed with an effective training program.

i. In developing the automation systems, careful consideration should be given as to what should and can legally be centralized and what should be and can be decentralized.

j. Communication requirements should be reviewed between the Central Administrative Office and the judicial centers to expedite the operations between these offices by establishing on-line interconnecting systems.

k. An appropriate judicial center should be selected where there is a concentration of second instance courts, first instance courts and justice of the peace courts such as in San Salvador or Santa Ana. Such concentration is necessary to maximize the benefits, train the judicial center administrator, and permit the effective implementation of administrative and logistical services and common court functions such as centralized files,

notifications and citations, etc.

1. The judicial center should have a multi-user system in order to support all functions which are administrative in nature, i. e., personnel, finance, procurement, files, etc. Additionally, this same multi-user system can support programs for central case assignment, central notifications office as well as the administrative support to a criminal and a civil court.

2. Description of the Recommended Projects

a. Central Administrative Office

(1) It is recommended that the administrative responsibilities of the Central Administrative Office (now accomplished by the Administrative Division) be automated with a centralized data processing system using a minicomputer at the Central Administrative Office and another such unit located at the Judicial Center for effective decentralization of data processing. The data collected at the Judicial Center is transferred to the Central Administrative Office via modem, except in those instances where the units are located within the same building or a maximum distance of one kilometer, in which case, they could be interconnected directly. This would be like having the Central Administrative Office in the Supreme Court building and the data collection at the Isidro Menendez Judicial Center in San Salvador.

(2) Programs which have significant and beneficial results on the responsibilities of the Central Administrative Office should be implemented keeping in mind the eventual integration with all the judicial centers. Therefore, the following are proposed which will interconnect those functions which are accomplished by the various units of the Central Administrative Office, such as finance, administrative services, procurement, personnel, etc.

(b) Financial Accounting System

A program for financial accounting would permit maintaining current data on financial matters and especially the status of budget expenditures and balances for appropriate control purposes. It would permit monitoring procurement actions with appropriate budget programs to generate corresponding accounting reports, running balances, analyses of accounts, etc.

(c) Salaries and Related Payments

A program should be established to generate payrolls, record the payment of salaries and related deductions, issue checks, and maintain accounting data for such purposes.

(d) Procurement and Other Purchases

This system would permit the preparation and follow-up of requisitions and purchases of supply items; generate stock levels and consumer usages; establish consumption levels for each court and administrative unit; control the payment of suppliers; and maintain inventory controls.

(e) Fixed Assets

A program should be established to maintain inventories of all fixed assets of the Judicial Branch.

(f) Engineering, Construction and Repairs

This program would keep track of the progress of engineering and construction projects, repairs and maintenance, and general services.

(g) Personnel System

An administrative personnel support system should maintain all data concerning each judicial and judicial support employee such as personal identification, qualifications, assignments, performance evaluations, promotions, medical plans, disciplinary actions, training received, career plans, etc.

(h) Statistical System

An automated system must be established for judicial statistics for the entire court system. The recommended system is described further in this report.

b. Judicial Centers

The pilot project recommended for the judicial centers is to reinforce and improve the administrative responsibilities at such centers in the following areas:

(1) Permit greater decentralization of administrative and logistical support from the Central Administrative Office to the judicial centers in such matters as financial accounting, procurement activities, personnel time and attendance, leave records, etc.

(2) Specific activities which are performed by each court can be centralized at the judicial center administrator's office for such matters as:

(a) Initial Case Filings and Assignments

An automated system should be established for receiving initial case filings, assigning them on an equitable basis, filing all subsequent pleadings, and serving as an

information center for parties, courts assigned, and case status. This system has the following advantages:

[1] Provides a data base for case filings, case summaries, subject matters, parties, attorneys, court assignments, etc.

[2] Enables the gathering of case statistics for all courts of the judicial center.

[3] Enables equal distribution of cases by court and subject matter.

[4] In the future, will integrate the caseflow process of the justice of the peace courts and the first instance courts.

[5] Provides a control mechanism by name-checking new case filings against pending cases.

[6] Provides date and time of case and pleadings filings and immediate court assignment and a case number which should be used during the life of the case.

[7] Issues immediately the face data sheet for each case file and a listing of case assignments to each court.

(b) Files Administration

The system will maintain an automated register of judicial files to facilitate location and review.

(c) Notifications Center

Centralized registry of notifications and citations through an automated program will provide control, status and verification.

c. First Instance Courts

(1) Caseflow Management System

(a) The implementation of our recommended automated system for caseflow management will provide case histories from filing, processing, terminations and archiving. More importantly, the system will provide case controls to flag required case actions and registry of all documents and actions connected with the case.

(b) The system will enable inquiries as to case status, assist in preparation of case documents such as

orders, judgments, receipts, summaries, etc., and provide listings of periodic reports of case assignments, case closures, pending cases, case statistics, etc.

(c) The system will be of great assistance to judges and court staff in expediting the disposition of cases.

(d) It is recommended that a pilot project be implemented during the first year of Judicial Reform II involving one first instance criminal and one civil court. During the second year, there should be added one justice of the peace court, a first instance mercantile and others such as lease/tenancy, juvenile, military, and traffic courts.

d. Attorney General's Office

It is recommended that a case control, case management, and statistical system be established for this agency to be administered by the regional coordinators. The data source should be by forms completed by assigned prosecutors and the data base should be a common one for generating statistical data on workloads.

e. Public Defender's Office

The present system should be expanded to the Paracentral, Occidental, and Oriental regions with a personal computer and at printer located at each regional office. The system should be an integrated one between the central office and the regional offices in order to consolidate case information, workloads, statistics and control mechanisms.

3. Recommended Configurations

a. Central Administrative Office and Judicial Centers

(1) First Year of the Project

The following is a summary description of the configuration recommended for the Central Administrative Office to support a pilot project for a central judicial center. The hardware and software recommended would be the same for the Central Administrative Office and for the pilot judicial center during the first year.

(a) Minicomputer

[1] There should be a time-sharing modality for inter-connecting multi-users with the utilities and programs necessary for the dedicated use by these systems to facilitate usage of common applications for similar data.

[2] Fourth generation equipment should be used with a multi-user system. The processor should be a full 32 bytes with adequate speed such as 25 megahertz or better. Memory capacity should be 32 megabytes with possibility of modular increase. The hard disc capacity should be a formatted 800 MB. There should be two disc units.

(b) Terminal Server

If one server is used, it should permit at least 32 users with a capacity to handle protocol TCP/IP.

(c) Back-up and Transfer Unit

There should be at least one cartridge or tape unit to effectively back-up all discs.

(d) Personal Computers

Twenty five terminals will be needed for the multi-users. The software should be one compatible with all such PCs.

(e) Printers

Twenty five printers will be required with either a wide or narrow carriage but with a capability of each handling at least 240 CPS. There be one printer for the central office with a wide carriage with 300 LPM.

(f) Uninterrupted Power Supply Unit (UPS)

There should an UPS which should be compatible with amount of power usage by the equipment with a 10 to 15 minute stand alone battery supply. In the event such is not available, there should provided an emergency power source with appropriate voltage regulator.

(g) Software

The recommended software is CASE with C, COBOL, or FORTRAN conventional language.

(2) Second Year of the Project

(a) For the Central Administrative Office, we recommend a 20% increase from the first year as regards CPUS, memory, discs, servers, terminals, and printers.

(b) For the judicial center pilot projects, we recommend an 80% increase for the second year to support properly the new courts which will be added to the pilot courts. The

increase will involve the same items as listed above.

b. Second Instance Courts

(1) San Salvador

(a) There should be PC network with a server station for the programs and database. Of the six second instance courts, two are criminal courts, two are civil, and two are labor courts. There should be one station and one printer per court.

(b) Each station should have a 386 PC with 4 MB RAM memory. The station server should be 486 with 8 MB RAM and at least 400 MB hard disc and printer.

(c) The system network should include WINDOWS 3.1 licensed program for database, word processor and table calculation format.

(2) Judicial Centers

(a) There should be a 386 PC with 4 MB RAM, 80 MB hard disc and a printer for the second instance courts at Nueva San Salvador, San Vicente and Usulutan, with two such units each for San Miguel and for Santa Ana. The same operating system and basic programs should be used at these courts as for San Salvador.

(b) Consideration should be given to acquiring an appropriate driver for reading optical discs, at least one for San Salvador to access the jurisprudence and judicial data base which is being established for the Supreme Court.

c. Attorney General's Office

(1) There should a local area network (LAN) PCs established in the central office with one server unit for the programs and data base. There are currently 6 coordinators who supervise their groups of assigned prosecutors. There should one station and printer for each coordinator.

(2) Each station should be a PC with a 386 processor with 4 MB RAM memory. The server unit should be 486 with 8 MB RAM memory and 400 MB of hard disc memory.

(3) For the Santa Ana and San Miguel Regions, each should have a 386 computer and a printer.

(4) A network system should be established at the central office. All stations should have an operating system, WINDOWS 3.1, a licensed program for data base, word processor, and table calculation capability.

d. Public Defender's Office

(1) The present system should be expanded by three personal computers and three printers, one each for the Paracentral, Occidental and Oriental Zones.

(2) Three 386 stations with 4 MB RAM and a wide carriage of 300 CPS should be installed at the above zone offices.

3. Distribution of Applications and Stations

a. Automated Support to the Central Administrative Office

Year	Configuration	Applications	Users
1	Multi-User	Administrative Systems	16
		Judicial Statistical System	2
		Administration, Development and Training	3
2	Expansions	20 percent	12

b. Automation Support to Judicial Centers

1	Multi-User	Administrative Systems for the Judicial Center	4
		Case Assignment Office	3
		Criminal Pilot Court	5
		Civil Pilot Court	5
		Administration, Development and Training	6
2	50 % Expansion	Justice of the Peace Pilot Court	5
		Mercantile Pilot Court	5
		Others	20

c. Second Instance Courts

Year	Configuration	Applications	Users
1	PC Network San Salvador	Sentencing Data base Word Processor	6
1	PC Regional	Sentencing Data base	8

d. Attorney General's Central Office

Year	Configuration	Applications	Users
1	PC Network Central Office	Caseflow Management System Statistical System Word Processor Calculation Table	6
2	PC Stations in Regional Offices	Same as above	2
1	PC Stations in Santa Ana and San Miguel	Same as above	2

e. Public Defender Offices in Paracentral, Oriental and Occidental Regions

1	PC Station at above Regions	Same as above	3

4. Cost Considerations

a. Investment

It is recommended that the automation hardware be leased with option to buy. This would also allow for the spreading of budget expenses over several years and still maintain foremost the very distinct probability of equipment obsolescence (2 years normally with computers). It also could permit the renegotiation with the leasing firm the possibility of obtaining newer hardware before the contract expires. Likewise, it would permit the spreading of costs electrical installation, preparation of the location for installation of the equipment at the computer center.

5. Operational Costs

The following should be considered as regards operational costs:

a. Hardware maintenance and electrical systems

b. Software maintenance

c. Programs development

d. Data entry

e. Supplies

f. Training and professional management staff

g. Computer operation and evaluation

6. Technical Assistance

An intensive system of technical assistance is recommended as the automation projects get underway in order to:

a. To effect technological transfer of knowledge of necessities, systems analyses, systems design and installation.

b. If the above is not possible, it is recommended that programs already existent in other countries be acquired, especially from those countries with similar judicial branches and general procedures. In such instance, there would be a need for assistance in familiarization, installation and implementing the programs.

c. It will also be necessary to prepare the local experts for the future expansion of the systems.

d. In order to accomplish the above, the following number and amounts of times would be needed for outside and local technical assistance. The actual distribution by the years of Judicial Reform II is reflected in Appendix ____.

DISTRIBUTION OF TECHNICAL ASSISTANCE (Person-months)

System	Assistant	Outside T/A	Local T/A
Adm. System	12	90	90
Judicial Center	12	90	90
Sec. Inst. Courts	7	35	35
Attorney General	2.5	10	10
Public Defender	2.5	10	10

V. RECOMMENDATION FOR IMPROVING THE JUDICIAL STATISTICAL SYSTEM

1. The Present Statistical System

a. The Judicial Branch

(1) Each court submits monthly a statistics form which contains classifications by procedure. Each court counts the number of new case filings, number of closures (sentences) and the number of cases pending. Further, there are entries made for totals of each type of judicial activity. These statistical forms are sent to the planning department of the central administrative office where a data base is maintained of such information. We were informed that the only use made of these statistics is to include them in the annual report made by the Supreme Court.

However, upon review of those annual reports, it was noted that the statistical information is very general and sketchy and contains mostly information on the work accomplishments of the Supreme Court itself.

(2) Actually, with the information which is currently being reported there could be a compilation of statistics by region and by court, and comparisons with previous years could be included. This is not done.

(3) Generally, staff in the courts and by members of the Supreme Court comment that the statistic information from the courts is not reliable. The explanation given for the poor quality of the judicial statistics is that it is a manual system compiled from various sources. In fact, these statistics are ineffective because there are no manuals or other instructions to guide the gathering and reporting of the statistics. Furthermore, the task of keeping and preparing the statistical forms is relegated to the lowest and least capable employee. There is also a tendency to alter the statistical reporting to make it appear as though it has a greater volume of work than it actually has, and often, the task of preparing the statistical form is left as a very low priority chore. This and foregoing conditions make the statistics definitely unreliable.

(4) Thus, one can generally conclude that the is system for reporting proper judicial statistics is inadequate and it is not possible to know nor to evaluate the actual work of the Judicial Branch.

b. Other Sources of Judicial Statistics

(1) The Attorney General maintains some statistics from the periodic reports submitted by the assigned prosecutors. These are in a manual format and used to satisfy the particular needs of the central office. There does not seem to be any useful information, statistical or other, concerning the workload primarily because of the mountains of manual reports which are not automated.

(2) The Public Defender appears to have some data bases to support the workflow process. There are indicators that this agency has established some annual goals, such as a set number of defendants for whom they try to obtain release. They have established mechanisms to reach such objectives. Additionally, they set up a system which would provide data indicative of how they are providing legal defense to their clients.

(3) The Ministry of Justice has a statistical system and a registry of delinquency indicators. The sources for these data are the penitentiaries and other detention centers, but no uniform criteria or format has been established for this type of

information. Some detention centers send descriptive data on prisoners, while others send summaries of offenses, ages, sex, urban or rural origin of the prisoners, etc. In brief, the data received is different from the distinct sources. Therefore, it is difficult, if not impossible, to handle and use the data as a statistical system for prisoners.

(4) There are other sources of data, such as the National Police and the National Directorate for the Protection of Children. Again, these data are for specific purposes and do not include essential social nor demographic information. There is also a National Statistical Office; however, it does not distribute any judicial data to the agencies supplying such information.

2. General Conclusions

a. It is concluded that the various existing statistical programs are not systematized.

b. There is no overall coordination among the justice sector agencies as regards judicial statistics.

c. The existing statistical data is not reliable. For example, according to the Supreme Court statistics, 61.37% of the required time periods for criminal cases had been exceeded, while a report by the Ministry of Justice Judicial Support Unit reflected that in 80% of the criminal cases the time limits had not been met.

d. There are no clear-cut criteria as to what should be included in the judicial statistics.

e. There is no established culture for use of judicial statistics for planning, evaluation or in developing legal reforms.

3. Objectives for Judicial Statistics

a. Planning Purposes (First Level of Use)

(1) The statistical system should be oriented towards a decision-making capability for the higher echelons of the judiciary, permit knowledge of and evaluation of the judicial system, review territorial jurisdiction of courts and the relation between the judicial system and its collaborating agencies, i. e., National Police, Public Ministry, Attorney General, Ministry of Justice, etc. The system becomes the primary mechanism for planning and the setting out of what the judicial policies should be.

(2) In effect, the judicial political environment is established through judicial statistics because they can reveal whether there are problems with access to the system by the citizenry. The statistics are essential to determine how many and

what types of penitentiaries there must be, and what type of judicial infrastructure should exist. They provide needed support for essential judicial reforms.

b. Assists Caseflow Management (Second Level of Use)

(1) Judicial statistics provide the necessary empirical data to optimize the internal operations of the judicial system so that human, financial and material resources are properly and effectively used. They reveal the amount of logistical support used and required as well as actual and ideal caseloads for individual courts, prosecutors and public defenders.

(2) In general, this information supports each agency and its attendant units to reinforce or reassign its resources in order to expedite the most efficient services.

(3) Statistics are also a key component for evaluation and internal audit of resources and management to assure that proper procedures are being followed to meet required legal deadlines.

4. Producing Statistics

a. Integration of All Levels

(1) A consistent statistical system is one by which the primary levels are generated at the lower operational levels and are integrated as they move up the organizational hierarchy so that all statistics produced are accumulated to support high-level decision making in the planning function.

(2) As statistical data is automated and applied at the judicial functions, the quality and amount of data becomes more useful at the higher echelons. This is a decided advantage because the statistical data is being generated as it is being used in the judicial process, and the final product comes together naturally without having to design a special system to obtain it. An example is the type of data which is generated at the case assignments office where the information is automatically classified by type of offense, social conditions of defendants, etc., and the data which is generated as the case is processed through the court, thus, providing information on caseflow management as well as data concerning related agencies.

b. Statistics for Planning Purposes

The preliminary data are obtained primarily by the courts. These units, in charge of the jurisdictional function in their appropriate territory, are interrelated with those other organizations which society has provided related purposes. In this coordinated function, directed by the courts, there is a generation

of basic data which sets out the actions of each organization as a separate entity, as well as the complete system. Judicial statistics, however, in order to be complete should be the responsibility of each member of the justice sector as it pertains to that entity, i. e., National Police, detention centers, Public Ministry, Attorney General, Ministry of Justice, etc.

5. Proposed Development

a. Establishing a Judicial Statistics Unit

(1) A central judicial statistics unit should be established where data generated by the judicial centers can be centralized. This unit should deal with structured data requirements as well as with non-structured ones. The first type refers to formal reports which are pre-designed and are used to generate periodic reports, for example, the annual caseloads of each court. The second type refers to the capability of a program to conduct research on specific matters such as the percentage of defendants represented by public defenders or private attorneys.

(2) There should be uniformity in capturing data so that the entire effort can be an efficient system. There should be formats and forms developed for such uniformity and to facilitate research and development and refining of programs for central reporting.

(3) It is recommended that the statistical unit for the Judicial Branch be established in the computer for the Central Administrative Office. Another location, which is less desirable, is to place the statistical unit in the Ministry of Justice in his position as developer of guidelines and policies in dealing with crime and delinquency and the instigator of legal reforms.

b. Definition of Contents and Procedures

(1) Objective of a Study

A study should be conducted to determine and define the types of statistical data which should be obtained in accordance with the needs of all possible users. The study should also develop the procedures for collecting and processing the data to be collected.

(2) Activities to be Accomplished During the Study

[1] The study should determine the internal statistical needs of the Judicial Branch and of the other justice sector users such as the Attorney General, Public Defender, Police, Ministry of Justice, etc.

[2] The study should define the content and extent of the statistical data to be collected.

[3] Forms and instructions for collecting the data should be developed.

[4] A computer program should be designed or purchased for the required data processing.

[5] The statistical unit should be organized with details as to responsibilities, staff required, etc.

[6] A determination should be made as to the initial technical assistance required to train the future operators of the system.

(3) Resources Required for the Project

For the above study and design of the activities identified, an outside technical expert should be used during the first year for six person-months. To assist this person, there should be a local expert and two local assistants for a total period of 8 months. Ideally, the latter three should implement the statistical unit, its procedures, programs and conduct the training.

6. Obtaining Overall Improved Results

a. Operational Level

(1) Once the key pilot projects are identified, it is recommended that teams of users be formed. For example, if the system deals with caseflow management, there should be included in the team a first instance judge, a Department of Automation representative from the Central Administrative Office and a systems analyst in charge of that program.

(2) The most effect formula for better results is the use of pilot projects. Once these have been tested and found useful, their expansion will depend primarily on budget funding for hardware and operational expenses. As pilot projects, only those judicial centers, courts and administrative office which have demonstrated a strong desire to become involved in these automated projects should be selected.

(3) To expand the capacity of the central automation office to allow it to become more effective and efficient, consideration should be given to utilizing private computer firms to accomplish the following:

(a) Development of new systems or maintenance of the present systems, i.e., the improvement, expansion or changes

in accordance with legislative or other requirements.

(b) Administer the systems, including the actual development of the types of hardware, training, assistance to the given to the users, administration of the local computer support units, and maintenance of the equipment. The advantages for this approach are:

[1] Incorporating more professional qualities into the entire system.

[2] Considerable savings in the short range.

[3] Flexibility to cover unforeseen operational problems and other unknown situations resulting from the pilot projects.

[4] Free the Central Office automation office from minor tasks normally connected with developing new systems to allow the latter to concentrate on other matters such as researching new technologies, budgeting planning and forecasting, financial concerns, auditing, and better obtaining a perspective of corrections and improvements to the operating systems. This requires that the Central Office assure that the contractual services properly provide and meet the automation needs of the Judicial Branch.

b. Overall Expansion

(1) The centralization of data bases and programs permit better administration and maintenance of the systems. It permits modular expansion of CPUs, memory and disc capacities. It also permits the proper development or procurement of software for networking of computers or terminal servers in an integrated fashion, i. e., TCP/IP, NFS, X.25, SNA, etc.

(2) In the initial phase, it is recommended that the automation unit be centralized in order to concentrate professional capabilities and efforts. If it is decided to start automating the Isidro Menendez Judicial Center, two computers could be located in the Supreme Court building because of its proximity to the judicial center. This arrangement would be more cost effective because only one training room would be required, the same administrative and technical oversight and training approaches could be used for both, mutual development of programs could take place, and the processors could back-up each other's work product.

(3) Regarding the judicial data bank for jurisprudence, statutes, and codes maintained by the Supreme Court, the existing personal computers should be configured into a network so that each Supreme Court division (sala) could enter its own

decisions. Such entries would be in a common hard disc attached to the server so that research could be accomplished and that the document base could be connected to the Central Administrative Office multi-user system to permit subsequent access to such jurisprudence data by all courts.

(4) Another method of storing jurisprudence data would be to use the optical disc so that in the future, stations installed in the various courts should include the proper drive to be able to read the optical disc. In any case, it is recommended that a study be accomplished to recommend the proper format, generation of documentation, best technical method of accessing the jurisprudence data base and the means to implement it.

c. Software Considerations

(1) Programs dealing with different subject matters, i. e., criminal, civil, mercantile, etc., are by their nature and variety, very complex and difficult. These programs will require that logical and physical designs and development of the systems will often overtake the development of initial programs. Again, we recommend that such development be accomplished through pilot projects so that corrections and refinements can be done as systems are perfected, but new technology is considered in expansion phases. For this reason, we recommend fourth general hardware, such as CASE.

VI. OTHER PROBLEM AREAS AND RECOMMENDED ACTIONS

1. Analysis of Pending Criminal Cases to Determine Task Force Needs to Reduce Pending Criminal Caseloads

a. Although fully reliable supporting statistical information is not available, court officials interviewed all agree that large numbers of pending cases exist in most courts.
The Supreme Court's annual report for the period July 1990-June 1991, reflects that there are 66,806 pending criminal cases for the first instance trial courts and 10,672 pending criminal cases in the second instance appeals courts.[15] Statistics for justice of the peace criminal courts are not included in the annual report.

b. It is recommended that special task force teams of itinerant judges, secretarios, fiscales, public defenders and administrative support staff be used to go to those criminal courts with unacceptable criminal case backlogs in an all-out effort to reduce the number of such pending cases. Such action is required

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[15] "MEMORIA DE LABORES, JULIO 1990 -JUNIO 1991", Organo Judicial, Corte Suprema de Justicia, San Salvador, July 1, 1991.

because it is very probable that there are prisoners in penitentiaries because judges have not completed the summario (investigative), plenario (final phase) or sentencing of the prisoner. Such prolonged detention beyond the times required by law to complete the process constitutes a serious violation of civil rights for these prisoners.

c. However, before the above task forces can be deployed, it is recommended that two qualified local professionals and two assistants be contracted for a three month period to make a detailed study and analysis of backlogged criminal cases to determine how many itinerant judges, secretarios, fiscales, public defenders and administrative staff will be required to handle the disposition of the backlogged criminal cases.

2. Study to Establish a Judicial Personnel and Compensation Plan

a. There are major problems with recruitment and retention of capable and qualified persons for judiciary and judicial support staff because of inadequate compensation, lack of proper incentives and need for a modern personnel system. Studies of this type have been carried out, and improvements both in salary and personnel administration have been made. However, in interviewing judicial and administrative personnel, we have been informed that there is an urgent need for adjusting personal compensation to other comparable fields because of the continued departure of key personnel from the court system for better paid careers.

b. It is recommended that a study develop a more realistic and appropriate personnel compensation plan. Such should include the determination of all positions, duties and responsibilities and recommended qualifications standards and fair compensation for each position and levels within each position classification. Furthermore, recommended procedures for recruitment, testing, assignment, evaluations and promotions should be included.

c. In order to conduct the above study to develop a personnel compensation and salary plan, it is recommended that one outside professional with extensive experience in establishing personnel systems be used for one person-month to provide guidance, assistance and evaluation of the study. In addition, technical assistance by local professionals for 6 person-months as well as 6 person-months of local assistants will be required to complete this study.

3. Develop a Records Management and Disposition Plan

a. Observations by the writers and interviews with key judicial officers reflected that there are large amounts of closed case files, notary protocols and other documents which are accumulating in large volumes to the extent that there is no longer sufficient space to store documents. The writers believe that a major cause of this problem is related to the fact that there is no records disposition plan available to guide files archivists as to which files should be retained and which can be destroyed. The plan should provide for set periods of time as to how long specific files should be retained, whether they should be considered of archival or historical value for permanent retention and when can specific files which have lost their value be destroyed. For example, a case file which is initiated but which is abandoned, should be considered for destruction after a safe period of retention in the event the matter is reactivated.

b. Another area in addition to the court files which are accumulating in great volumes is the receipt and storage of notary protocols which are required to be filed with the Supreme Court every 15 days. The accumulation of these files is so great that, in spite of the legal requirement for the timely filing, the Supreme Court unit in charge of such matters can only accept such documents but once a year.

c. It is recommended that a study be made of the Judicial General Archives, Central Administrative Office, and in the different level of courts to develop a records maintenance and disposition plan. In addition to determining the retention periods for each type of court and administrative file, the study should also include the feasibility of using optical disc, scanning, and image reproduction for the electronic storage of data in lieu of original files or microfilming. The study of such equipment and its applications is particularly necessary in the area of public registry of properties, transfers, mortgages, etc., where there is so much delay in finding the appropriate records or to accomplish the necessary registrations. It is recommended that an outside professional archivist be contracted during one person-month to initiate, guide and evaluate the study. In addition, it is recommended that local technical assistance professionals be used for six person-months and local assistants be provided by locals for four person-months to accomplish the details of the study.

4. Study to Determine Staffing Needs for Prosecutors and Public Defenders

a. As previously explained, the budget expectations of the Public Ministry agencies, the Attorney General and the Public Defender for Indigents, are unknown, but there is a general contention that their budgets will be inadequate in that they will not receive any increases over this year's budget allocations. The budget approved for these agencies for 1992 was emphasized by key officials of the agencies as totally inadequate for appropriate

operational and administrative needs.

b. Neither the Attorney General's Office nor the Public Defender's Office have done any extensive type of studies to determine their staffing needs. The best estimate of the Attorney General is that there should be at least one prosecutor in each first instance and second instance court throughout the country. This contention does not take into consideration the forthcoming need for prosecutors to be located in justice of the peace courts as the latter take over the investigative phase of the criminal process from the first instance criminal judge, nor does it take into account the actual need when the prosecutors themselves assume that responsibility as it has been proposed.

Likewise, the Public Defender does not have any specifics as to what staff requirements should be other than "there are should be one public defender in each of the 262 municipios". This type of assignment does not take into consideration the action workload demands but only considers that public defenders should be available in, at least, each of the municipios.

c. In order to establish staffing requirements based on actual for both Public Ministry agencies, it is recommended that a needs analysis study be accomplished by local technical assistance involving six person-months of professionals and six person-months of local assistants. It should be emphasized that this study should also look at the possibility of fixing these needs on a ratio of prosecutors and public defenders to judges and caseloads so that legislative proposals could be made to fix more definitely an adequate budget for these two agencies which, as we have pointed out, are outside the three branches of government.

5. Local Technical Assistance to Procuraduria General

a. The precarious budget situation of the Public Defender's Office has already been commented upon. A large portion of the critical responsibilities of attending to the legal defense needs of the poor have been carried out through the assistance given by USAID during Judicial Reform I.

b. As indicated, the budget expectations for this agency for 1993, according to representatives of the Public Defender, do not appear good. It should be added, however, that its budget has not been approved as yet by the Legislature but the agency is doubtful that the Government will be able to fund the work which is being done under the AID support. This precarious budget situation comes at a time when there is a proposal before the Legislature which would no longer permit law school students or other non-graduates from performing the function of public defender except where special waivers are obtained in which non-graduates may be appointed for periods not to exceed one year.

c. Inasmuch as legal defense of indigents is an urgent need for assuring that civil rights are properly protected, it is recommended that local professional assistance be provided to the Public Defender Office in a decreasing amount from the first through the fifth year of Judicial Reform II. Specifically, it is recommended 12 person-months of outside technical assistance be provided during the first three years and six person-months of such assistance provided during the fourth and fifth years. Likewise, it is recommended that during the first year, 1200 person-months of local attorney assistance (or law school students where permitted by law) be provided to assist this agency in the legal defense of the poor. It is further recommended that 900 person-months of such local assistance be provided during the second year, 600 person-months during the third year, 360 person-months in the fourth year and 120 person-months during the fifth year.

6. Local Technical Assistance to Fiscalia General

a. The Attorney General's Office also does not expect adequate budget support for its operations in spite of pending legislation which would place added responsibilities on this agency for conducting the investigative phase of criminal cases.

b. Like the Public Defender's Office, the Attorney General looks to outside funding assistance to carry out its responsibilities even before the new ones are imposed. It is, therefore, recommended that 12 person-months of outside technical assistance from a qualified federal attorney, assistant state attorney or an assistant district attorney, be provided during the first, second and third year of the Project, decreasing to six person-months during the fourth and fifth years. Likewise, it is recommended that 600 person-months of local professional assistance (attorneys) be provided during the first year, 360 person-months during the second year, 240 for the third year, 120 for the fourth year and 60 person-months of local assistance provided in the fifth year.

7. Communications System for Public Defender's Office

a. A problem with Public Defender operations has been identified to the writers by the agency as their very poor communications capability to carry out its responsibilities. This impacts on the agency to a greater effect in the interior and especially in rural areas when the police, court officials, or family members notify the Public Defender Zonal Coordinator's Office that a request has been made for legal representation at a location where public defenders are not located. This requires the Zone Coordinator or the central Public Defender's Office to attempt to conduct the nearest public defender to respond to the request. Such is often times difficult or impossible because of the lack of proper telephone systems or other means of communication.

b. The Public Defender's Office has made a study and received offers on the installation of a radio communications system with appropriate repeater stations which make possible communication with any location within the country. It is recommended that this radio communication system for the Public Defender Officer be installed during the first year of the Project at a cost of $50,000.

8. Study on Judicial Fees (Aranceles Judiciales) and the Establishment of a Judicial Paymaster System

a. The judicial system in El Salvador has an antiquated system of charging judicial fees (aranceles judiciales) for performing such functions under the court's responsibilities, i. e., certifications, registrations, copy reproductions, etc. These fees as charged under the regulation dealing with the aranceles judiciales are outmoded because the fees were set when the costs as stated were more appropriate. Under current conditions, the fees listed are extremely low so that they are ignored and the courts charge a more "modern" amount, a tradition which lends itself to corruption, dishonesty, bribes and other abuses.

b. It is recommended that a study be undertaken by a local professional for three person-months to evaluate these judicial fees for feasibility of elimination altogether or for updating. This study should also include a review of the payment system used in El Salvador for the issuance of checks. Under present requirements, all checks are used by "pagadores de carrera" or official paymasters of the Ministerio de Hacienda. The study should include the possibility of the Judicial Branch issuing its own checks to avoid the excessive delays encountered in the present system. More importantly, the study should look at the feasibility of the Judicial Branch establishing its own disbursement function in order to emphasize the independence of the Judicial Branch as a separate branch of government.

9. GOES Budget Support

a. Budget data for the Judicial Branch, Attorney General and Public Defender are attached as Appendices E, F and G to this report.

b. With the exception of the Judicial Branch, there were no indications that the budget requests will be granted.

PART THREE
GENERAL CONCLUSIONS

I. JUDICIAL REFORM DEVELOPMENT

1. Outdated and Inadequate Civil Law Reforms
2. Insufficient Criminological Research Capabilities
3. Lack of Overall Coordination by Justice Sector Agencies as Regards Reform Agendas
4. Lack of Proper Mechanisms to Involve NGOs Effectively in Legal Reforms
5. Legal and Judicial Reforms Delays in General Assembly Because of Political Reasons and Failure to Accomplish Required Constitutional Changes

II. ADMINISTRATION OF JUSTICE

1. Unacceptable Case Backlogs
2. Lack of Reliable Statistics for Planning Purposes
3. Inadequate Budgets for Public Ministry Agencies
4. Outmoded Judicial Branch Administrative Institutional Infrastructure
5. Lack of Coordination for Justice Sector Automation Needs

III. JUDICIAL EDUCATION

1. Weak Education System in Law Schools
2. Lack of Professionalism of the Judiciary, Prosecutors and Public Defenders
3. Inadequate Regulation of University Standards
4. Lack of Coordination of Training Needs

IV. SUPPORT AND DIFFUSION OF LEGAL REFORMS

1. Inability of CLD, ATJ or Other Local Institutions to Undertake Leadership Role in Judicial Reform II
2. Lack of Salvadorean NGOs to Undertake Leadership Role in Judicial Reform II
3. Lack of Proper Attitude and Capability of Bar Associations to be Catalysts for Legal Reforms
4. Inadequate Public Awareness to Judicial Reform due to Media Problems

SUMMARY OF MAJOR RECOMMENDATIONS

I. PILOT PROJECTS

1. Restructure central administrative office at the Supreme Court to provide for better coordination and supervision of administrative and logistical support functions at the headquarters level for the entire court system with establishment of the position of director general for administration and appropriate departments and divisions

2. Restructure administrative responsibilities of the Isidro Menendez Judicial Center Administrator's Office to include supervision of:

   a. More administrative support functions to judicial center courts
   b. Central Case Assignment Office
   c. Center for Information on Cases and Detainees
   d. Central Notifications Center
   e. Central File and Evidence Warehouse
   f. Automation Support Unit

3. Automate Central Administrative Office of the Supreme Court for supporting responsibilities dealing with:

   a. Personnel
   b. Payroll
   c. Financial Accounting
   d. Auditing
   e. Procurement and Warehousing
   f. Inventory Controls
   g. Engineering, Construction and Repairs
   h. Budget Preparation and Control
   i. Planning
   j. Court Inspections System
   l. Judicial Statistical System
   k. File Controls
   m. Caseflow Management
   j. Judicial Data Bank

4. Automate the six second instance courts located at San Salvador in the following configuration:

   a. Two criminal second instance courts
   b. Two civil second instance courts
   c. Two labor second instance courts
   d. Establish caseflow control and network system for these courts
   e. Provide for access to Supreme Court judicial data bank

5. Automate the following in the Isidro Menendez Judicial Center at San Salvador:

a. One criminal first instance court in caseflow management, statistics and word-processing
b. One civil first instance Court in caseflow management, statistics and word-processing
c. Judicial Center's Office for:
   (1) Administrative and Logistical Support Functions
   (2) Information Center for Case and Detainee Inquiries
   (3) Central Case Assignment Office
   (4) Central Notifications Office
   (5) Central Files and Evidence Warehouse

6. Attorney General

a. Establish an automated station for each of the regional coordinators
b. Establish local area network between the central administrative office and the regional offices

7. Public Defender
a. Establish an automated station for each of the regional coordinators

(NOTE: The above automation pilot projects should also be initiated after studies and analyses are accomplished to assure that duplication of records and efforts are eliminated and the manual system is streamlined and documented before being automated. The above are for the first year of the projects. The second year and beyond will involve increasing the projects after they are tested and properly evaluated and corrected as required.)

II. TRAINING

1. Establish a Specialized Juridical Training Program for the National Council of the Judiciary (or whatever central judicial school is established).

2. Provide basic and specialized training courses for the judiciary, prosecutors, public defenders, candidates, university professors and private attorneys as described within the body of this report.

3. Provide court administration training for key administrators in a foreign country best suited for learning modern technology applications for improving the administration of justice.

4. Provide in-country court administration training by outside experts by conducting seminars and workshops as described in this report.

5. Provide in-service training courses and technical expertise for judiciary, prosecutors and public defenders by outside educational and technical experts as explained in this report.

6. Provide computer training during first year of projects for the administrative units, court staff and justice-related agencies to be involved in automation activities. Courses should be expanded to other such personnel as automation increases throughout the system.

7. Provide conferences and seminars to mass media representatives, university faculties and students to reinforce support and diffusion of legal reforms.

III. Special Studies

1. Conduct study of requirements to establish task forces of itinerant judges and support staff to cut-down on backlogged cases

2. Conduct study for developing judicial personnel and compensation plan

3. Conduct study to determine the number of prosecutor and public defender staff required to accomplish their responsibilities throughout the country.

4. Conduct study to develop a records management and disposition plan.

5. Conduct study to determine what types of judicial statistics should be obtained and procedures for reporting.

6. Conduct study of judicial fees (aranceles judiciales) and how to establish a judicial paymaster system.

IV. SPECIAL TECHNICAL ASSISTANCE

1. Provide technical assistance to Public Defender Office to assist with their accomplish of their responsibilities.

2. Provide technical assistance to Attorney General's Office to assist with accomplishment of their responsibilities.

3. Provide communication system to Public Defender's Office to assist in coordinating staff temporary reassignments to meet work demands.

APPENDICES

Appendix A

CIVIL REFORM AGENDA BY SUPREME COURT

PROYECTO DE REFORMAS AL CODIGO DE PROCEDIMIENTOS CIVILES, PROPUESTO POR LA COMISION NOMBRADA POR LA CORTE SUPREMA DE JUSTICIA.

Art. 1) El Art. 2 se reforma así:

Art. 2. La dirección del proceso está confiada al tribunal, el que la ejercerá d acuerdo con las disposiciones de este código, teniendo presente que los procedimiente no penden del arbitrio de los jueces, quienes no pueden dispensarlos, restringirlo ampliarlos, sino en los casos en que la ley lo determine. Sin embargo, accederán a tod lo que no estuviere prohibido y proporcione alguna facilidad al solicitante o mayc expedición en el despacho, sin perjudicar a la defensa de la otra parte. Pero sí podrá las partes renunciar a los procedimientos establecidos a su favor, en lo civil, de u manera expresa; tácitamente sólo podrán hacerlo en los casos determinados por la le

Art. 2) Se deroga el Art. 17.

Art. 3) El Art. 18 se reforma así:

Art. 18. Se suprime en el proceso la fianza para garantizar costas, daños perjuicios.

Cuando por cualquiera otra razón conforme a las disposiciones de este códi procediere la rendición de fianza, el juez determinará la suma que debe afianzar atendiendo a las circunstancias económicas de la persona obligada a rendirla y al va económico que se manda a afianzar en el incidente.

La obligación de rendir fianza podrá cumplirse depositando la cantidad mand a afianzar, o mediante presentación de obligación de pago otorgada por instituciones sistema financiero, compañías de seguros o de fianzas, legalmente autorizadas, o cualquier otro medio establecido por la ley.

Art. 4) El Art. 19 se reforma así:

Art. 19. Rendida la fianza se oirá dentro de tercero día a la parte contraria abrirá a prueba el incidente por cuatro días, si el juez lo considera necesario, aprob dola o no, dentro de los tres días siguientes:

Las resoluciones proveídas en este incidente no serán apelables.

Art. 5) El Art. 25 se reforma así:

Art. 25. En los juicios o procesos Arbitrales, los árbitros designados, cualq

que sea su naturaleza, ejercen jurisdicción contenciosa.

En los procedimientos de jurisdicción voluntaria, al aparecer oposición, se remi tirá a las partes a ventilar el asunto en el juicio correspondiente.

Art. 6) El Art. 27 se reforma así:

Art. 27. Todas las diligencias que deban practicarse en el Estado, fuera d territorio del tribunal o juzgado competente, se harán por medio de exhorto. Sólo e caso de impedimento legal o incapacidad del juez requerido, podrán cometerse a u notario.

Cuando se libre suplicatorio que ha de cumplirse en el extranjero, la diligenc mencionada será practicada por el funcionario a quien la ley del lugar le die competencia para realizarla, o por los agentes diplomáticos o consulares salvadoreñ acreditados en dicho lugar, si el interesado fuere salvadoreño; caso contrario, acuerdo con lo dispuesto en los Tratados Internacionales.

Art. 7) El Art. 28 se deroga.

Art. 8) El Art. 29 se reforma así:

Art. 29. Cuando se libre exhorto, éste deberá contener lo necesario para garanti la práctica de la diligencia cometida, insertando el pedimento, la indicación de quie intervienen como apoderados o representantes legales, el decreto del requirent cualquier otra diligencia o documento que sea legalmente indispensable para cum el objeto del exhorto.

Art. 9) El Art. 31 se reforma así:

Art. 31. El comisionado se atendrá a las instrucciones que reciba y tendrá aden todas las facultades que fueren consecuencia inmediata o accesorio legal de la diligen cometida, a fin de que ésta no se malogre y sea plenamente realizada sin excluir que procuradores se apersonen ante dicho funcionario y éste resuelva lo pertinente.

Art. 10) El Art. 32 se reforma así:

Art. 32. Puede prorrogarse la jurisdicción ordinaria, excepto en los casos de trata el Art. 45.

La prórroga se verifica por consentimiento expreso o tácito.

Por consentimiento expreso cuando las partes convienen someterse a un juez para ambas o para una de ellas no sea competente. Por consentimiento tácito, cua el reo conteste la demanda ante un juez incompetente, sin oponer esta excepción,

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deja transcurrir el término para la contestación de la misma sin oponer la excepción dicha.

La jurisdicción de los jueces de paz es improrrogable para demandas de más de diez mil colones y de valor indeterminado.

Art. 11) El Art. 43 se reforma así:

Art. 43. Los procedimientos de amparo de posesión, o de despojo, cualquiera que sea el perturbador, están sujetos al conocimiento del juez ordinario del lugar en donde se ejecuta la perturbación o el despojo.

Art. 12) El Art. 44 se reforma así:

Art. 44. De dos jueces competentes, conocerá el que primero prevenga. La competencia se previene por la citación o emplazamiento para contestar la demanda

Art. 13) El Art. 49 se reforma así:

Art. 49. Las demandas civiles contra el Estado, se presentarán a la Cámara Primera de lo Civil de la Primera Sección del Centro, quien conocerá en Primera Instancia.

Los Municipios, el Instituto Salvadoreño del Seguro Social y entes descentralizados del Estado serán demandados ante los tribunales comunes.

Art. 14) El Art. 50 se reforma así:

Art. 50. Las demandas civiles contra los funcionarios que gocen de fuero constitucional, se llevarán en Primera Instancia ante la Cámara Primera de lo Civil de la Primera Sección del Centro, cualquiera que fuere la naturaleza u origen del derecho controvertido, y el valor determinado o indeterminado de la cosa litigiosa.

Cuando cualquiera de los Magistrados de la Cámara 1ª de lo Civil fuere demandado, conocerá la Cámara Segunda de lo Civil de la misma Sección.

Art. 15) El Art. 51 se reforma así:

Art. 51. Las demandas civiles contra los jueces de primera instancia, serán seguidas y determinadas por otro juez de primera instancia, si lo hubiere en el lugar; si no lo hay por el suplente respectivo y en falta de uno y otro, por el de igual clase más inmediato. En ambos casos conocerá la Cámara de Segunda Instancia en revisión, si la cantidad litigada no pasare de cinco mil colones; y en apelación si excediere de dicha cantidad

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fuere indeterminada.

De las que se ofrezcan contra los jueces de hacienda conocerá uno de los jueces c lo civil de la respectiva comprensión.

De las resoluciones que pronuncien las cámaras mencionadas en las disposicion anteriores, conocerá en Segunda Instancia la Sala de lo Civil; y del recurso de casació la Corte en Pleno, con exclusión de los titulares de dicha Sala, si fueren los mismos, alguno de ellos lo hubiere sido, caso contrario, se integrará con suplentes o conjuec

Art. 16) El Art. 53 Bis quedará así: (o sea el Art. del Código).

Art. 53. La responsabilidad civil de los jueces se deducirá ante el respecti tribunal superior en grado, y la de los Magistrados de este último ante la Cáma Segunda de lo Civil de la Primera Sección del Centro; debiendo procederse en juic sumario en ambos casos.

De las resoluciones que se pronuncien en el juicio de responsabilidad, conocerá Segunda Instancia el tribunal superior a quien las haya dictado; y del recurso casación, la sala respectiva. Pero si en Segunda Instancia hubiese conocido la Sala de Civil de la Corte Suprema de Justicia, conocerá del recurso de casación la Corte Pleno, con exclusión de los titulares de dicha Sala que se integrará con suplentes o conjueces. Cuando la demanda fuere contra algún Magistrado de la Sala de lo Civil, Segunda Instancia conocerá la Sala de lo Constitucional ; y se estará a la regulac anterior para el caso de conocer en recurso de casación.

Regirán las reglas anteriores siempre que la responsabilidad civil de que se tr se origine de actos oficiales del funcionario judicial respectivo, aunque haya dejadc serlo a la fecha de la demanda, pero no serán aplicables, si dicha responsabilidac originare de sentencia ejecutoriada por delito cometido con ocasión de ejercer fun nes, pues en este caso la competencia estará sujeta a las reglas especiales establecic

Art. 17) El Art. 98 se reforma así:

Art. 98. Ninguna persona natural o jurídica podrá comparecer en juicios c diligencias judiciales si no es por medio de procurador letrado.

El juez o tribunal no admitirá ninguna petición o demanda que no sea presen por un procurador judicial. Si la admitiere la resolución será nula.

Sólo son procuradores letrados los abogados legalmente autorizados.

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Art. 18) El Art. 99 se reforma así:

Art. 99. No pueden ejercer la procuración:

1°. Los que no estén autorizados como abogados;

2°. Los menores de edad;

3°. Los declarados interdictos por razones de enfermedad;

4°. Los pastores o sacerdotes de cualquier culto;

5°. Los militares en servicio activo;

6°. Los Presidentes y Vice-Presidentes de cada uno de los Organos del Estad Ministros y Vice-Ministros de Estado; Magistrados, Jueces y Secretarios d Organo Judicial, Colaboradores Jurídicos de la Corte Suprema de Justicia demás funcionarios de la misma; Presidente y Magistrados de la Corte Cuentas de la República; Diputados de la Asamblea Constituyente y L gislativa; Gobernadores Departamentales y Oficiales Mayores en su respe tiva.comprensión territorial. El Síndico Municipal podrá actuar en asunt propios de la Corporación Municipal a que pertenece.

7°. Los Presidentes y demás representantes, inclusive los Asesores Jurídicos las Instituciones de Crédito, Financieras y Organizaciones Auxiliares, sal en asuntos propios de dichas instituciones.

8°. Los Presidentes, Vice-Presidentes, Gerentes y demás representantes de llamadas Instituciones Oficiales Autónomas, inclusive del Instituto Salva reño del Seguro Social y demás entes descentralizados del Estado;

9°. Los Secretarios de la Presidencia de la República.

10°. El Fiscal y el Procurador General de la República, excepto en el ejercici sus funciones;

11°. El Presidente y Vocales del Tribunal de Apelaciones de los Impuesto Renta y Patrimonio;

12°. Los Directores y Sub-Directores de la Administración Pública, colabor res jurídicos y Jefes de los Departamentos de la misma en que labore tiempo completo. Y los Abogados de las llamadas Instituciones Ofici Autónomas, excepto cuando representen a dichas instituciones o al Est

13°. Los abogados que en leyes especiales se les prohiba la procuración.

Art. 19) El Art. 100 se deroga.

Art. 20) El Art. 101 se reforma así:

Art. 101. Ningún juez o magistrado admitirá las gestiones de una perso autorizada para el ejercicio de la procuración, y si la admitiere incurrirá en una

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de cien a quinientos colones, aplicables por cualquier autoridad superior en grado, sin perjuicio de la nulidad de lo actuado. El funcionario que tenga conocimiento de la infracción por cualquier medio, previa información sumaria, impondrá la multa y declarará la nulidad de lo actuado, si fuere procedente.

Art. 21) El Art. 102 se deroga.

Art. 22) El Art. 103 se reforma así:

Art. 103. La facultad de procurar va anexa a la abogacía.

Art. 23) El Art. 104 se deroga.

Art. 24) El Art. 105 se reforma así:

Art. 105. En los juicios verbales y en los conciliatorios, salvo el caso de personas jurídicas, podrá comparecer la parte por sí o por medio de procurador.

Art. 25) El Art. 106 se reforma así:

Art. 106. Se prohibe a quienes desempeñen empleos o funciones del orden judicial o administrativo, ejercer la procuración en las oficinas donde sirvan: salvo los Procuradores y Fiscales del Ministerio Público, que podrán ejercerlo en el ramo civil, sin perjuicio de lo prescrito en la Ley Orgánica Judicial.

Los jueces y tribunales que los admitan incurrirán en una multa de cien a quinientos colones, que hará efectiva el inmediato superior en grado al tener conocimiento de la infracción por cualquier medio.

Art. 26) Los Artículos 107 y 108 se derogan.

Art. 27) El Art. 109 se reforma así:

Art. 109. El poder para constituir procurador podrá otorgarse por escritura pública si se trata de juicios escritos, o apud-acta en los juicios verbales; en este segundo caso el poder será especial con las facultades necesarias al efecto.

Si el poder ha sido otorgado en país extranjero, deberá reunir los requisitos exigidos por las leyes de dicho país y por los tratados internacionales, en su caso.

Art. 28) El Art. 115 se reforma así:

Art. 115. Son obligaciones del procurador:

1°. Presentar el poder que lo constituye;

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2°. Poner su firma entera y sello en todas las peticiones que haga;

3°. Arreglarse al poder e instrucciones de su comitente, bajo pena de pagar los daños y perjuicios en caso de abuso, sin perjuicio de la responsabilidad pena en que incurriere;

4°. No desamparar el juicio en que hubiere gestionado sin haber sustituido e poder y sin que se haya apersonado el sustituto;

5°. Poner todo el cuidado y diligencia que pondrían las partes en el negocio, baj la pena de indemnizar los perjuicios;

6°. Guardar fidelidad a su mandante, y no descubrir los secretos de la defen a sus contrarios, bajo las penas señaladas por el Código Penal;

7°. Satisfacer los derechos judiciales, para lo cual cuidará de no recibir poder s expensas;

8°. Apelar de la sentencia adversa, a no ser que expresamente se lo ha prohibido su poderdante;

9°. Contestar y seguir la demanda de reconvención o mutua petición, aunque poder no contenga esta facultad.

10°. Cuando el emplazamiento se practicare por medio de apoderado, éste est obligado a manifestar en dicho acto que efectivamente lo es, y si se prob lo contrario incurrirá en las costas, daños y perjuicios.

11°. Cumplir las demás obligaciones de los mandatarios según el Código Ci

Art. 29) Al Art. 116 se le agrega el siguiente inciso:

"Si las personas mencionadas en este artículo, no estuvieren legalmente autor das para ejercer la procuración, deberán constituir procurador para que las represen

Art. 30) El Art. 117 se deroga.

Art. 31) El Art. 118 se reforma así:

Art. 118. En cualquier estado del juicio o de cualquier procedimiento, p revocarse el poder de un procurador; pero todas las diligencias de los mismos, incl los emplazamientos y notificaciones, se entenderán con el procurador relevado, l que se apersone ante el juzgado o tribunal respectivo otro que lo reemplace, qued válidas aquellas diligencias.

El apoderado podrá manifestar al juez la renuncia al ejercicio del poder conf para que se le sustituya de acuerdo a las reglas de este código. Si la renunc apoderado del demandado se produce antes de la contestación de la deman apoderado podrá solicitar al juez competente para que la notifique al poderdan

su representante legal. La misma regla se observará al sobrevenir al apoderado algú impedimento o prohibición legal para procurar, aún en el transcurso del juicio o ant de apersonarse el sustituto.

Art. 32) El Art. 120 se reforma así:

Art. 120. Cuando la parte, teniendo facultad para procurar, comparece por sí juicio, no por eso se entiende que revoca el poder conferido, sino es que así lo manifies expresamente.

Art. 33) El Art. 132 se reforma así:

Art. 132. En los juicios ordinarios las excepciones dilatorias deben decidi oyendo a la parte contraria en la siguiente audiencia, y se abrirá a pruebas el incide por el término de cuatro días, si fuere necesario; las dilatorias que se deducen de misma demanda y de los documentos respectivos, como las de oscuridad e informalid de la demanda y otras semejantes, serán resueltas de mero derecho, sin más trámite c la respectiva audiencia.

Las excepciones perentorias se resolverán en la sentencia definitiva.

Art. 34) El Art. 133 se reforma así:

Art. 133. En los juicios extraordinarios las excepciones dilatorias que se opon no suspenderán el curso de la demanda y se sustanciarán y resolverán con la c principal, sin que se pueda formar por razón de ellas, artículo especial en el juicio; deberá guardarse en la sentencia el orden correspondiente, de modo que, declarán probada la excepción, no entrará el juez a conocer en lo principal de la demanda.

Lo dispuesto en este artículo no tiene lugar en las excepciones sobre la citació evicción, excusión, incompetencia de jurisdicción, en la de ilegitimidad de la perso alguna de las partes y en la de obscuridad, informalidad de la demanda, en cuyos c el juez las resolverá conforme a lo prescrito en el artículo precedente.

La resolución que decida el incidente de excepciones dilatorias, tanto en éste c en el anterior artículo, no admite apelación.

Art. 35) El Art. 136 se reforma así:

Art. 136. Siempre que el hijo de familia tenga que litigar como actor con padre o madre que lo represente, pedirá verbalmente la venia al juez, y éste, al otor le dará un curador para la litis. El curador será nombrado aunque los dos padres t de consuno la representación legal del menor.

Si el hijo de familia tuviere que ser demandado por su padre o madre c represente o por ambos, éstos pedirán al juez como acto previo, el nombramiento

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curador para la litis. El curador será nombrado aunque los dos padres tengan de consu la representación legal del menor.

De igual forma procederán los tutores y curadores cuando tuvieren que demand o ser demandados con respecto al pupilo que representan.

Art. 36) El inciso segundo del Art. 137 se reforma así:

Cuando el demandante pidiere por escrito el nombramiento de curador de personas dichas en el inciso precedente, se requerirá a éstas para que en el acto de notificación digan si tienen o no representantes, si fuesen capaces de hacer tal declaraci y si nada dijeren o expresaren no tenerlo, se les nombrará y extenderá certificació

Art. 37) El Art. 138 se reforma así:

Art. 138. Siempre que el hijo de familia deba comparecer en juicio como dem dante y el padre o madre o ambos en su caso, le nieguen la representación, se present por escrito al juez denunciando tal negación. El juez dará traslado al padre, a la ma o a ambos, quienes deberán contestar dentro de tercero día, expresando las razones tengan para rehusar al hijo su representación. Pasado los tres días, el juez, con vist la contestación, recibirá la causa a pruebas si fuere necesario por cuatro días, con cal de todos cargos y vencidos la concederá o negará dentro de los tres días siguie dando en el primer caso al hijo un curador para la litis. La resolución final no es apel

Art. 38) El Art. 141 se reforma así:

Art. 141. Si se intentare la demanda contra un ausente no declarado que se fuera de la República o cuyo paradero se ignora, y que no se sepa si ha dejado procur o tiene representante legal, se preparará el juicio pidiendo previamente, y por es el nombramiento de un curador especial probando sumariamente las circunsta antedichas.

Si la demanda hubiere de intentarse contra una persona jurídica que por cual motivo carezca de representante legal o voluntario, procurador, factor o gerente República, se preparará el juicio, nombrándosele a instancia de la parte acto curador especial que la represente, probando sumariamente la antedicha circunst

Antes de la recepción a prueba a que se refieren los incisos anteriores, deberá ordenar la publicación por una vez, tanto en el Diario Oficial como en un escrito de noticias, de circulación en la República, de un aviso que indique y pre que si el ausente tuviere procurador o representante legal, se presente y com dicha circunstancia según el caso. Si transcurridos quince días después de la publicación del aviso en el Diario Oficial no se apersonare el procurador del a o en su caso el representante legal, se le nombrará un curador especial.

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El término de quince días se empezará a contar a partir de la publicación del edicto en el diario escrito de noticias, siempre que se haya pagado la publicación respectiva en el Diario Oficial.

En cualquier estado de las diligencias en que se apersone el procurador del ausente no declarado o cuyo paradero se ignora, si tuviere poder suficiente, se suspenderá el procedimiento y el juez ordenará dirigir o continuar la demanda o citación y emplazamiento contra dicho procurador. También se aplicará esta disposición cuando el actor compruebe la personería del representante del demandado.

En su caso, la certificación extendida por la Dirección General de Migración, sobre la salida de una persona del territorio de la República, y que no ha ingresado a la fecha será plena prueba de la ausencia.

Lo dispuesto en este artículo tendrá además aplicación después de interpuesta la demanda.

CONCILIACION PREVIA A TODO PROCESO

Art. 39) Art. 164. La conciliación tiene por objeto evitar el pleito que alguno quiere entablar procurando que las partes se avengan o que transijan o comprometan en arbitradore el asunto que da motivo a él.

Art. 40) Art. 165. Se establece la conciliación como requisito previo de admisibilidad de demanda que alguno quiera entablar; por consiguiente, ningún juez o tribunal admitir demanda alguna si a ésta no ha precedido la conciliación.

Art. 41) Art. 166. La conciliación no es procedente:

1°. En las causas que interesan a la Hacienda Pública;
2°. En las de los que no tienen la libre administración de sus bienes;
3°. En las de concurso de acreedores y de tercerías;
4°. En las de herencias yacentes;
5°. En las demandas de interdicción, de separación de bienes y sobre el estado civil las personas;
6°. En las causas ejecutivas.

Art. 42) Art. 167.- Será competente para conocer de la conciliación, el juez o tribunal ante qu la demanda contenciosa que se trate de evitar, deba ser presentada.

Art. 43) Art. 168. La petición para proceder a la conciliación se presentará verbalmente o [illegible] de lo reclamado y contendrá los caracteres de una dema

Admitida la solicitud el juez señalará día y hora para la comparecencia, citando a ambas partes para tal efecto; la citación deberá preceder por lo menos diez días a la asistencia, no contándose en ese tiempo ni el día de la citación ni el día de la comparecencia.

La citación se hará en persona al requerido, en el lugar que se le encuentre leyéndole íntegramente la solicitud y la resolución proveída a continuación y en caso de no hallarse en el lugar de la citación, se dejará una esquela en la forma indicada por la ley para los efectos de emplazamiento, en la que se insertará copia de la solicitud, de la resolución que la admita y de la documentación pertinente, esto también se observar en la citación.

Art. 44) Art. 169. Toda persona citada a conciliación, está obligada a comparecer en persona por apoderado especialmente autorizado e instruido ante el juez, a la hora señalad pudiendo comparecer las partes acompañadas de su procurador.

Art. 45) Art. 170. La audiencia conciliatoria se celebrará en los días normales de audiencia d Tribunal.

Art. 46) Art. 171. Compareciendo las partes a la hora señalada el juez las oirá comenzando p el requirente, se enterará de las razones que aleguen y procurará que se avengan transijan o que por lo menos comprometan su negocio en un juicio arbitral de amiga composición, debiendo constar todo esto en el acta, pena de nulidad.

Art. 47) Art. 172. Si las partes comparecieren y no conciliaren, se hará constar en el acta y tendrá por intentada la conciliación.
En caso de ser varias las personas requeridas y no concurrieren todas ellas, cualqui de los presentes puede convenir con el requirente en un arreglo convencional, el c sólo obligará al requerido que asistiere, sin que ello obligue a los que no han comp cido; lo mismo tendrá aplicación cuando concurriendo todos los requeridos solo algu o alguno de ellos lleguen a un acuerdo con el requirente.

Art. 48) Art. 173. En la audiencia conciliatoria el juez actuará como moderador y pondrá f debate que sostengan los comparecientes en el momento que considere oportuno; ver a los interesados la conveniencia de resolver el asunto en una forma amigabl no llegaren a un acuerdo les propondrá él la resolución que estime equitativa, debi los comparecientes manifestar expresamente si la aceptan total o parcialmente c rechazan en su totalidad.

Art. 49) Art. 174. La conformidad de las partes, ya sea transigiendo, comprometiéndose en juicio arbitral, según se ha dicho, o aviniéndose, trae aparejada ejecución y debe ejecutarse irremisiblemente por el juez que ha conocido de la conciliación y en vista de la certificación que se presentará de lo resuelto o convenido en la audiencia conciliatoria

Art. 50) Art. 175. Si el requirente no compareciere, el juez tendrá por renunciado de su parte e beneficio de la conciliación, habiéndose tenido ésta por intentada, asentándose el act correspondiente. Si fuese el requerido el que no compareciere, se presumirán legalment ciertas las pretensiones del requirente, haciéndose constar tal circunstancia en el act correspondiente.

Si ambas partes no llegasen a la audiencia conciliatoria se tendrá por intentada l conciliación, asentándose el acta respectiva.

Art. 51) Art. 176. Cualquiera que sea el resultado de la audiencia conciliatoria, se asentará el act correspondiente, la cual será firmada por el juez, el secretario y las partes que hubiere concurrido, si éstas quisieren y pudieren, pena de nulidad.

Art. 52) Art. 177. Si por cualquier motivo no se llevare a cabo la conciliación o se hubiere logra solamente conciliación parcial, podrán interponerse la demanda que trató de evitar con la conciliación parcial, dentro de los límites de ésto.

Art. 53) Art. 178. Cualquiera que sea el resultado de la audiencia conciliatoria el juez da certificación del acta así como de la resolución que ordena dar la certificación a la pa que la pidiere, la que será autorizada por el juez y el secretario.

Art. 54) Art. 179. Los acuerdos a que se lleguen en la audiencia conciliatoria producen los efec de cosa juzgada.

Art. 55) Art. 180. En los casos en que se haya intentado la conciliación y ésta haya fracasado p algún motivo, la demanda que trató de evitarse deberá interponerse a más tardar den de los treinta días hábiles siguientes a aquél en que se realizó la audiencia conciliato

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ACTOS DE PROPOSICION

SECCION I: DE LA DEMANDA

FORMA Y CONTENIDO DE LA DEMANDA

Art. 56) El Art. 193 se reforma así:

Art. 193. La demanda escrita debe contener:

1°. La designación del juez o tribunal al que va dirigida la demanda, la cual en su caso se dejará en blanco, hasta que la oficina respectiva indique a quien corresponde su conocimiento.

2°. El nombre, edad, profesión u oficio, estado civil, nacionalidad, documento de identidad y su domicilio real del demandante y, en su caso, los datos pertinentes del representante legal o procurador.

3°. El nombre del demandado y si posible fuere su edad, profesión, estado civil, nacionalidad y domicilio, y, en su caso, los mismos datos de su representante legal o mandatario, pudiendo agregarse cualquier otro que ayude a identificarlos. Si el actor o el reo fuere persona jurídica, se identificará por su nombre o denominación, naturaleza, nacionalidad, domicilio e inscripción respectiva, si fuere inscribible.

4°. La cosa, cantidad, hecho o derecho que se pide.

5°. La narración precisa de los hechos, la invocación del derecho en que se funda y el ofrecimiento de los medios de prueba pertinentes.

6°. El petitorio formulado con toda precisión.

7°. El valor de la cosa si fuere determinable.

8°. La designación de la casa o lugar que señala el procurador para recibir notificaciones e indicación del lugar donde se puede emplazar al demandado.

9°. El lugar y la fecha de la demanda en letras, firmada por el Procurador.

10°. Los demás requisitos que exige este Código, según fuere la naturaleza de la demanda.

Art. 57) El Art. 194 se sustituye por el siguiente:

Art. 194. La demanda se podrá escribir, ya sea en papel sellado del valor respectivo o en papel simple con los timbres correspondientes.

Art. 58) El Art. 195 se sustituye por el siguiente:

Art. 195. La demanda escrita debe acompañarse con un número de copias igual al

de las personas demandadas. Las copias podrán ser reproducciones obtenidas por cualquier medio con la única condición de ser claramente legibles y deberán firmarse por el procurador, haciéndose constar por el secretario en el acto de recibirlas, su conformidad con el original. Las copias incluirán también las de los documentos que acompañan la demanda. Si no se dispusiere de algunos de dichos instrumentos, se señalará su contenido indicándose con precisión el lugar en que se encuentren y se solicitarán las medidas pertinentes para su incorporación al proceso, previa copia de ellos.

La misma regla se aplicará a todo escrito que se presente respecto de las personas que intervienen en calidad de actor o de reo y de terceristas en el curso de cualquier proceso o procedimiento y en cualquier instancia o recurso.

Todo interesado que haga entrega de una demanda, escrito o documento ante cualquier tribunal, deberá acompañar, además de las copias indicadas, otra copia de los mismos. En ella, el funcionario que reciba la demanda o escrito, dejará constancia, en el momento de la presentación, de la fecha en que se efectúe la misma, de los documentos que se acompañan y de la oficina receptora, devolviendo esa copia al interesado.

De las demandas y peticiones formuladas verbalmente, el juez certificará el acta correspondiente, usando para ello fotocopia o copias, para ser entregadas a las partes Los jueces y tribunales extenderán a las partes copia de toda sentencia o resolución que provean.

Los litigantes presentarán de todo escrito o documento una copia adicional debidamente firmada, que utilizará el tribunal para reponer los autos en caso de extravío o destrucción.

Si fuere alterada la demanda y copia que quede en el tribunal, el interesado podrá pedir la nulidad del decreto de admisión de la demanda y de cualquier otra resolución que siga; debiendo el juez certificar lo conducente y remitirlo a un Juez de lo Penal para que instruya el informativo correspondiente.

Art. 59) El Art. 196 se sustituye por el siguiente:

Art. 196. Si al recibir el tribunal la demanda, se estimare que es manifiestamente improponible, la rechazará, expresando los fundamentos de su decisión.

La resolución será apelable en ambos efectos.

Art. 60) El Art. 197 se reforma así:

Art. 197. Si el demandante no se acordare de la cantidad o calidad de la cosa, debe jurar que no la señala por esta razón.

En cuanto a su valor, deberá siempre indicarlo, aunque sea aproximadamente, para

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determinar la competencia y demás efectos legales, salvo que se tratare de un asunto de valor indeterminado.

ACUMULACION DE PRETENSIONES

Art. 61) El Art. 198 se reforma así:

Art. 198. El demandante podrá acumular en una misma demanda varias pretensione contra el demandado, siempre que concurran los siguientes requisitos:

1°. Que se trata de pretensiones de igual o análoga materia o si fueren diversas que sean conexas entre sí;

2°. Que no sean contrarias entre sí, salvo el caso que se proponga una com subsidiaria de la otra;

3°. Que todas puedan tramitarse por el mismo procedimiento.

También podrán acumularse en una demanda, pretensiones de varios de mandantes o contra varios demandados, siempre que provengan de la misma causa o versen sobre el mismo objeto o se hallen entre sí en relación de la dependencia, aunque sea diferente el interés de unos y otros, o diferente la competencia por razón de la materia.

Art. 62) El Art. 208 se reforma así:

Art. 208. El emplazamiento para contestar cualquier demanda, se efectuará por escrito al demandado en persona, si éste fuere hallado y si tuviere la libre administración de su bienes; caso contrario, se hará a su representante legal o a su procurador debidamente autorizado.

Al realizarse el emplazamiento, se entregará una copia del decreto que lo ordena y otra de la demanda y documentos anexos. Si el demandado no fuere encontrado, se le emplazará dejándosele una esquela, con los dichos documentos, en la forma que indica el inciso primero del Art. 210.

La formalidad con que se hubiere realizado la diligencia, se expresará mediante una constancia en los autos, la que será firmada por la persona emplazada; y si ésta no quisiere o no pudiere firmar, también se dejará constancia de esto.

El emplazamiento lo hará el funcionario respectivo del tribunal. Mas si la persona que ha de ser emplazada fuere encontrada pero esquivase la diligencia, el que notificare pondrá constancia de ello en el expediente y hará el emplazamiento en la forma prevenida en el Art. 210, si el juez así lo ordenare.

En caso de que se ignore el paradero de la persona a quien se ha de emplazar, se hará el emplazamiento en la forma prevenida por el Art. 141.

Cuando se trate de una persona jurídica, el emplazamiento se hará por medio de

que tenga la representación legal de la misma, en el lugar en que áquella tuviere asiento de sus actividades o negocios. Si el que tiene la representación legal no fue hallado, el que notificare hará de inmediato el emplazamiento dejando a cualquiera los socios, empleados o dependientes, las copias de los documentos indicados c anterioridad en este artículo. El que notificare, en este caso, pondrá en el expediente constancia respectiva, la cual firmará junto con el que recibiere las copias, si éste pudie y quisiere. La infracción de lo prescrito en este artículo produce nulidad.

Art. 63) El Art. 219 se reforma así:
Art. 219.- El emplazamiento podrá hacerse en la persona del procurador con manda suficiente, siempre que el mandante no se hallare dentro de la comprensión jurisdiccior del tribunal.

Art. 64) El Art. 220 se reforma así:
Art. 220.- Las notificaciones de las providencias judiciales se harán leyéndoselas a qui corresponda, o por medio de edicto que el funcionario respectivo fijará en el tablero d tribunal en cualquier día hábil, por un lapso de doce horas, pasadas las cuales se tend por hecha la notificación; exceptúanse el auto de apertura a prueba, sentencia definiti y toda otra resolución que la ley ordene expresamente su notificación en forma distint

Art. 65) El Art. 248 se reforma así:
Art. 248 Pr.- Los jueces recibirán la causa a prueba por todo el término de ley, pero c consentimiento de las partes pueden aminorarlo.

Art. 66) El Art. 252 Pr. se deroga.

Art. 67) El Art. 474 Pr. se reforma así:
Art. 474 Pr.- En materia civil cuya cantidad no exceda de diez mil colones, ni sea de val indeterminado, conocerán los Jueces de Paz en juicio verbal.
El actor fijará el valor de la cosa o derecho que demanda, pero el demandado puec objetar antes de contestar, que la cosa o derecho vale más de diez mil colones; en es caso se valuará en el acto la cosa o derecho por peritos, para el sólo efecto de fijar competencia.

Art. 68) El Art. 485 Pr. se reforma así:
Art. 485 Pr.- Para dictar sentencia definitiva, el Juez de Paz deberá de consultar co abogado si él mismo no lo fuere, cuando el interés que se litiga fuere mayor de cinco m colones.

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El juez deberá sentenciar dentro de tercero día de recibido el dictamen y de conform dad con éste.

Art. 69) El Art. 503 Pr. se reforma así:
Art. 503 Pr.- Cuando la cantidad que se litiga exceda de cincuenta colones y no pase c cinco mil, contra la sentencia del Juez de Paz, sólo se admitirá el recurso de revisió: pasando de dicha cantidad, procederá el de apelación. Dichos recursos serán admisibl cuando se interpongan contra la sentencia definitiva.

Art. 70) El Art. 506 Pr. se reforma así:
Art. 506 Pr.- Si al entablarse la demanda ante el Juez de Paz, se opusieren excepcione reconvenciones o tercerías, cuyo importe exceda de diez mil colones, el Juez de Pa remitirá el asunto al Juez de Primera Instancia para que resuelva en la forma qu corresponda, tanto respecto al incidente como respecto a lo principal, otorgándose e tal caso a las partes los recursos legales.

Art. 71) El Art. 512 Pr. se reforma así:
Art. 512 Pr.- Cuando el valor de la cosa litigada exceda de diez mil colones y no pase d veinticinco mil, conocerá un Juez de Primera Instancia en juicio sumario.
También conocerá en juicio sumario dicho funcionario en las demandas por costa daños y perjuicios de que deba conocer conforme al Artículo 41, y en las demandas que se contrae el Artículo 51, aunque las cantidades que se litiguen no excedan de die mil colones.

Art. 72) El Art. 525 Pr. se reforma así:
Art. 525 Pr.- Concluido el término de prueba o el señalado para las tachas, el juc pronunciará sentencia en el término de ley, sin perjuicio de que las partes pueda presentar alegaciones.

Art. 73) El Art. 527 Pr. se deroga.

Art. 74) El Art. 532 Pr. se reforma así:
Art. 532 Pr.- Declarada la rebeldía se notificará al rebelde si éste hubiere señalado luga o casa para oír notificaciones, caso contrario, se le notificará por medio de edicto, y e lo sucesivo no se le harán notificaciones, citaciones ni emplazamientos, salvo el caso d posiciones, ni se le acordarán traslados o audiencias.

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Art. 75) Al Art. 594 se le agrega un inciso que diga:

Art. 594.- Cuando el embargo deba trabarse en bienes inmuebles inscritos o en sueldos y el actor lo solicitare, el juez de la causa podrá también ordenar su embargo mediante oficio que librare a la oficina del Registro de la Propiedad Raíz correspondiente, quien deberá en el plazo máximo de tres días informar al juez de su cumplimiento y éste nombrará en el acto a un depositario de los bienes inmuebles embargados conforme a la ley. Y en cuanto al embargo de sueldos y salarios el juez librará orden al jefe de la oficina, institución o lugar donde el deudor trabajare, ordenándole al pagador embargue la cantidad proporcional que señala la ley, y luego remita el producto de lo embargado a la oficina que señala la misma ley.

Art. 76) El Art. 595 se reforma así:

Art. 595.- La notificación del decreto de embargo hecha al ejecutado, equivale al emplazamiento para que éste comparezca a estar a derecho y a contestar la demanda dentro de tercero día. Si el demandado, dentro del término legal correspondiente, no la contestare, o contestándola confesare su obligación, o no opusiere excepciones, no habrá término del encargado.

Art. 77) El Art. 577 Pr. se reforma así:

Art. 577 Pr.- En los juicios de divorcio, sólo se dará fe a la confesión de las partes sobre la verdad de las causas alegadas, cuando no hubiere hijos dentro del matrimonio.

REFORMA AL CODIGO CIVIL

Art. 78) El Art. 148 C. se reforma así:

Art. 148.- También habrá lugar al divorcio por mutuo consentimiento de los cónyuges en las condiciones siguientes:

1a. La demanda escrita de divorcio deberá ser presentada al juez por los interesados en persona o por medio de apoderado exclusiva y especialmente constituído para el juicio de divorcio;

2a. El juez procurará un avenimiento entre las partes y no accederá a la demanda si ésta no la ratifican un mes después de haberla entablado; esta ratificación deberá presentarse de la manera indicada en el inciso anterior;

3a. Dicha ratificación, para que sa admitida deberá presentarse dentro de los quince días subsiguientes a la expiración del plazo señalado en el inciso precedente.

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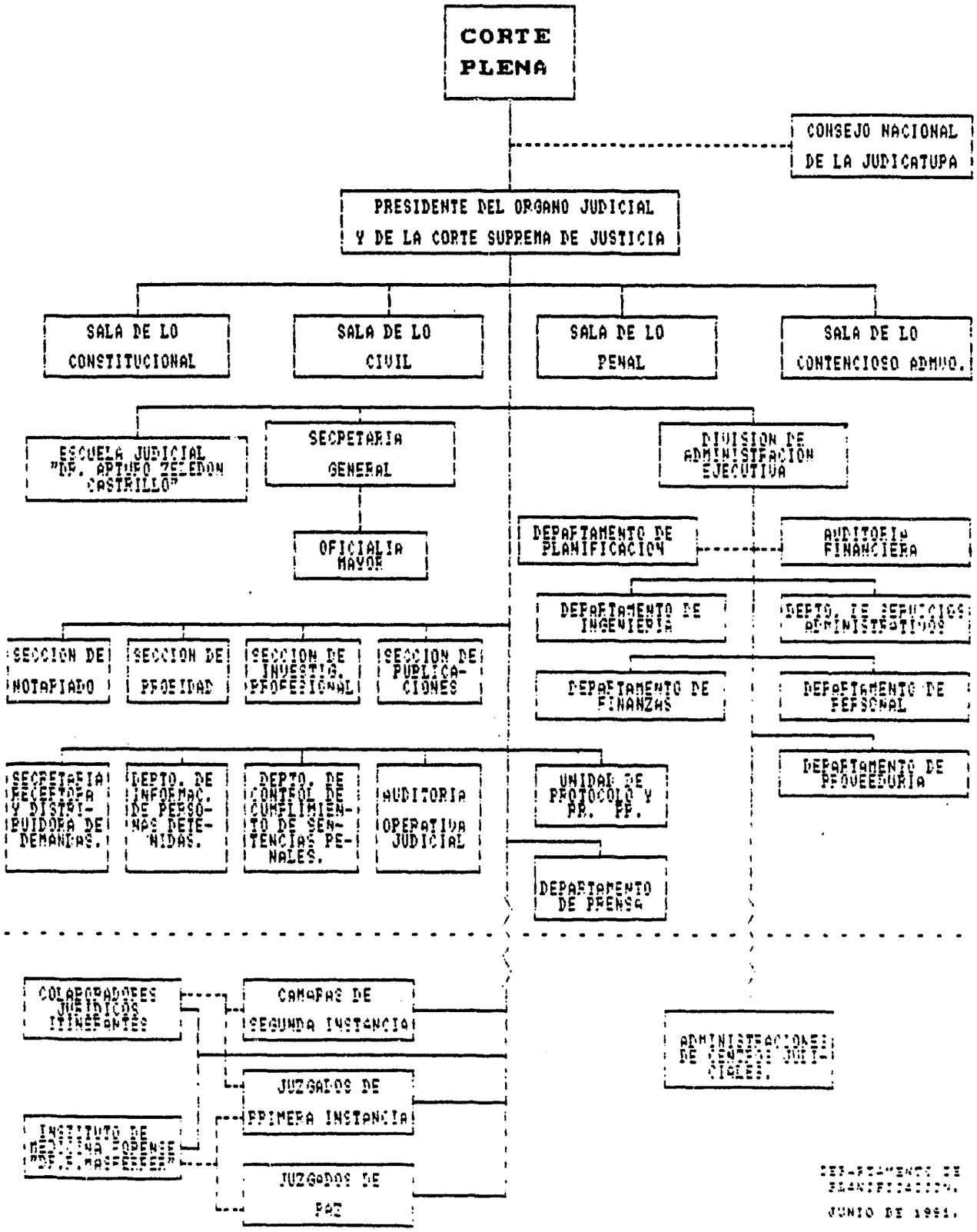
Appendix B

CURRENT ORGANIZATION CHART FOR JUDICIAL BRANCH

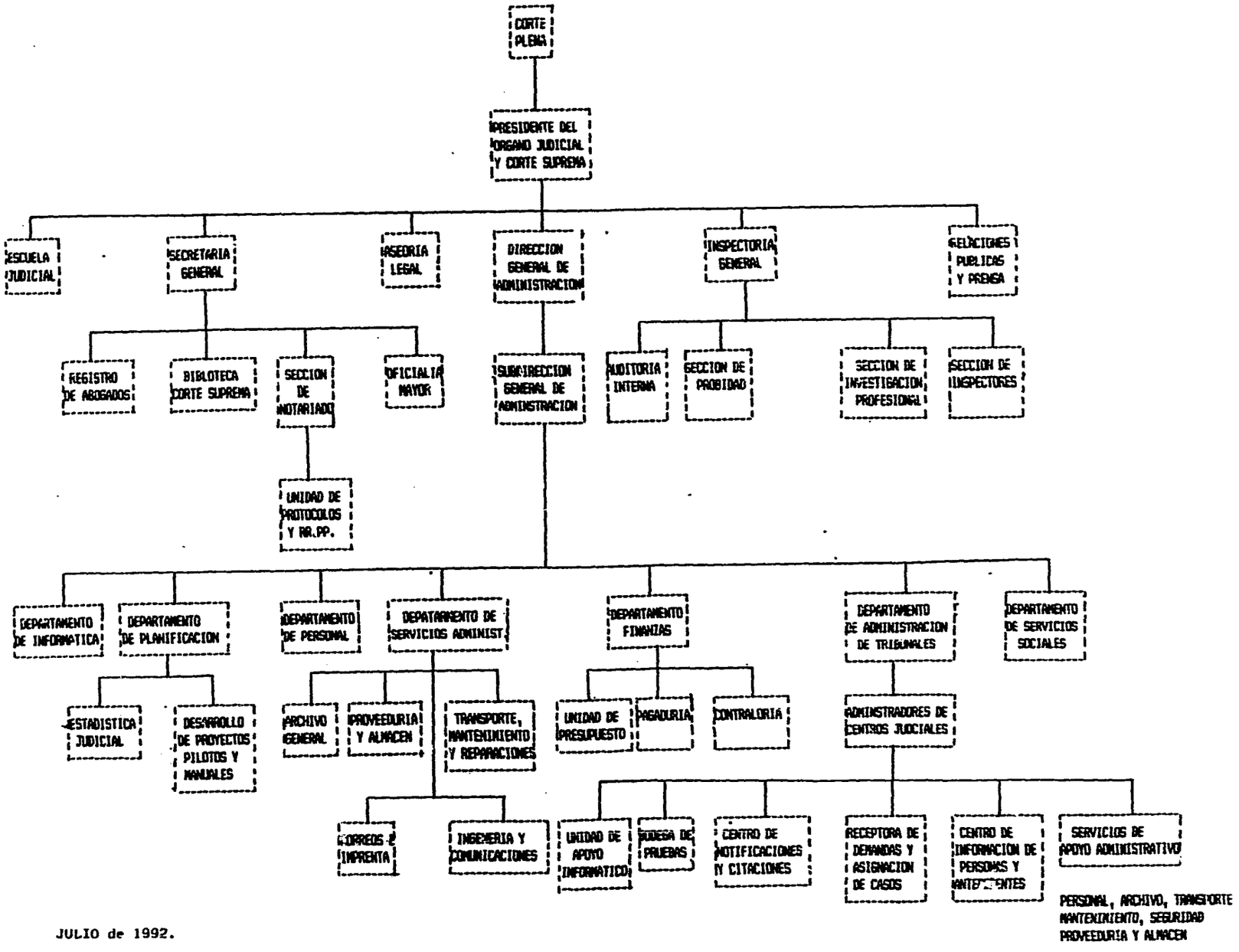
ORGANIGRAMA FUNCIONAL DEL ORGANO JUDICIAL 1991.



Appendix C

RECOMMENDED ORGANIZATION CHART FOR CENTRAL ADMINISTRATIVE OFFICE OF THE JUDICIAL BRANCH

ORGANIGRAMA PROPUESTO PARA EL ORGANO JUDICIAL



JULIO de 1992.

Appendix D

JUDICIAL BRANCH AUTOMATION PLAN

RESUMEN EJECUTIVO
PLAN DE INFORMATICA
DE LA
CORTE SUPREMA DE JUSTICIA

Diseño: Ing. Edgardo Antonio Orellana.

MAYO DE 1992.

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INTRODUCCION

El documento presenta un análisis del perfil del sistema prototipo, de informática del Organo Judicial, donde se analizan las diferentes opciones para obtener la solución más adecuada; nos estamos refiriendo a un problema en el cual se evalúan situaciones de alto costo y riesgo, y en el que a menudo se tienen situaciones únicas, las cuales se deben preveer.

Por lo anterior el presente análisis debe considerarse como una propuesta técnica de Hardware y Software, para el sistema prototipo de la Corte Suprema de Justicia, el cual satisface los objetivos planteados. Y que será desarrollado en tres etapas para garantizar el perfecto acoplamiento al avance tecnológico, y a la capacitación requerida para su correcta operación, a pesar de la simplicidad de manejo que debe poseer.

En este análisis se consideró la opción técnica más adecuada para resolver la problemática planteada; sin limitarse al conocer las fronteras de la factibilidad financiera y económica; aunque se tomaron criterios fundamentales que permitieran una solución económicamente factible de acuerdo a la tendencia que actualmente lleva la corte en su presupuesto y apoyo financiero.

ALCANCE

El presente estudio propuesta esta orientado a proporcionar una estimación lo más cercana posible de la configuración de hardware y sotfware necesario para la implantación de un Sistema de Información para la Corte Suprema de Justicia, y el Organo Judicial.

Para obtener la determinación de requerimientos mínimos necesarios se realizó una investigación preliminar de caracter general tratando de cubrir con el mayor detalle posible los principales procesos actualmente utilizados; se realizaron entrevistas con miembros de la Corte Suprema de Justicia para la clarificación de los procesos y recopilación de datos que reveló una gran cantidad de información en cuanto a la operación actual.

Se utilizó como documentos base, para el análisis el diagnóstico realizado por la Comisión Salvadoreña de Apoyo al Organo Judicial, COSALOJ. El cual sirvió para identificar las características operativas, de control y métodos de entrada y salida, que tendrá el sistema, incluyendo la información que debe producir, así como las opiniones sobre las causas por las cuales ocurren así y las ideas en relación a modificarlas.

OBJETIVOS

- Crear un Sistema de Informática Jurídica Documental.
- Crear un Sistema de Información Administrativa.
- Crear un Sistema de Información Judicial.
- Proporcionar un Sistema eficaz de Auditoria Judicial y Administrativa.
- Brindar apoyo a la Administración de Justicia en El Salvador.

INVESTIGACION PRELIMINAR

SITUACION JURIDICA.

Existe una cantidad de leyes, códigos, tratados y decretos, los cuales se encuentran dispersos en bibliotecas públicas y particulares, sin un índice confiable; lo que provoca dificultades para el conocimiento de la ley, existiendo leyes inoperantes y anacrónicas. Se carece de publicaciones oficiales y privadas actualizadas, y el Diario Oficial lleva un constante retraso en sus publicaciones, además de presentar omisiones y errores en las mismas.

SITUACION ADMINISTRATIVA.

El personal del organo judicial carece de un adecuado nivel de conocimientos administrativos, existen deficiencias en control, no hay manuales para la descripción de puestos, ni de procedimientos administrativos. El acceso a la información administrativa es muy difícil. Hay supervisión inadecuada, así como instalaciones inapropiadas; y una marcada deficiencia en el equipo utilizado por ellos.

DETERMINACION DE LOS REQUERIMIENTOS

Se conoce de la existencia de varias computadoras en la Corte Suprema de Justicia, dos para apoyo del área administrativa, otro en la auditoría judicial y algunas APPLES en el área de publicaciones además del equipo de computación que opera en el Departamento de Informática. Cada uno fue concebido para realizar una función determinada sin considerar la integración de dichos sistemas, algunos de los cuales tienen Hardware antiguo y obsoleto o limitado en sus capacidades, sobre todo la compatibilidad entre algunos equipos es muy pobre, lo que los vuelve sistemas cerrados. Por ello se ha considerado diseñar un nuevo sistema orientado a su integración, adquiriendo equipo moderno de la capacidad adecuada.

En la actualidad se hace necesario que se desarrollen tres aspectos de la creación de un sistema de información, el componente Humano que deberá ser capacitado, el elemento de Hardware adecuado para cumplir los objetivos planteados y el desarrollo e implantación del Software especializado, que permita la captura de los datos necesarios para obtener la información requerida.

En el área de Informática Jurídica Documental, se deberá obtener un sistema que permita a los usuarios en toda la República el acceso fácil y eficiente a toda la recopilación de leyes, decretos, códigos, tratados y publicaciones jurídicas, inclusive los diarios oficiales desde 1826 y las revistas judiciales, las que constituyen jurisprudencia, desde 1896.

De forma de garantizar el conocimiento del derecho a las partes interesadas, estudiantes y toda persona que desee consultar. Para ello es necesario utilizar los aportes de la electrónica y la inteligencia artificial.

Los miembros de la Corte Suprema de Justicia, deberán tener acceso a información no sólo relacionada con la jurisprudencia y legislación sino a todas las áreas de la administración judicial.

En el área de Informática Administrativa, deberán considerarse sistemas basados en los principios de la moderna administración pública y de justicia. Utilizando metodologías modernas de análisis de sistemas.

En el área de Control deberá considerarse un sistema que permita una verdadera auditoría tanto jurídica como administrativa, aumentando la eficiencia de los diferentes procesos. La información debe llegar de toda la República sin retraso, con informes del status de cada uno de los casos que se ventilan en los diferentes juzgados, así como el seguimiento de cada uno de los consignados y sus respectivas sentencias y doctrina. Por otro lado se incluirán el Centro de Información de Personas Detenidas y el Control de Testamentos y Aceptaciones de Herencia y el Listado Nacional de Jurados; sistemas que actualmente corren bajo XENIX. Una vez implementado el seguimiento de casos se podrá obtener estadísticas adecuadas y confiables.

Este tipo de situación requiere de la confidencialidad necesaria, por lo que debe de considerarse la posibilidad de comunicación eventual entre los diferentes centros judiciales y la Corte Suprema de Justicia, de manera de no crear duplicidades innecesarias.

Para el cálculo de los volúmenes de información se estudiaron procesos tipo en diferentes juzgados y dependencias del Organo Judicial en las condiciones actuales y las proyectadas a cinco años plazo de acuerdo a los objetivos de la Corte Suprema de Justicia; de acuerdo a ello señalamos el Hardware adecuado; tratando de evitar la obsolencia e incompatibilidad de los equipos, así como con un criterio de estandarización, para facilitar la capacitación de personal y el servicio de mantenimiento del equipo, así como bajar costos al momento de adquirir lotes de equipo, en lugar de usar equipos de dudosa compatibilidad e integración. (Ver CUADRO 1)

De acuerdo a nuestra investigación hay un juez por cada juzgado del país (en todos los municipios hay juzgados de paz), aparte de 14 jueces itinerantes y 14 jueces de sala o magistrados. Solamente en San Salvador hay 40 jueces que ventilan en sus juzgados el 80% de los casos del país. Esto nos señala desde este momento la necesidad de proporcionar acceso a la información de caracter jurídico a dichos jueces y magistrados, proporcionandoles un número de equipos de consulta básico, ya que la independencia de los diferentes juzgados, no permite el compartir recursos.

Este tipo de sistemas debe de implantarse por etapas debido a la necesidad de capacitación de personal y de recopilación de datos los cuales deberán ser estructurados, para cumplir con los objetivos; asímismo deben de considerarse los cambios necesarios en la organización administrativa e infraestructura que permita la operación eficiente del sistema. (Ver cuadro 2)

PROPUESTA DE SISTEMAS PARA EL SISTEMA PROTOTIPO DE INFORMACION DE LA CORTE SUPREMA DE JUSTICIA

CARACTERISTICA DEL SISTEMA

1.- Sistema de Informática Jurídica Documental

- Indexado de la Legislación por Sistema Hypertext.
- Acceso a todos los interesados, con control jerárquico.
- Gran capacidad de Almacenamiento usando tecnología CD-ROM.
- Fácil operación.
- Posibilidad de acceso directo y remoto.
- Posibilidad de actualización en Línea.

2.- Sistema de Información Administrativa.

- Sistema Mixto de Procesamiento Distribuido.
- Acceso de Seguridad
- Desarrollado por etapas
- Fácil operación.

HYPERTEXT:

El concepto de Hypertext fue introducido en los años sesenta por un visionario ingeniero Ted Nelson. El lo definió como una guía o indices fáciles de manejar basados en la información contenida por un computador, un viejo sueño del área de los vastos cuerpos de las diferentes áreas del conocimiento humano. Desde 1987 se le brindó la atención comercial debida y aparecen los primeros sistemas. Por ejemplo supongamos que usted está leyendo un texto de Hamlet y encuentra una palabra no familiar, usted se posiciona sobre ella y presiona una tecla y obtendra información etimológica, conceptos sociales y todo un razonamiento del sentido que le da su autor; asimismo encuentra relaciones entre ella y otros pasajes del libro y los diferentes sentidos en que se usa en dicho libro. También puede evocar imágenes o diagramas a los que se refiere el autor obteniendo una completa descripción de los artículos mencionados.

DESCRIPCION

1. EL SISTEMA DE INFORMATICA JURIDICA DOCUMENTAL:

Proporcionará información confiable y oportuna de toda la jurisprudencia y legislación la cual comprende el almacenamiento estructurado e indexado de acuerdo a técnicas modernas de las diferentes leyes, tratados, decretos, códigos y recopilaciones de leyes, utilizando índices, tablas de referencia, palabras claves de búsqueda y una recopilación de ventanas de ayuda con información y procedimientos de operación del sistema. Para ello deberán de clasificarse y almacenarse Gibabytes de información creándose un registro de HyperText (Sistema de información, el cual garantiza la consulta inmediata de temas afines o relacionados mediante una palabra o frase clave, así como de la historia evolutiva de dicho tema o ley). Para poder utilizar en forma eficiente y a bajo costo los gigantescos volúmenes de información es necesario el uso de la tecnología adecuada, como el uso de potentes microcomputadoras de escritorio y del disco compacto CD-ROM conocido como disco LASER, el cual es utilizado como sistema de almacenamiento y como el método más eficiente para la divulgación de la información, es decir cuando lo más importante es el compartir información, sin los altos costos de los sistemas de consulta ON-LINE.

La estructuración de la información mediante la técnica de Hypertext requiere del uso de software especializado y con capacidad de manejo de grandes volúmenes de información

Para cumplir con los objetivos de divulgación y conocimiento de la ley es necesario instalar en todos los juzgados equipos con la capacidad antes apuntada de forma de suplir las deficiencias en el conocimiento de la ley. Esto significa que será necesario desarrollar el sistema por etapas, de acuerdo a la siguiente propuesta:

<u>Primera Etapa:</u>

- Se crea el Departamento de Informática de la C.S.J.
- Sistema de Información de la Corte Suprema de Justicia
- Equipos de Apoyo en los juzgados de San Salvador y Municipios, con copia de la recopilación de la legislación, diarios oficiales y jurisprudencia.
- Equipos de Consulta en los centros de información localizados en los principales centros judiciales y en la Biblioteca "Dr.Ricardo Gallardo" de la Corte Suprema de Justicia.

- Se crea un registro permanente de sentencias y doctrina de toda la República, llevando un control de consignados y condenas; creando una verdadera auditoria judicial.
- Instalación de sistemas FAX en los juzgados de S.S. y municipios
- Se establece el control de protocolos y el registro de abogados.
- Se crea el Registro Nacional de personas para constituir jurados.
- Se crea el sistema de control de Testamentos y Aceptaciones de Herencia.
- Se crea el Centro de Información de Personas Detenidas.

Segunda Etapa:
- Se instalan computadoras personales en las cámaras y juzgados de primera instancia para desarrollar funciones de procesamiento de la palabra y otras labores de apoyo al tribunal.
- Integrar las cabeceras departamentales al S.I.J. (Sistema de Información de la Corte Suprema de Justicia)
- Equipos de apoyo en las cabeceras departamentales.
- Establecen los enlaces de comunicación entre el departamento de Informática de la C.S.J. y los centros judiciales de las cabeceras departamentales.
- Se adquiere el Hardware y software especializado para desarrollar el Sistema de Informática Jurídica Documental, empleando técnicas de Hypertext.

Tercera Etapa:

- Equipos de apoyo en todos los juzgados de la República incluyendo juzgados de Paz.
- Integración total al Sistema de Información.
- Diseño sujeto a la experiencia de las etapas precedentes.

Para los efectos de mantener actualizado el centro de información de detenidos, se instalarán equipos fax que facilitarán el acceso inmediato a la información de personas detenidas, siendo procesados e ingresados al sistema de la Corte Suprema de Justicia.
Es decir que se contempla la instalación de un sistema MAINFRAME multiusuario, para la integración de la información proveniente del sistema administrativo y de informática jurídica. Dicho equipo deberá tener capacidad para operar con 50 terminales en la fase inicial y opción de crecer y comunicación. Este equipo servirá también para apoyar al sistema de informática jurídica al crear los master previos a la producción de los CD-ROM (Discos compactos Laser).

En la tercera etapa se considera la integración de todos los Sistemas, nos referimos aquí al MAINFRAME y los equipos microcomputadores de escritorio, instalados en los diferentes juzgados; por lo cual será necesario la utilización de un sistema de comunicación adecuado basado en la Red Nacional de ANTEL ó en Servicios de Red Privada.

2.- Sistema de Información Administrativa.

Definimos este sistema como un sistema mixto de procesamiento distribuido, por que considera la administración en las áreas siguientes:

- Administración General

Se refiere a los procesos puramente de administración de la Corte y los Centros Judiciales a su cargo, incluyendo tareas como: pago de salarios, manejo de personal, provisiones, análisis financiero, auditoría contable, suministros, etc.

- Administración de Justicia

Esta incluye a otras áreas de la administración de justicia como las que se refiere al seguimiento de las condenas de los reos, estatus de cada uno de los juicios, captura de las sentencias y doctrina, registro de capturas y status de la misma, etc.

De procesamiento distribuido ya que se piensa utilizar la mayor parte y en la medida de lo posible, a todos los equipos que están en operación. Sin embargo ya expusimos con anterioridad que la concepción de los mismos dificulta, por no decir vuelve casi imposible la integración de un sistema de información y administración como el que se ha pensado. Por ello diseñamos un sistema de información integrado que tenga funciones de procesamiento para el área administrativa y al mismo tiempo permita el acceso a dicha información, por parte de los señores magistrados, que tengan código de acceso autorizado.

Es decir que este tipo de información es de alto grado de sensibilidad, por lo que un sistema que la integra necesita ser de acceso controlado y con control jerarquizado. El cual sólo puede obtenerse con niveles adecuados de control en un sistema MAINFRAME Multiáreas, Multiusuarios.

CONFIGURACION DEL EQUIPO BASICO

Para conocer de las cantidades requeridad de cada uno de los equipos por favor consultar el cuadro "A".

COMPUTADOR DE ESCRITORIO TIPO I

Procesador 80486, Mouse standard
Memoria RAM 4 Megabytes, 2 Puertos Seriales, 1 Puerto Paralelo.
Unidad de Disco flexible 5.25" de alta densidad 1.2MB
Unidad de Disco flexible 3.50" de alta densidad 1.44MB
Unidad de Disco fijo de 330 Megabytes tipo SCSI ó ESDI
Monitor y controlador a colores Super VGA 1024 x 768 PIXELS
Unidad lectora de CD-ROM Compact Disk
Modem Interno de 9600/2400/1200/300 baudios

COMPUTADOR DE ESCRITORIO TIPO II

Procesador 80386, mouse standar.
Memoria RAM 2 Megabytes, 2 puertos Seriales, 1 Puerto Paralelo
Unidad de Disco flexible 5.25" de alta densidad 1.2MB
Unidad de Disco flexible 3.50" de alta densidad 1.44MB
Unidad de Disco fijo de 330 Megabytes tipo SCSI ó ESDI
Monitor y controlador a colores Super VGA 1024 x 768 PIXELS
Unidad lectora de CD-ROM Compact Disk
Modem Interno de 9600 baudios.
Modem Interno de 9600/2400/1200/300 baudios

COMPUTADOR PORTATIL LAPTOP TIPO III

Procesador 80386, mouse standard
Memoria RAM 2 Megabytes, 2 Puertos Seriales, 1 Puerto Paralelo
Unidad de Disco 5.25" de alta densidad 1.2MB EXTERNA
Unidad de Disco flexible 3.50" de alta densidad 1.44MB
Unidad de Disco fijo de 40 Megabytes tipo SCSI o IDE o ESDI
Monitor EXTERNO a colores Super VGA 1024 x 1024 PIXELS
Monitor de la unidad tipo VGA MONOCROMATICO 64 gray scale.
Unidad lectora de CD-ROM Compact Disk EXTERNA
Modem EXTERNO de 9600 baudios

COMPUTADOR DE ESCRITORIO TIPO IV

Procesador 80386SX, mouse standard 20 MHZ
Memoria RAM 2 Megabytes, 2 Puertos Seriales, 1 Puerto Paralelo
Unidad de Disco 5.25" de alta densidad 1.2MB
Unidad de Disco flexible 3.50" de alta densidad 1.44MB
Unidad de Disco fijo de 40 Megabytes tipo SCSI o IDE o ESDI
Monitor a colores Super SVGA 1024 x 768 PIXELS ó
Monitor VGA MONOCROMATICO 64 gray scale.
Modem INTERNO de 9600/2400/1200/300 baudios

EQUIPO DE IMPRESION TIPO I

Impresor Matricial 24 pines de alta velocidad 216 lpm

EQUIPO DE IMPRESION TIPO II

Impresor Matricial mínimo con 9 pines y 330cps.

EQUIPO DE IMPRESION TIPO III

Impresor Laser tipo Postscrip
4 Megabytes de RAM para el impresor
Capacidad de generación de caracteres escalables
Software de administración de fuentes y tipos de letra.

EQUIPO SCANNER Y SOFTWARE O.C.R. (Optic Character Recognition)

Scanner de alta definición 600 - 1850 dpi
Software para O.C.R. capaz de reconocer caracteres y gráficos
O.C.R. profesional
Scanner manual de alta definición 600 dpi como mínimo.

EQUIPO DE PROTECCION y Fuentes ininterrumpidas de alimentación

Unidad U.P.S. con regulación de voltaje
- Capacidad 1200 watts
- Tiempo de soporte 1 hora como mínimo
- Planta eléctrica para abastecer el equipo electrónico

EQUIPO CENTRAL TIPO MAINFRAME

Computador Multiusuario

- Con capacidad de manejar 50 terminales como mínimo.
- Capacidad de añadir terminales remotas
- Terminales con capacidad de gráficos a colores VGA. (Red Local de PC)
- Capacidad de almacenamiento en discos 10 Gigabytes
- Almacenamiento en cartuchos 18 - tracks 9600 bpi
- Capacidad de lectura y escritura de CD-WROM de 680MB ó 800 MB
- Sistema Operativo con capacidad de:
    - Hojas electrónicas
    - Procesamiento de la Palabra en Español
    - Bases de datos Multi - relacionales SQL
- Sistema HyperText y sus administradores
- .Scanner y Software procesador de imágenes profesional
- .Equipo de protección y fuente ininterrumpida de alimentación U.P.S. de acuerdo a la capacidad del equipo.
- Distancia máxima entre terminales 1500 mts.
- Cable coaxial para conectar las terminales, luego de definir ubicación exacta.

Utilizamos el criterio de uniformidad a fin de garantizar el mismo nivel de rendimiento en todos los equipos, facilitando la capacitación de personal. Por ello se escogió equipo de alto rendimiento aún cuando algunos juzgados no lo requieren debido a su volumen de trabajo actual y proyectado. Solicitamos monitores a color para usar a su máxima capacidad el sistema de HiperText; evitando los errores comunes a que nos lleva el tedio, al pasar varias horas frente a monitores monocromáticos.

PLAN DE IMPLEMENTACION DE COMPUTADORAS EN LOS TRIBUNALES

ANTECEDENTES:

Hoy en día la utilización de tecnología de computación en todos los campos ha permitido la optimización de procesos que antaño se creía imposible de mejorar. Es así que la administración de justicia ha recibido un impacto positivo con la implementación de sistemas computarizados que ya han dado frutos, que han permitido medir en una forma concreta los beneficios alcanzados.

Es así que el Centro de Información de Personas Detenidas, ha cumplido un papel muy importante en el cumplimiento de los acuerdos de Chapultepec, en materia de derechos humanos al mantener informados a familiares y amigos de las personas capturadas en todo el territorio nacional, asimismo se han apoyado de esta forma las gestiones de la Misión de Observadores de las Naciones Unidas en El Salvador.

La creación del Listado Nacional de Jurados, con el apoyo de la empresa privada, ha permitido que en la actualidad no se haya frustrado ninguna VISTA PUBLICA, desde la operación del sistema. Como dato curioso el 95% de los jurados ha dado veredicto condenatorio, contrastando con datos anteriores donde la mayoría de veredictos fueron absolutorios y con un altísimo índice de VISTAS PUBLICAS frustradas, a tal grado que era casi seguro que se frustrara, debido a la falta de ciudadanos que acudieran al llamado, esto ocurría debido a que no se poseían datos actualizados para realizar los citatorios.

El sistema de control de Testamentos y Aceptaciones de Herencias, ha permitido que procesos que antes demoraban semanas, mientras se revisaban gigantescos volúmenes de datos, ahora se realizan en pocos minutos.

Desde el mes de noviembre del año próximo pasado, se inició un programa de capacitación de personal del Organo Judicial, adiestrándoles en el conocimiento del Sistema Operativo MS-DOS 5.0 y el manejo del Procesador de palabras MS-WORD 5.5, los participantes provenían de toda la República, de los diferentes centros judiciales. La escuela de capacitación judicial de la Corte Suprema de Justicia también ha desarrollado seminarios de capacitación al personal en las áreas administrativas, relaciones públicas y computación a jueces y magistrados.

Una de las tareas que representará mayor avance en la auditoría de casos es la próxima instalación en los tribunales de San Salvador de computadoras que

realizarán labores de control de casos, procesamiento de palabras y como biblioteca electrónica conteniendo la recopilación de la legislación actualizada más utilizada para administrar justicia.
En el área administrativa, se instalarán computadoras en diversos departamentos de la Corte Suprema de Justicia, lo que permitirá elevar el nivel de eficiencia de los mismos y proporcionarán información veraz y oportuna a las instancias superiores, permitiendo la toma de decisiones en una forma inmediata, basada en datos reales.

Es importante hacer notar que todos los proyectos se han desarrollado utilizando únicamente fondos provenientes del presupuesto general del Organo Judicial, lo que ha permitido avanzar rápidamente obteniendo resultados positivos, en esta oportunidad se presenta la ocasión de obtener ayuda externa para apoyar el desarrollo actual conforme a la planificación del Organo Judicial de la República de El Salvador, garantizando de esa forma el éxito en la medida que se apoye en su independencia al Organo Judicial.

Es importante hacer notar que en el presente documento no se contempla la adquisición de un sistema multiusuario. Aunque en el proyecto original para la etapa a largo plazo y solo después de terminada una planificación detallada si se piensa instalarlo.

OBJETIVOS:

- Proporcionar un sistema de control de casos por tribunal
- Crear un eficiente control de auditoría judicial
- Apoyar a la Administración Ejecutiva del Organo Judicial
- Proporcionar adecuadas herramientas de trabajo al personal judicial
- Apoyar en el conocimiento de la Ley a magistrados, jueces y abogados
- Obtener estadísticas que permitan la toma de decisiones
- Agilizar los procesos

IDENTIFICANDO LOS REQUERIMIENTOS:

Se realizó la determinación de los requerimientos básicos estructurando la investigación en la búsqueda de entender cuales eran los procesos básicos, datos utilizados y producidos, límites impuestos por tiempo y cantidad de trabajo y los controles utilizados.

Para la identificación de los procesos se utilizaron los códigos procesales que establecen la forma de realizar cada etapa y la captura de información se realizó mediante diversas técnicas utilizando:

- Entrevistas seleccionadas
- Cuestionarios especiales
- Inspección de registros
- Observación directa.

De lo anterior podemos decir que el 100% del trabajo de un tribunal esta orientado a manejo de información en forma de documentos de texto, de los cuales más del 60% del mismo son formas de caracter estandarizado y que los problemas de cuello de botella surgen debido a las dificultades de procesamiento de los grandes volúmenes de texto, de caracter repetitivo en muchos casos y de la ausencia de un sistema adecuado de control, dificultando el proceso de auditoría judicial (seguimiento de casos).

Por otro lado la dificultad en cuanto a la disponibilidad de los procesos a las partes, provoca en varios casos atrasos innecesarios, lo que vendría a solucionarse si se contara con medios electrónicos de procesamiento de texto, a pesar que la ley establece el derecho de las partes a conocer de los extractos de los procesos y de la documentación presentada por la contraparte.

El desarrollo de un programa de captura de la información proveniente de la secretaría receptora y distribuidora de demandas y el seguimiento del caso mediante el control del mismo sistema, pondrá en manos de la Corte Suprema una herramienta efectiva para la auditoría judicial.

Se ha planteado un sistema de procesamiento distribuido, es decir que se procese localmente y que exista la posibilidad de comunicación con el centro de computo del organo judicial. Para ello se utilizarán las lineas telefónicas y modems en los computadores, equipados con un programa adecuado de comunicaciones.

Las nuevas instalaciones del Centro Judicial de San Salvador se inaugurarán a finales de 1992, y estas incluirán: instalaciones inteligentes para la red telefónica y de computación, permitiendo la instalación de terminales o computadores en una forma ordenada, integrando las computadoras a una red.

Las configuraciones de los diferentes tipos de computadora se encuentran indicados en (CUADRO 2).

Se tipificaron 4 tipos de configuraciones basadas en los requerimientos de trabajo

PLAN DE IMPLEMENTACION:

Se ha divido el programa en tres grandes áreas:

A) SOPORTE OPERATIVO
B) SOPORTE AL USUARIO FINAL
C) ADMINISTRACION DE RECURSOS

SOPORTE OPERATIVO:

En esta área se desarrollarán actividades relacionadas con la instalación del equipo y la ubicación física. Identificándose dos puntos:

1.- Planificación y Diseño del Local

-Se analizó y seleccionó el tamaño del centro de cómputo
-Diseño Físico del Local
-Planificación y Distribución de Computadores
-Diseño de requerimientos ambientales
-Determinación de los sistemas de seguridad adecuados
-Distribución e instalación en los diferentes tribunales y centros judiciales

2.- Instalación Física

-Construcción del Centro de Cómputo
-Instalación del sistemas de seguridad adecuados
-Conexión y prueba de los equipos
-Adecuación de instalaciones de Tribunales y Centros Judiciales
-Instalación de Aire Acondicionado (Donde aplique)
-Instalación de alambrados

3.- Capacitación de Personal Técnico

Se entrena a personal de la Corte Suprema por técnicos enviados por AST, convirtiéndose en Centro Autorizado de Servicio para Dichos productos.

SOPORTE AL USUARIO FINAL:

Casi por regla general el usuario final es el más relegado en cuanto al soporte se refiere, pese a que es quién más contacto tiene con la utilización de los sistemas de cómputo, a la vez es el que está más expuesto a rotación dentro de la organización. Por lo que la atención a esas necesidades y cambios fue programada detenidamente, y se ha convertido en un importante foco de atención dirigiendo mucho esfuerzo a garantizar dicho soporte en las siguientes áreas:

1.-EDUCACION USUARIO FINAL

El presente programa se inició en el mes de Septiembre de 1991, con el análisis de necesidades de los tribunales y después de identificar los requerimientos básicos se propuso un programa de capacitación de empleados del organo judicial en las siguientes áreas: Administrativa, Conocimiento de la Ley, Computación, Redacción, Ortografía y Relaciones Humanas.

Dentro del área de computación los esfuerzos fueron dirigidos al soporte operativo y al usuario final, capacitándoles en el conocimiento del sistema operativo, procesador de palabras WORD y en el uso de los paquetes desarrollados por el Departamento de Informática para el control de casos. De igual forma se escogió una reconocida universidad especializada en computación para realizar la capacitación siendo supervisada por técnicos del Organo Judicial.

2.-ESTUDIOS DE RENDIMIENTO

Para obtener los máximos rendimientos, todo el personal de informática y de los tribunales se encuentra en permanente capacitación y se realizan estudios a fin de destacar los puntos que dificultan el rendimiento y recomendar y tomar las acciones necesarias a fin de lograr el máximo de los puntos positivos y efectuar las medidas correctivas para los aspectos de bajo rendimiento. En la actualidad por medio de la colaboración de la empresa privada se han capacitado a personal de informática en el estudio de tiempos y movimientos, técnicas de administración, velocidad de digitación, lectura rápida y una serie de aspectos que mejoren el rendimiento, transmitiendo esos conocimientos a otros mediante sesiones de capacitación.

3.-RECUPERACION EN CASOS DE DESASTRE

Se ha diseñado un sistema de seguridad para seguir operando en caso de desastre físico ó por cualquier otra nauraleza, incluyendo los requerimientos de almacenamiento, programas de seguridad, de metologías de proceso en caso de desastre, ubicación de los sistemas de respaldo, se ha entrenado personal para esos casos y se realizan revisiones periódicas. Se ha establecido el departamento de mantenimiento con personal capacitado en la identificación y aislamiento de problemas, contamos con software de diagnóstico especializado, programas correctores, vacunas y programas de protección contra virus de computadoras. Las estrictas medidas de respaldo cumplen función importante dentro del sistema de seguridad.

INSTALACION, AMBIENTACION Y UTILIZACION DEL EQUIPO DE COMPUTO

Instalaciones:

Se han señalado los lugares específicos donde se instalarán los diferentes equipos de computación y unidades de soporte, (ver cuadro 1) el departamento de ingeniería cuenta con una programación de actividades desde el mes de noviembre del año pasado para realizar con suficiente antelación el acondicionamiento de las instalaciones, de los Centros Judiciales, Corte Suprema y de los Tribunales de San Salvador.

Metodo de Conversión:

El departamento de informática está preparado para dar soporte y atender las demandas de servicio que le hagan los diferentes tribunales al momento de la instalación y operación de los computadores.

Se ha programado usar el metodo del sistema en paralelo mientras se alcanzan niveles confiables de operación. Es decir contando siempre con el sistema antiguo como apoyo.

Para la utilización de los diferentes equipos ver (CUADRO 3).
Los equipos se han distribuido en las siguientes áreas:

- Corte Suprema de Justicia
  Para apoyar labores de administración y capacitación de personal.
- Tribunales del Centro Judicial de San Salvador
  Apoyar labores de los tribunales y mejorar la auditoría judicial
- Centros Judiciales y Bibliotecas de los mismos
  Recopilación de la legislación, apoyando a jueces y abogados
- Informática
  Para sustituir equipo originalmente adquirido y ahora inservible.
- Presidencia
  Labores de Presentaciones apoyo directo a la Presidencia.
  Consulta de leyes
  Control Administrativo
  Apoyo para la toma de decisiones

La instalación de los equipos en el edificio de la Corte Suprema dará la oportunidad de completar el desarrollo de las diferentes aplicaciones y el aprendizaje de paquetes comerciales que se conviertan en herramientas de apoyo a los diferentes departamentos; utilizando dichos equipos para la capacitación misma de los operadores, mientras se instalan en forma progresiva en los respectivos departamentos y se realiza el cambio gradual al sistema nuevo.

Este documento es un resumen ejecutivo de los principales aspectos considerados en el plan de implementación del equipo de cómputo para el Organo Judicial.

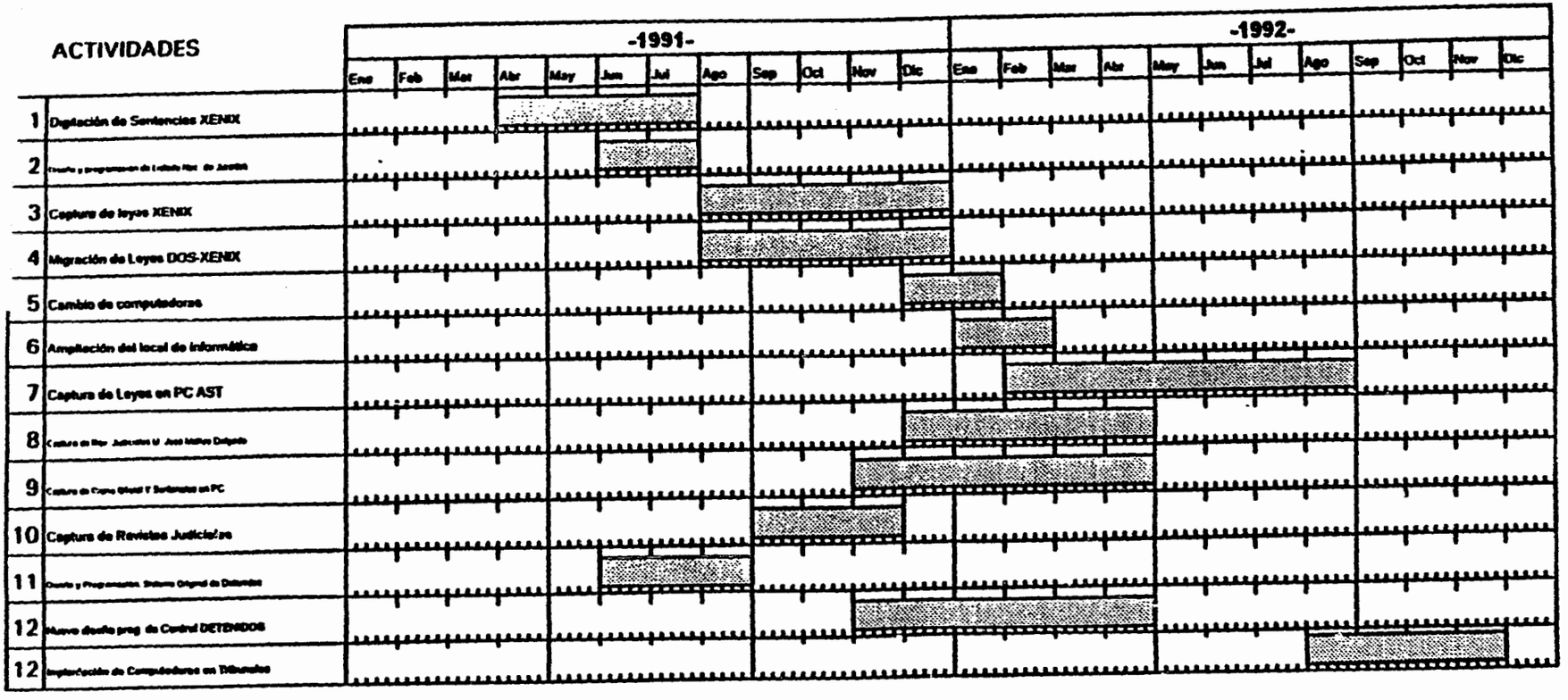
CUADRO DE JUZGADOS DE EL SALVADOR
Clasificación por Tipo y por Departamento
Informática C.S.J.

CD.	JUZGADO	San Salv.		Sta. Ana		San Miguel		La Libert.		Usulután		Sonsona.		La Unión		La Paz		Chalaten.		Cuzcatl.		Ahuach.		Morazán		S. Vicen.		Cabañas		TOTAL
PA	De Paz	10	20	3	14	3	21	3	22	3	26	3	15	3	18	3	21	3	23	3	16	3	12	3	23	3	13	3	9	308
PN	De lo Penal	10	6	3	2	3		3	1	3		3		3		3				2		2				3				39
HA	De Hacienda.	2																												2
TR	De Tránsito	4		1		2		1				1																		9
MI	De lo Militar	1																												1
II	De 1a. Instan.		1				2		2		4		2		1		1	1	2		1		1	2			1	1	1	24
CI	De lo Civil	3	3	3	2	1		1	1	1		1		1		1				1		1				1				23
LA	De lo Laboral	4		1		1		1				1																		8
IQ	De Inquilinato	1																												1
ME	Tutel. de Men.	2		1		1																								4
MC	De lo Mercant.	3																												3
	TOTALES	36		30		33		33		33		33		34		37		40		22		17		30		19		13		433

CUADRO 1

CUADRO 2

CRONOGRAMA



Departamento de Informática
CORTE SUPREMA DE JUSTICIA

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CORTE SUPREMA DE JUSTICIA
Departamento de Informática

HARDWARE

12	Computadoras AST Premium II	386/33
2	Computadoras AST Premium II	486/33
1	Computadoras DTK	368/33
14	Impresoras Brother	M-1309
2	Impresoras Hewlet Packard	Rugged Writer
1	Impresora Hewlet Packard	Laserjet III
1	Scanner Hewlet Packard	Scanjet
1	Scanner the complete Flatbed	Complete
16	UPS BEST	500 W
4	UPS BEST	1000 W

CUADRO 3

Investigación y Diseño: Ing. Edgardo Orellana

CUADRO 4-A

DETALLE DEL EQUIPO A INSTALAR EN EL ORGANO JUDICIAL DE ACUERDO AL CRONOGRAMA ANEXO.

CENTRO DE GOBIERNO

LOCALIZACION	TIPO DE EQUIPO	CANT.	UTILIDAD
Secretaría receptora de demandas	Tipo II	1	Mecanizar el control y distribución de Demandas.
Biblioteca Centro Judicial	Tipo II	1	Consultas al Sistema Informático Jurídico Documental.
Biblioteca Corte Suprema de Justicia	Tipo II	2	Consultas al Sistema Informático Jurídico Documental.
Departamento de Informática	Tipo I	2	Control, proceso y tratamiento de leyes y documentos de tipo jurídico.

CENTROS JUDICIALES

Sta. Ana	Tipo II	1	Consulta del Sistema de Informática Jurídica Documental.
Sta. Tecla	Tipo II	1	Consulta del Sistema de Informática Jurídica Documental.
Sn. Miguel	Tipo II	1	Consulta del Sistema de Informática Jurídica Documental.
Ahuachapán	Tipo II	1	Consulta del Sistema de Informática Jurídica Documental.
Usulután	Tipo II	1	Consulta del Sistema de Informática Jurídica Documental.
San Salvador	Tipo II	1	Consulta del Sistema de Informática Jurídica Documental.

TRIBUNALES

Paz	Tipo IV	10	Mecanización del proceso que le concierne de acuerdo a su materia.
Penal	Tipo IV	10	Mecanización del proceso que le concierne de acuerdo a su materia.
Hacienda	Tipo IV	2	Mecanización del proceso que le concierne de acuerdo a su materia.
Tránsito	Tipo IV	4	Mecanización del proceso que le concierne de acuerdo a su materia.
Militar	Tipo IV	1	Mecanización del proceso que le concierne de acuerdo a su materia.
1° Instancia	Tipo IV	1	Mecanización del proceso que le concierne de acuerdo a su materia.
Civil	Tipo IV	5	Mecanización del proceso que le concierne de acuerdo a su materia.
Laboral	Tipo IV	4	Mecanización del proceso que le concierne de acuerdo a su materia.
Inquilinato	Tipo IV	1	Mecanización del proceso que le concierne de acuerdo a su materia.
Tutelar de Menores	Tipo IV	2	Mecanización del proceso que le concierne de acuerdo a su materia.
Mercantil	Tipo IV	5	Mecanización del proceso que le concierne de acuerdo a su materia.

CUADRO 4-B

SALAS

Presidencia	Tipo II	1	Mecanización de control administrativo del Organo Judicial.
Sala de lo Constitucional	Tipo IV	2	Mecanizar los procesos constitucionales y lo que por ley debe resolver.
Sala de lo Penal	Tipo IV	1	Controlar y mecanizar los procesos penales que se llevan a cabo en los tribunales y en la misma Sala.
Sala de lo Contencioso Administrativo	Tipo IV	1	Mecanizar el proceso Contencioso Administrativo.
Sala de lo Civil	Tipo IV	1	Controlar y mecanizar los distintos procesos que se llevan a cabo en los tribunales de lo Mercantil, Civil y Laboral.

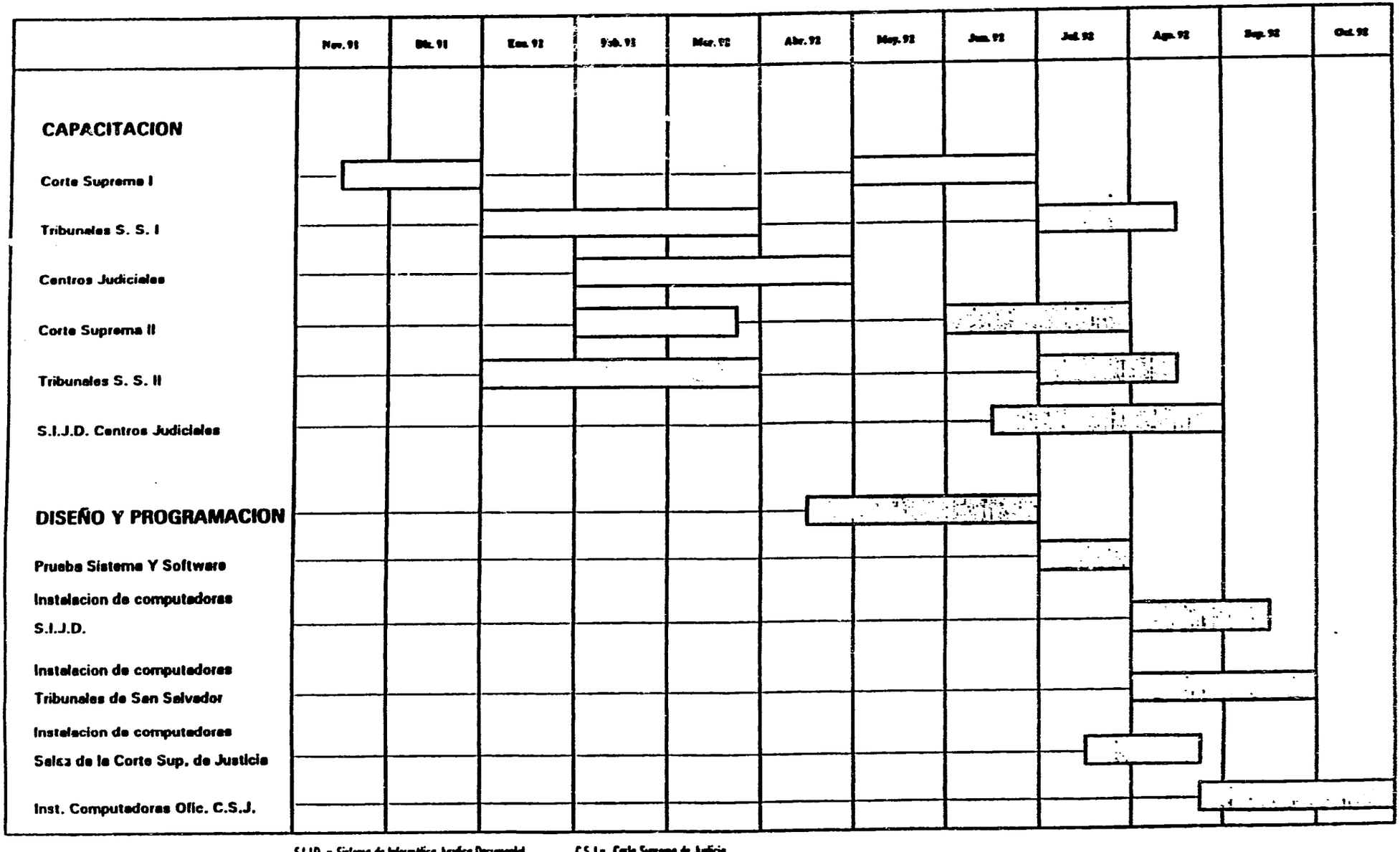
ORGANO JUDICIAL

Pagaduría	Tipo IV	1	Controlar y mecanizar el proceso de pago al personal del Organo Judicial.
Departamento de ingeniería	Tipo IV	1	Controlar y mecanizar los proyectos de Infraestructura en todo el país del Organo Judicial.
Auditoría financiera	Tipo IV	1	Mecanizar la supervisión de las inversiones realizadas por el Organo Judicial.
Unidad técnica central	Tipo IV	1	Control y Análisis de Recursos Humanos.
Proveeduría	Tipo IV	1	Control de inventarios
Unidad ejecutiva administrativa	Tipo IV	1	Supervisión Variada.
Auditoría judicial	Tipo IV	1	Control y supervisión de los procesos que siguen los tribunales del país.
Escuela de capacitación judicial	Tipo IV	1	Capacitación de Abogados, aspirantes a jueces en la aplicación del Sistema de Informática Jurídica Documental y apoyo general en la enseñanza.
Departamento de Personal	Tipo IV	1	Control de Empleados del Organo Judicial.
Notariado	Tipo IV	1	Control de Notarios de la República y facilitar la expedición de Testimonios de Escritura Pública.

EQUIPO DE SOPORTE

Informática	Tipo III	2	Control, análisis, reportes y avances de producción.
Presidencia	Tipo III	1	Soporte en las aplicaciones del Sistema de Informática Jurídica Documental.
Auditoría Judicial	Tipo IV	1	Supervisión y control de análisis de los procesos desarrollados en los tribunales de la República.
Informática (Equipo de soporte)	Tipo IV	1	Control, análisis, reportes y avances de producción.
Informática (Equipo de soporte)	Tipo III	1	Control, análisis, reportes y avances de producción.
Informática (Equipo de soporte)	Tipo II	1	Control, análisis, reportes y avances de producción.

CRONOGRAMA DE ACTIVIDADES PARA EL PROYECTO DE INFORMATICA



SIJD = Sistema de Informática Jurídica Documental C.S.J.= Corte Suprema de Justicia

Depto. Informática

Listado de software utilizado en el Departamento de Informática y su aplicación.

NOMBRE	VERSION	UTILIDAD
Aldus Pagemaker	3.01	Software de procesamiento de documentos para su publicación.
Central Point Antivirus	1.1	Protección de los sistemas contra virus.
Central Point Back Up	6.0	Sistema de respaldo masivo y traslado de información entre máquinas.
Disk Manager Diagnostics Seagate	4.03	Diagnóstico y corrección de daños en Disco Duro.
Excel for Windows	3.0	Reportes, diseño de tablas y controles de producción y rendimiento.
Fontware Starter for MS Windows	3.0	Soporte de tipos de letra para los procesadores.
Fox Pro	1.02	Diseño de programas que soportan tareas específicas en Xenix y Ms-dos.
Harvard Graphics	3.0	Reportes de avance y producción, presentaciones a Magistrados.
Lotus Magellan	2.0	Administrador de Disco Duro. Base de búsqueda del Sistema Informático Judicial.
Microsoft MS-DOS	5.0	Sistema operativo base de los sistemas.
Microsoft Word /MS-DOS	5.5	Digitación de Texto Base del Sistema Informático Judicial, (Parte Documental) En desarrollo actualmente.
Microsoft Word /Unix	5.0	Digitación de texto Legal, de Jurisprudencia y de Doctrina inicialmente.
Microsoft Mouse		Driver en cada máquina que hace uso de los mismos.
N.A.V. Norton Antivirus	1.5	Protección de los Sistemas contra virus.
Norton Utilities	6.0	Administrador de disco duro, auxiliar de chequeo y reparación de los medios magnéticos.
Omni Page	3.0	Software OCR, procesa materia prima del S.I.J. en su parte documentación, para ser confrontada .
Pc tools	7.0	Administrador de disco duro, auxiliar de chequeo y reparación de los medios magnéticos.
QBasic		Control y programación UPS, aplicaciones variadas.
ScanJet Plus	5.0	Drivers para manejo del Scanner HP Laserjet Plus.
Sistema Operativo Xenix		Sitema operativo base del sistema multi-usuario, y terminales locales y remotas.
U.S Video Sofware	1.05	Drivers para utilizar el receptor de televisión como monitor para efectos de capacitación y presentación.
Ventura Publisher	3.0	Tratamiento de documentos para publicación.
Windows	3.0	Administrador de disco duro y base de modernas aplicaciones .
Word for Windows	2.0	Reportes, memorandums, manuales, texto variado.
Word perfect	5.1	Proceso, tratamiento de texto, importación/Exportación de Documentos.
Xtalk XVI Turbo EMS-Mackink		Importación/exportación de textos en otro formato.
SCO Foxbase +	2.1.1	Base de los sistemas DIPDE y Aceptación de Herencia y Testamento, desarrolladas en FOX-PRO.

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Appendix E

JUDICIAL BRANCH BUDGET

030 - ORGANO JUDICIAL

1) FUNCIONES

Es función exclusiva del Organo Judicial la potestad de juzgar y hacer ejecutar lo juzgado en materia constitucional, civil, penal, mercantil, laboral, agraria, de tránsito, de inquilinato y de lo contencioso administrativo, así como en las otras que determina la Ley.

Para el cumplimiento de sus funciones, el Organo Judicial está integrado por la Corte Suprema de Justicia, las Cámaras de Segunda Instancia, los Juzgados de Primera Instancia y los Juzgados de Paz.

2) EXPOSICION GENERAL

Lograr una eficiente administración de Justicia, mediante el adecuado ordenamiento de las actividades en general de todos los Tribunales, efectuando un minucioso análisis de la estructura legal, reglamentaria y organizativa, proponiendo las modificaciones que permitan alcanzar el objetivo indicado y adecuar su organización a los aspectos que establece la Constitución de la República de 1983 y leyes vigentes.

3) FINANCIAMIENTO POR PROGRAMAS

		Fondo General
1.01	Administración Superior	27.433.070
1.02	Servicios Jurídicos	5.387.570
1.03	Servicios Administrativos	35.097.350
1.04	Administración de Justicia	93.732.020
3.01	Construcción, Adiciones y Mejoras de Edificios e Instalaciones	18.522.600
	Total	180.172.610

4) CLASES GENERALES DE GASTO POR PROGRAMAS

	0-0	0-4	1	2	3	4	5	6	9	Total
1.01	16.452.980	2.970.740	3.608.290	1.450.360	2.674.600			326.600		27.433.070
1.02	3.765.710	387.100	380.700	637.560	172.500			44.000		5.387.570
1.03	13.156.840	966.170	5.272.200	6.047.100	6.600.000			3.055.000		35.097.350
1.04	74.934.170	3.935.000	5.815.000	1.656.000	7.075.000			120.000	194.850	93.732.020
3.01						6.000.000	12.522.600			18.522.600
Totales ...	108.309.740	8.258.510	15.076.190	9.793.020	16.472.100	6.000.000	12.522.600	3.545.600	194.850	180.172.610

5) CLASIFICACION ECONOMICA-SECTORIAL

	Administración y Servicios Generales
GASTOS CORRIENTES	145.177.910
Gastos de Consumo	141.632.310
Remuneraciones	116.568.250
Compra de Bienes y Servicios	25.064.060
Transferencias	3.545.600
Al Sector Privado	3.545.600
GASTOS DE CAPITAL	34.994.700
Inversión Real	28.994.700
Equipo	16.472.100
Obras y Construcciones	12.522.600
Inversión Financiera	6.000.000
Compra de Activos Existentes	6.000.000
Total	180.172.610

030 ORGANO JUDICIAL

1 Funcionamiento

CORTE SUPREMA DE JUSTICIA

1.01 ADMINISTRACION SUPERIOR

019 DIRECCION SUPERIOR

Código: 92-030-52-101-15-101-019

Partida	Detalle de Plazas		No. de Plazas	Sueldo Mensual
1	Presidente:			
	1) Sueldo	11.300		
	2) Gastos de Representación	5.145		
	3) Cuotas Compensatorias:			
	a) Teléfono	15		
	b) Servicio Telegráfico y Postal	40	1	16.500
2	Magistrado:			
	1) Sueldo	8.750		
	2) Gastos de Representación	3.700		
	3) Cuotas Compensatorias:			
	a) Teléfono	15		
	b) Servicio Telegráfico y Postal	35	13	12.500
3	Jefe de Departamento III		2	7.000
4	Jefe de Departamento II		10	5.000
5	Colaborador Jurídico V		6	5.000
6	Colaborador Jurídico III		12	4.000
7	Jefe de Departamento I		2	3.500
8	Secretaria V		1	3.500
9	Colaborador Técnico II		8	3.000
10	Colaborador Jurídico II		10	3.000
11	Colaborador Jurídico I		13	2.500
12	Agente de Investigación Judicial		50	2.500
13	Secretaria IV		6	2.500
14	Secretaria III		2	2.150
15	Colaborador de Oficina II		12	2.100
16	Colaborador Técnico I		3	1.950
17	Secretaria II		8	1.850
18	Motorista III		12	1.850
19	Motorista II		1	1.750
20	Motorista I		5	1.700
21	Colaborador de Oficina I		10	1.650
22	Secretaria I		10	1.650
23	Colaborador de Servicios Varios I		4	1.650

029 CONSEJO NACIONAL DE LA JUDICATURA

Código: 92-030-52-101-15-101-029

Dietas a los Miembros Propietarios del Consejo Nacional de la Judicatura, a razón de ₡200.oo por una sesión a que asistan, sin que ningún miembro pueda devengar por este concepto más de ₡800.oo mensuales aún cuando el número de sesiones a que asistan sea mayor de cuatro.

1	Jefe de Departamento II	2	5.000
2	Colaborador Técnico III	3	3.800
3	Secretaria III	1	2.150
4	Colaborador de Oficina II	2	2.100
5	Secretaria II	1	1.850
6	Secretaria I	3	1.650
7	Ordenanza II	2	1.650

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039 INVESTIGACION PROFESIONAL

Código: 92-030-52-101-15-101-039

Partida	Detalle de Plazas	No. de Plazas	Sueldo Mensual
1	Jefe de Departamento II	1	5.000
2	Colaborador Jurídico IV	3	4.500
3	Colaborador Jurídico III	3	4.000
4	Colaborador Jurídico II	3	3.000
5	Colaborador de Oficina II	3	2.100
6	Secretaria II	1	1.850
7	Secretaria I	1	1.650
8	Colaborador de Oficina I	1	1.650

049 MEDICINA LEGAL

Código: 92-030-52-101-15-101-049

Plazas con Jornada de 40 horas semanales

1	Jefe de Departamento III	1	7.000
2	Jefe de Departamento II	2	5.000
3	Especialista en Medicina Forense	4	5.000
4	Médico Forense	30	3.000
5	Colaborador Jurídico II	1	3.000
6	Colaborador Técnico II	3	3.000
7	Colaborador de Medicina Forense II	10	2.200
8	Secretaria II	3	1.850
9	Colaborador de Medicina Forense I	10	1.800
10	Secretaria I	2	1.650
11	Ordenanza II	2	1.650

Plazas con Jornada de 30 horas semanales

12	Jefe de Departamento I	2	2.625
13	Médico Forense	90	2.625
14	Colaborador de Medicina Forense II	2	1.650
15	Colaborador Técnico I	6	1.475
16	Secretaria II	2	1.400
17	Colaborador de Medicina Forense I	25	1.350
18	Secretaria I	2	1.250

1.02 SERVICIOS JURIDICOS

019 SECRETARIA GENERAL

Código: 92-030-52-102-15-102-019

1	Secretario General:			
	1) Sueldo	6.960		
	2) Cuotas Compensatorias:			
	a) Teléfono	25		
	b) Servicio Telegráfico y Postal	15	1	7.000
2	Jefe de Departamento II		1	5.000
3	Jefe de Departamento I		1	3.500
4	Jefe de Sección II		5	3.500
5	Colaborador Técnico II		4	3.000
6	Colaborador Jurídico II		2	3.000
7	Colaborador Jurídico I		10	2.500
8	Jefe de Sección I		1	2.500
9	Secretaria IV		2	2.500
10	Secretaria III		1	2.150
11	Colaborador de Oficina II		9	2.100
12	Colaborador Técnico I		1	1.950
13	Secretaria II		2	1.850
14	Colaborador de Oficina I		9	1.650
15	Secretaria I		10	1.650
16	Colaborador de Servicios Varios I		2	1.650
17	Ordenanza I		1	1.400

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029 NOTARIADO

Código: 92-030-54-107-15-102-029

Partida	Detalle de Plazas	No. de Plazas	Sueldo Mensual
1	Jefe de Departamento III	1	7.000
2	Jefe de Departamento II	1	5.000
3	Colaborador Jurídico II	1	5.000
4	Colaborador de Oficina III	1	2.500
5	Secretaria IV	3	2.500
6	Secretaria III	1	2.150
7	Colaborador de Oficina II	8	2.100
8	Colaborador Técnico I	1	1.950
9	Colaborador de Oficina I	1	1.650

039 PROBIDAD

Código: 92-030-54-107-15-102-039

1	Jefe de Departamento II	1	[illegible]
2	Jefe de Departamento I	1	[illegible]
3	Colaborador Técnico II	2	[illegible]
4	Colaborador Jurídico I	5	[illegible]
5	Secretaria IV	1	[illegible]
6	Colaborador de Oficina II	2	[illegible]
7	Secretaria II	1	[illegible]
8	Secretaria I	2	[illegible]

049 PUBLICACIONES JURIDICAS

Código: 92-030-52-103-15-102-049

1	Jefe de Departamento II	2	[illegible]
2	Jefe de Sección II	1	[illegible]
3	Colaborador Jurídico II	2	[illegible]
4	Secretaria IV	2	2.500
5	Colaborador Técnico I	12	1.950
6	Colaborador de Oficina I	3	1.650
7	Secretaria I	2	1.650
8	Ordenanza I	1	1.400

1.03 SERVICIOS ADMINISTRATIVOS

019 ADMINISTRACION GENERAL

Código: 92-030-52-101-15-103-019

1	Jefe de Departamento III	3	7.000
2	Jefe de Departamento II	9	5.000
3	Jefe de Sección III	3	5.000
4	Colaborador Técnico III	3	3.800
5	Colaborador Técnico II	20	3.000
6	Jefe de Sección I	12	2.500
7	Colaborador de Oficina III	6	2.500
8	Secretaria IV	1	2.500
9	Secretaria III	1	2.150
10	Colaborador de Oficina II	20	2.100
11	Colaborador Técnico I	3	1.950
12	Secretaria II	14	1.850
13	Colaborador de Servicios Varios II	10	1.800
14	Agente de Protección Judicial	21	1.800
15	Vigilante	52	1.750
16	Motorista II	2	1.750
17	Motorista I	15	1.700
18	Colaborador de Oficina I	43	1.650
19	Secretaria I	12	1.650
20	Colaborador de Servicios Varios I	53	1.650
21	Ordenanza II	16	1.650
22	Ordenanza I	10	1.400

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029 ADMINISTRACION DE CENTROS JUDICIALES

Código: 92-030-52-102-15-103-029

Partida	Detalle de Plazas	No. de Plazas	Sueldo Mensual
	Plazas con Jornada de 40 horas semanales		
1	Administrador de Centro Judicial	1	3.500
2	Jefe de Sección I	6	2.500
3	Secretaria II	1	1.850
4	Colaborador de Servicios Varios II	11	1.800
5	Vigilante	16	1.750
6	Motorista I	10	1.700
7	Colaborador de Oficina I	5	1.650
8	Colaborador de Servicios Varios I	28	1.650
	Plazas con Jornada de 30 horas semanales		
9	Administrador de Centro Judicial	6	3.000
10	Colaborador Técnico II	2	2.250
11	Jefe de Sección I	10	1.875
12	Secretaria III	4	1.650
13	Colaborador Técnico I	6	1.475
14	Secretaria II	6	1.400
15	Vigilante	26	1.400
16	Colaborador de Servicios Varios II	3	1.350
17	Motorista I	20	1.350
18	Ordenanza II	4	1.350
19	Colaborador de Servicios Varios I	30	1.250
20	Ordenanza I	10	1.100

1.04 ADMINISTRACION DE JUSTICIA

019 ADMINISTRACION DE JUSTICIA EN SEGUNDA INSTANCIA

Código: 92-030-54-104-15-104-019

	Plazas con Jornada de 40 horas semanales			
1	Magistrado:			
	1) Sueldo	6.675		
	2) Gastos de Representación	1.375		
	3) Cuotas Compensatorias:			
	a) Teléfono	25		
	b) Servicio Telegráfico y Postal	25	12	8.100
2	Secretario		6	2.750
3	Oficial Mayor		6	2.275
4	Colaborador Judicial		32	2.050
5	Colaborador de Servicios Varios I		6	1.650
6	Ordenanza II		6	1.650
	Plazas con Jornada de 30 horas semanales			
7	Magistrado:			
	1) Sueldo	5.025		
	2) Gastos de Representación	1.025		
	3) Cuotas Compensatorias:			
	a) Teléfono	25		
	b) Servicio Telegráfico y Postal	25	2	6.100
8	Magistrado:			
	1) Sueldo	4.750		
	2) Gastos de Representación	1.000		
	3) Cuotas Compensatorias:			
	a) Teléfono	25		
	b) Servicio Telegráfico y Postal	25	14	5.800

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Partida	Detalle de Plazas		No. de Plazas	Sueldo Mensual
9	Secretario		1	2.300
10	Secretario		7	2.175
11	Oficial Mayor		1	2.000
12	Oficial Mayor		7	1.925
13	Notificador		2	1.650
14	Colaborador Judicial		5	1.650
15	Colaborador Judicial		40	1.575
16	Colaborador de Servicios Varios II		9	1.350
17	Ordenanza II		8	1.350

029 ADMINISTRACION DE JUSTICIA EN PRIMERA INSTANCIA

Código: 92-030-54-104-15-104-029

Plazas con Jornada de 40 horas semanales

1	Juez:			
	1) Sueldo	5.800		
	2) Gastos de Representación	1.275		
	3) Cuotas Compensatorias:			
	a) Teléfono	15		
	b) Servicio Telegráfico y Postal	10	34	7.100
2	Colaborador Jurídico III		8	4.000
3	Colaborador Jurídico II		8	3.000
4	Secretario		34	2.400
5	Colaborador Técnico I		7	1.950
6	Colaborador Judicial		375	1.850
7	Notificador		46	1.850
8	Citador Notificador		9	1.800
9	Citador		11	1.750
10	Motorista I		2	1.700
11	Secretaria I		1	1.650
12	Colaborador de Servicios Varios I		34	1.650
13	Ordenanza II		5	1.650

Plazas con Jornada de 30 horas semanales

14	Juez:			
	1) Sueldo	4.400		
	2) Gastos de Representación	900		
	3) Cuotas Compensatorias:			
	a) Teléfono	15		
	b) Servicio Telegráfico y Postal	10	13	5.325
15	Juez:			
	1) Sueldo	3.880		
	2) Gastos de Representación	900		
	3) Cuotas Compensatorias:			
	a) Teléfono	10		
	b) Servicio Telegráfico y Postal	10	43	4.800
16	Juez:			
	1) Sueldo	3.680		
	2) Gastos de Representación	800		
	3) Cuotas Compensatorias:			
	a) Teléfono	10		
	b) Servicio Telegráfico y Postal	10	30	4.500
17	Colaborador Jurídico V		16	4.500
18	Colaborador Jurídico IV		8	3.375
19	Secretario Móvil		15	2.500
20	Colaborador Judicial Móvil		30	2.200
21	Secretario		13	1.950
22	Secretario		43	1.850
23	Secretario		30	1.650
24	Secretaria III		1	1.650
25	Colaborador Técnico I		8	1.475
26	Secretario Notificador		3	1.450
27	Notificador		11	1.400
28	Colaborador Judicial		66	1.400
29	Citador Notificador		2	1.350
30	Notificador		34	1.350
31	Colaborador Judicial		235	1.350
32	Motorista Móvil		5	1.350

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Partida	Detalle de Plazas		No. de Plazas	Sueldo Mensual
33	Citador		13	1.300
34	Citador Notificador		10	1.300
35	Notificador		10	1.300
36	Colaborador Judicial		190	1.300
37	Citador		33	1.250
38	Colaborador de Servicios Varios I		61	1.250
39	Colaborador de Oficina I		6	1.240
40	Citador		37	1.200
41	Colaborador de Servicios Varios I		39	1.200

039 ADMINISTRACION DE JUSTICIA
EN JUZGADOS DE PAZ

Código: 92-030-54-104-15-104-039

Plazas con Jornada de 40 horas semanales

1	Juez:			
	1) Sueldo	3.475		
	2) Gastos de Representación	900		
	3) Cuotas Compensatorias:			
	a) Teléfono	20		
	b) Servicio Telegráfico y Postal	5	10	4.400
2	Secretario		10	2.025
3	Secretario Notificador		10	1.900
4	Colaborador Judicial		45	1.800
5	Citador		10	1.700
6	Colaborador de Servicios Varios I		10	1.650

Plazas con Jornada de 30 horas semanales

7	Juez:			
	1) Sueldo	2.675		
	2) Gastos de Representación	600		
	3) Cuotas Compensatorias:			
	a) Teléfono	20		
	b) Servicio Telegráfico y Postal	5	7	3.300
8	Juez:			
	1) Sueldo	2.575		
	2) Gastos de Representación	600		
	3) Cuotas Compensatorias:			
	a) Teléfono	20		
	b) Servicio Telegráfico y Postal	5	28	3.200
9	Juez:			
	1) Sueldo	2.475		
	2) Gastos de Representación	600		
	3) Cuotas Compensatorias:			
	a) Servicio Telegráfico y Postal	25	80	3.100
10	Juez:			
	1) Sueldo	2.400		
	2) Gastos de Representación	595		
	3) Cuotas Compensatorias:			
	a) Servicio Telegráfico y Postal	5	187	3.000
11	Secretario		7	1.680
12	Secretario		28	1.620
13	Secretario		80	1.500
14	Secretario		187	1.400
15	Colaborador Judicial		25	1.350
16	Colaborador Judicial		80	1.300
17	Colaborador Judicial		90	1.250
18	Portero Citador		7	1.250
19	Portero Citador		28	1.200
20	Colaborador Judicial		60	1.200
21	Portero Citador		80	1.150
22	Portero Citador		187	1.100

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6) CLASIFICACION DE PLAZAS POR SUELDO MENSUAL

Sueldo Mensual	Ley de Salarios	Contratos	Total
1.001 - 1.100	197	1	198
1.101 - 1.200	244	1	245
1.201 - 1.300	532		532
1.301 - 1.400	680	2	682
1.401 - 1.500	103	4	107
1.501 - 1.600	40	2	42
1.601 - 1.700	404	1	405
1.701 - 1.800	188		188
1.801 - 1.900	527	3	530
1.901 - 2.000	48		48
2.001 - 2.100	98		98
2.101 - 2.200	53		53
2.201 - 2.300	9	1	10
2.301 - 2.400	34		34
2.401 - 2.500	134	5	139
2.601 - 2.700	92	1	93
2.701 - 2.800	6		6
2.901 - 3.000	287		287
3.001 - 3.100	80	2	82
3.101 - 3.200	28		28
3.201 - 3.300	7		7
3.301 - 3.400	8		8
3.401 - 3.500	12		12
3.601 - 3.700		1	1
3.701 - 3.800	6		6
3.901 - 4.000	23	5	28
4.001 en adelante	240	12	252
Totales	4.080	41	4.121

Incluye solamente plazas a tiempo completo.

7) DETALLE DE PROGRAMAS

PROGRAMA 1.01: ADMINISTRACION SUPERIOR
UNIDAD EJECUTORA: Corte Suprema de Justicia

a) DESCRIPCION DEL PROGRAMA

Objetivo:

Velar porque se administre en forma ágil y oportuna la justicia; ejercer la suprema vigilancia de las cárceles; practicar recibimientos de Abogados y autorizarlos para el ejercicio de su profesión; garantizar la selección técnica y moral de los señores funcionarios de nombramiento de la Corte Suprema de Justicia; aportar fundamentos científicos para el tratamiento judicial del delito; estudios y análisis crítico del sistema judicial y de las leyes y reglamentos, y otras atribuciones que le señale la ley de la carrera judicial.

Descripción de Acciones:

Revisar la forma y contenido de las leyes, decretos y reglamentos de un modo general y obligatorio a iniciativa de los otros Organismos del Estado o de un ciudadano en particular, para declarar constitucional o no una ley o proyecto de ley. Aplicará también la suprema inspección que tiene sobre el régimen interior de los tribunales y juzgados, para hacer las modificaciones que estime convenientes, orientando su integración hacia la prestación de un mejor servicio en la administración de justicia y a su vez hará que miembros de su seno, visiten tribunales y cárceles para evitar irregularidades.

Atenderá también las providencias que no puedan resolver los tribunales comunes y que obstaculicen el proceso de justicia.

b) ASIGNACION PRESUPUESTARIA

92-030-52-101-15-101-019	Dirección Superior	14.660.310
029	Consejo Nacional de la Judicatura	1.810.340
039	Investigación Profesional	1.137.030
049	Medicina Legal	8.115.420
059	Comisión Revisora de la Legislación Salvadoreña ...	1.709.970
	Total del Programa	27.433.070

c) CLASES GENERALES DE GASTO

	0-a	0-b	1	2	3	6	Total
019	8.889.840	1.179.970	2.493.000	982.500	845.000	270.000	14.660.310
029	499.940	300.400	725.000	170.000	100.000	15.000	1.810.340
039	672.980	31.500	49.290	57.060	314.600	11.600	1.137.030
049	6.390.220	188.200	77.000	130.000	1.300.000	30.000	8.115.420
059		1.270.170	264.000	110.800	65.000		1.709.970
Totales ..	16.452.980	2.970.240	3.608.290	1.450.360	2.624.600	326.600	27.433.070

d) DESCRIPCION DE SUBPROGRAMAS

019 DIRECCION SUPERIOR UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Velar porque se administre en forma ágil y oportuna la justicia; emitir informes y dictámenes en las solicitudes de indulto o conmutación de penas; conocer del recurso de Casación de las sentencias pronunciadas; ejercer la suprema vigilancia de las cárceles; practicar recibimientos de abogados y autorizarlos para el ejercicio de su profesión y para el ejercicio de la función pública de Notariado, previo examen de suficiencia y vigilar el ejercicio de la abogacía y el notariado.

Descripción de Acciones:

Conocer y resolver de los procesos de inconstitucionalidad de las leyes, decretos y reglamentos, así como de los procesos de amparo y de exhibición de la persona; resolver las controversias entre el Organo Legislativo y el Organo Ejecutivo en cuanto a la constitucionalidad en la formación de leyes; conocer de los recursos de hecho y de los extraordinarios de queja en los casos civil y penal; conocer de las controversias que se suscitan en relación a la legalidad de los actos de la Administración Pública; conocer y resolver las demás atribuciones que señala la Ley Orgánica Judicial vigente.

029 CONSEJO NACIONAL DE LA JUDICATURA UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Garantizar la selección técnica y moral de los señores Magistrados de Cámaras de Segunda Instancia y señores Jueces de Primera Instancia, promover la superación de los señores Magistrados y Jueces.

Descripción de Acciones:

a) Promover a la Corte Suprema de Justicia, los candidatos para ocupar los cargos de Magistrados de Cámaras de Segunda Instancia y Jueces de Primera Instancia.

b) Aprobar el Proyecto de Reglamento de la Ley del Consejo y de los demás instrumentos que sean necesarios para el proceso de selección de candidatos para aquellos puestos y someterlos a la aprobación de la Corte Suprema de Justicia.

c) Preparar y ejecutar Programas de Superación Profesional de Magistrados y Jueces.

d) Cumplir con las demás atribuciones que le señale la Ley.

039 INVESTIGACION PROFESIONAL UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Velar por la conducta profesional de los Magistrados de Cámaras de Segunda Instancia, Jueces de Primera Instancia y de Paz y demás funcionarios de nombramiento de la Corte Suprema de Justicia; así como de los Abogados, Notarios, Estudiantes de Derecho con facultad de defender o procurar, y Jueces Ejecutores.

PROGRAMA 1.01 ORGANO JUDICIAL

Descripción de Acciones:

Investigar la conducta y actuación profesional de los funcionarios judiciales, Abogados, Notarios, Estudiantes de Derecho y Jueces Ejecutores, debiendo rendir informe de ellos a la Corte Suprema de Justicia.

Tramitar solicitudes de autorización para ejercer como Abogado y Notarios.

Ejercer continua vigilancia en los distintos Tribunales de la República para lograr una mejor administración de justicia.

049 MEDICINA LEGAL UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Aportar fundamentos científicos para el tratamiento judicial del delito y del delincuente, así como de acontecimientos que demanden reconocimiento médico legal.

Descripción de Acciones:

Evacuar pericias sobre lesiones, sexología, evaluación de incapacidades por accidentes de tránsito y de trabajo, enfermedades profesionales, calificaciones de edad, matrimonialidad, paternidad y otras.

Realizar operaciones en cadáveres y/o restos humanos.

Realizar análisis químicos, toxicológicos, biológicos, histológicos y radiológicos.

Dictaminar sobre aspectos mentales del imputado en relación con el delito y aportar criterios para su tratamiento judicial.

Dictaminar sobre la capacidad mental de una persona en el campo civil.

059 COMISION REVISORA DE LA LEGISLACION SALVADOREÑA UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Estudio y análisis crítico del sistema judicial y de las leyes y reglamentos que norman y tienen relación con dicho sistema.

Descripción de Acciones:

Efectuar el estudio de leyes y reglamentos específicos que le sean encomendados por los organismos representados en la Comisión;

Elaborar anteproyectos de leyes y reglamentos que contengan nuevas normativas o las reformas que se proponga hacer a los códigos, leyes o reglamentos vigentes;

Elaborar planes de trabajo anuales que contengan las metas, contenidos y lineamientos de sus labores.

PROGRAMA 1.02: SERVICIOS JURIDICOS

UNIDAD EJECUTORA: Corte Suprema de Justicia

a) DESCRIPCION DEL PROGRAMA.

Objetivo:

Lograr la eficiencia de los servicios operativos jurídicos que presta la Corte Suprema de Justicia y las demás dependencias del Organo Judicial; apoyar la labor de la Corte Suprema de Justicia a efecto de que los Notarios cumplan con las atribuciones y obligaciones que les concede e impone la Ley del Notariado; dar cumplimiento al Art. 3 de la Ley sobre el Enriquecimiento Ilícito de Funcionarios y Empleados Públicos; y, realizar la divulgación de material de contenido jurídico de la Corte Suprema de Justicia, mediante la publicación de la Revista Judicial y otras ediciones relativas a la ciencia del derecho.

Descripción de Acciones:

Racionalizar la ejecución de las gestiones administrativas judiciales, mediante el cumplimiento de las funciones asignadas;

Lograr la relación entre el Tribunal Superior y demás dependencias del Organo Judicial con otros organismos de la Administración Pública y personas naturales y jurídicas;

Llevar los libros de anotaciones de testimonios de testamentos que se remitan a la Corte de conformidad con la misma Ley;

PROGRAMA 1.02 ORGANO JUDICIAL

Expedir los testimonios que se soliciten de las escrituras que se custodien en el archivo de la Corte Suprema de Justicia, de los protocolos de los Notarios y de los que se remitan por los Agentes Diplomáticos o Consulares y demás casos determinados por la Ley;

Recibir las declaraciones de funcionarios y empleados públicos que la Ley determina, a fin de controlar su patrimonio;

Clasificar, mantener y revisar la información respectiva, dando cuenta a la Corte Suprema de Justicia de las infracciones a la obligación que dicha Ley impone;

Planificar y ejecutar la edición de todos los documentos de divulgación del Organo Judicial.

Mantener la información respectiva a reformas legales, leyes y decretos, sentencias de tribunales y jueces que resuelvan cuestiones de importancia jurídica, para su divulgación en la Revista Judicial y demás Publicaciones; y

Otras que la Ley le determine.

b) ASIGNACION PRESUPUESTARIA

92-030-52-102-15-102-019	Secretaría General	2.509.350
54-107-15-102-029	Notariado	732.010
039	Probidad	600.600
52-103-15-102-049	Publicaciones Jurídicas	1.545.610
	Total del Programa	5.387.570

c) CLASES GENERALES DE GASTO

	0-a	0-b	1	2	3	6	Total
019	1.931.050	87.700	188.500	281.100		21.000	2.509.350
029	627.400	22.800	28.950	28.360	16.500	8.000	732.010
039	513.150	26.200	17.250	33.000	6.000	5.000	600.600
049	694.110	250.400	146.000	295.100	150.000	10.000	1.545.610
Totales	3.765.710	387.100	380.700	637.560	172.500	44.000	5.387.570

d) DESCRIPCION DE SUBPROGRAMAS

019 SECRETARIA GENERAL UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Lograr la eficiencia de los servicios operativos jurídicos que presta la Corte Suprema de Justicia y las demás dependencias del Organo Judicial.

Descripción de Acciones:

Racionalizar la ejecución de las gestiones administrativas judiciales, mediante el cumplimiento de las funciones asignadas; y

Lograr la relación entre el Tribunal Superior y demás dependencias del Organo Judicial con otros organismos de la Administración Pública y personas naturales y jurídicas.

029 NOTARIADO UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Apoyar la labor de la Corte Suprema de Justicia a efecto de que los Notarios cumplan con las atribuciones y obligaciones que les concede e impone la Ley de Notariado.

Descripción de Acciones:

Llevar los libros de anotaciones de testimonios de testamentos que se remitan a la Corte, de conformidad con la misma Ley; y

Expedir los testimonios que se soliciten de las escrituras que se custodien en el archivo de la Corte Suprema de Justicia, de los protocolos de los notarios y de los que se remitan por los Agentes Diplomáticos o Consulares y demás casos determinados por la Ley.

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PROGRAMA 1.02 ORGANO JUDICIAL

039 PROBIDAD UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Dar cumplimiento al Art. 3 de la Ley sobre el Enriquecimiento Ilícito de Funcionarios y Empleados Públicos.

Descripción de Acciones:

Recibir las declaraciones de funcionarios y empleados públicos que la Ley determina, a fin de controlar su patrimonio;

Clasificar, mantener y revisar la información respectiva, dando cuenta a la Corte Suprema de Justicia de las infracciones a la obligación que dicha Ley impone; y

Otras que la Ley determina.

049 PUBLICACIONES JURIDICAS UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Realizar las divulgaciones de material de contenido jurídico de la Corte Suprema de Justicia, mediante la publicación de la Revista Judicial y otras ediciones relativas a la ciencia del derecho.

Descripción de Acciones:

Planificar y ejecutar la edición de todos los documentos de divulgación del Organo Judicial; y

Mantener la información respectiva a reformas legales, leyes y decretos, sentencias de tribunales y jueces que resuelvan cuestiones de importancia jurídica, para su divulgación en la Revista Judicial y demás publicaciones.

PROGRAMA 1.03: SERVICIOS ADMINISTRATIVOS

UNIDAD EJECUTORA: Corte Suprema de Justicia

a) DESCRIPCION DEL PROGRAMA

Objetivo:

Procurar la oportuna disponibilidad de los recursos humanos, materiales y financieros, para la adecuada prestación de servicios de apoyo que demanda la Corte Suprema de Justicia y el Organo Judicial; lograr eficiente prestación de servicios administrativos que demandan los centros judiciales, a fin de proporcionar adecuado servicio al público y racionalizar la utilización de los recursos humanos, materiales y financieros.

Descripción de Acciones:

Planificar, coordinar, dirigir y evaluar la prestación de los servicios de apoyo administrativo, velando porque se satisfagan oportunamente las demandas materiales, permitiendo así un normal funcionamiento de los tribunales y dependencias del Organo Judicial;

Proporcionar asesoría técnico-administrativa a los señores Presidente, Magistrados, Jueces y demás funcionarios y empleados del Organo Judicial; en las áreas de Administración de Finanzas y recursos materiales, Ingeniería, Planificación y Servicios Administrativos Generales;

Formular y proponer el desarrollo de planes y proyectos específicos, que permitan mejorar los procesos de organización y funcionamiento administrativo en estrecha armonía con los objetivos y atribuciones del Organo Judicial;

Realizar las acciones necesarias para el mantenimiento de las operaciones de vigilancia, transporte, aseo y ornato que demandan los Centros Judiciales;

Gestionar y realizar las mejoras necesarias en los edificios e instalaciones y proporcionar los servicios de mantenimiento preventivo; y

Coordinarse con la Administración Superior, para realizar sus funciones.

b) ASIGNACION PRESUPUESTARIA

92-030-52-101-15-103-019	Administración General	22.621.000
102-15-103-029	Administración de Centros Judiciales	12.476.350
	Total del Programa	35.097.350

c) CLASES GENERALES DE GASTO

	0-a	0-b	1	2	3	6	Total
019	8.850.270	691.330	2.832.000	3.212.400	4.000.000	3.035.000	22.621.000
029	4.306.610	274.840	2.440.200	2.834.700	2.600.000	20.000	12.476.350
Totales	13.156.880	966.170	5.272.200	6.047.100	6.600.000	3.055.000	35.097.350

d) DESCRIPCION DE SUBPROGRAMAS

019 ADMINISTRACION GENERAL UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Procurar la oportuna disponibilidad de los recursos humanos, materiales y financieros, para la adecuada prestación de servicios de apoyo que demanda la Corte Suprema de Justicia y el Organo Judicial.

Descripción de Acciones:

Planificar, coordinar, dirigir y evaluar la prestación de los servicios de apoyo administrativo, velando porque se satisfagan oportunamente las demandas materiales, permitiendo así un normal funcionamiento de los tribunales y dependencias del Organo Judicial.

Proporcionar asesoría técnico-administrativa a los señores Presidente, Magistrados, Jueces y demás funcionarios y empleados del Organo Judicial; en las áreas de Administración de Finanzas y recursos materiales, Ingeniería, Planificación y Servicios Administrativos Generales.

Formular y proponer el desarrollo de planes y proyectos específicos, que permitan mejorar los procesos de organización y funcionamiento administrativo, en estrecha armonía con los objetivos y atribuciones del Organo Judicial.

029 ADMINISTRACION DE CENTROS JUDICIALES UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Lograr eficiente prestación de servicios administrativos que demandan los Centros Judiciales, a fin de proporcionar adecuado servicio al público y racionalizar la utilización de los recursos humanos, materiales y financieros.

Descripción de Acciones:

Realizar las acciones necesarias para el mantenimiento de las operaciones de vigilancia, transporte, aseo y ornato que demanden los Centros Judiciales;

Gestionar y realizar las mejoras necesarias en los edificios e instalaciones y proporcionar los servicios de mantenimiento preventivo: y

Coordinarse con la Administración Superior, para realizar sus funciones.

PROGRAMA 1.04: ADMINISTRACION DE JUSTICIA

UNIDAD EJECUTORA: Corte Suprema de Justicia

a) DESCRIPCION DEL PROGRAMA

Objetivo:

Proteger al ciudadano en su libertad e igualdad ante la ley y garantizarle los demás derechos que le asegura el ordenamiento jurídico salvadoreño; administrar justicia en Primera Instancia, según su respectiva competencia y en Segunda Instancia en los casos y conceptos determinados por las leyes; administrar justicia en Segunda Instancia de asuntos civiles, mercantiles y en lo penal, para conocer de las faltas y practicar las primeras diligencias de instrucción en todos los delitos comunes que se cometen dentro de su comprensión territorial y en todos los demás que les encomienden los jueces de primera instancia y demás tribunales de justicia o que determinen las leyes.

Descripción de Acciones:

Conocer del recurso de exhibición personal y del grado de apelación o consulta, de la sentencia de los Jueces de Primera Instancia correspondiente al territorio que les ha sido asignado.

Conocer de los recursos extraordinarios de quejas por retardación de justicia y por atentado.

PROGRAMA 1.04 ORGANO JUDICIAL

Conocer en Primera Instancia los asuntos determinados por las leyes;

Conocer en Primera Instancia de todos los asuntos judiciales promovidos dentro del territorio correspondiente a su jurisdicción, según la respectiva competencia;

Conocer en asuntos no contenciosos en que una ley expresa intervención judicial;

Conocer de juicio conciliatorios;

Conocer en Primera Instancia de los asuntos civiles y mercantiles cuya cantidad no exceda de dos mil colones, aunque no pueda de momento determinarse; y

Practicar las diligencias de todos los delitos comunes en materia penal y en los demás que le encomienden los Jueces de Primera Instancia y demás tribunales de justicia o que determinen las leyes.

b) ASIGNACION PRESUPUESTARIA

92-030-54-104-15-104-019	Administración de Justicia en Segunda Instancia	8.338.420
029	Administración de Justicia en Primera Instancia	49.338.810
039	Administración de Justicia en Juzgados de Paz	36.054.790
	Total del Programa	93.732.020

c) CLASES GENERALES DE GASTO

	0-a	0-b	1	2	3	6	9	Total
019 ...	5.721.020	188.400	480.000	269.000	1.650.000	30.000		8.338.420
029 ...	40.115.260	2.198.700	2.465.000	640.000	3.675.000	50.000	194.850	49.338.810
039 ...	29.097.890	1.547.900	2.870.000	749.000	1.750.000	40.000		36.054.790
Totales	74.934.170	3.935.000	5.815.000	1.658.000	7.075.000	120.000	194.850	93.732.020

d) DESCRIPCION DE SUBPROGRAMAS

019 ADMINISTRACION DE JUSTICIA EN SEGUNDA INSTANCIA — UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Proteger al ciudadano en su libertad e igualdad ante la ley y garantizarle los demás derechos que le asegura el ordenamiento jurídico salvadoreño.

Descripción de Acciones:

Conocer del recurso de exhibición personal y del grado de apelación o consulta, de la sentencia de los Jueces de Primera Instancia correspondientes al territorio que les ha sido asignado;

Conocer de los recursos extraordinarios de quejas por retardación de justicia y por atentado; y

Conocer en Primera Instancia los asuntos determinados por las leyes.

029 ADMINISTRACION DE JUSTICIA EN PRIMERA INSTANCIA — UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Administrar justicia en Primera Instancia, según su respectiva competencia y en Segunda Instancia en los casos y conceptos determinados por las leyes.

Descripción de Acciones:

Conocer en Primera Instancia de todos los asuntos judiciales promovidos dentro del territorio correspondiente a su jurisdicción, según la respectiva competencia; y

Conocer en asuntos no contenciosos en que una ley expresa, requiera intervención judicial.

039 ADMINISTRACION DE JUSTICIA EN JUZGADOS DE PAZ — UNIDAD EJECUTORA: Corte Suprema de Justicia

Objetivo:

Administrar justicia en Primera Instancia de asuntos civiles, mercantiles y en lo penal, para

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conocer de las faltas y practicar las primeras diligencias de instrucción en todos los delitos comunes que se cometan dentro de su comprensión territorial y en todos los demás que les encomienden los Jueces de Primera Instancia y demás tribunales de justicia o que determinen las leyes.

Descripción de Acciones:

Conocer de juicios conciliatorios;

Conocer en Primera Instancia de los asuntos civiles y mercantiles cuya cantidad no exceda de dos mil colones, aunque no pueda de momento determinarse;

Practicar las primeras diligencias en todos los delitos comunes en materia penal y en los demás que le encomienden los Jueces de Primera Instancia y demás tribunales de justicia o que determinen las leyes.

PROGRAMA 3.01: CONSTRUCCION, ADICIONES Y MEJORAS DE EDIFICIOS E INSTALACIONES

UNIDAD EJECUTORA: Corte Suprema de Justicia

a) DESCRIPCION DEL PROGRAMA

Objetivo:

Dotar a los diferentes Tribunales de la República de la infraestructura necesaria que garantice condiciones apropiadas para el mejor desarrollo de sus funciones.

Descripción de Acciones:

Construcción, reconstrucción y mejoramiento de Centros Judiciales, Juzgados de Primera Instancia y de Paz en toda la República, así como instalaciones de Medicina Forense, Jueces Itinerantes y de Vigilancia Penitenciaria, y Oficinas para Unidades de Apoyo a la Administración de Justicia.

b) ASIGNACION PRESUPUESTARIA

92-030-52-301-15-301-009 Construcción, Adiciones y Mejoras de Edificios e Instalaciones 18.522.600

c) CLASES GENERALES DE GASTO

		4	5	Total
009-919	Fondo General	6.000.000	12.522.600	18.522.600

Appendix F

ATTORNEY GENERAL BUDGET

PLAN DE ACCION GOES/AID

FISCALIA GENERAL DE LA REPUBLICA

AÑO 1993.

MINISTERIO PUBLICO
FISCALIA GENERAL DE LA REPUBLICA
EL SALVADOR, C. A.

PLAN DE ACCION GOES/AID 1993.

Titulo del Proyecto:

Contrapartida AID-519-0296 Reforma Judicial
179-Representación Legal del Estado y la Sociedad.

Introducción

La Fiscalía General de la República, ha desarrollado desde 1986, el Proyecto: "Representación Legal del Estado y la Sociedad" Financiado con Fondos provenientes de la - Agencia Para el Desarrollo Internacional (AID), dicho Proyecto ha centrado sus principales objetivos a darle un Apoyo Institucional en las áreas Penales y de recauda ción Fiscal poniendo especial énfasis en la defensa de los Derechos Humanos y en y en establecer una política agresiva en la recuperación de lo adeudado al Fisco . En el Plan de Acción para 1993, se plasman otros objetivos además de los ya enun ciados anteriormente y estos estarán dirijidos a suplir las necesidades detectadas por los diferentes observadores, enviados por AID que han visitado nuestra Institu ción. Los puntos que se tratarán de resolver con este Financiamiento son los siguien tes:

1) AsistenciaTécnica y Capacitación. Que estará encaminado hacia lo siguiente:
   a) Elaboración de Manuales Operativos y de Organización en las área penales y administrativas de la Institución.
   b) Creación de la Escuela de Capacitación Fiscal.
   c) Realización de un Estudio comparativo de los Salarios de los Entes que confor man el Sector Justicia.(Fiscalía General,Procuraduría,Organo Judicial y Procura duría de Derechos Humanos.)
   d) Crear la Ley de la Carrera Fiscal y establecer el Escalafón respectivo para los ascensos de los Fiscales Adscritos y Específicos(Derechos Humanos,Anti-Narcotrá fico,etc.)
2) Compra de Maquinaria y Equipo.
   . Se está solicitando una asignación para equipar adecuadamente a los 75 Fiscales Adscritos, que desarrollan sus labores en los Tribunales,de lo Penal, de 1ª Ins tancia, de Tránsito y de Hacienda, en toda la República.

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Propositos Objetivos, Estrategias, Descripción del Proyecto y Actividades.

a) Propósitos: Considerando que el Proyecto que la Institución ejecuta es Contrapartida del Proyecto de Reforma Judicial; el apoyo Institucional que la Fiscalía General recibe estará dirigido especialmente a la tarea de defender los Intereses del Estado y la Sociedad por medio de una mayor cobertura mejora y apoyo de los Servicios Institucionales, de Representación Legal que demanda la Sociedad y los Organismos Estatales, en cumplimiento de las atribuciones Constitucionales y de las otras que le determinan la Ley, con la finalidad de obtener una pronta y eficaz Administración de Justicia colaborando en el Proceso de implementar una Reforma Judicial Integral, que es uno de los objetivos del Proyecto (0296).

b) Objetivos:

- Defender los Intereses de la Sociedad ejecutando las acciones necesarias para intervernir de Oficio o a solicitud de los ofendidos considerando las nuevas disposiciones legales que demandan de la Fiscalía General una mayor atención en la Defensa de la Legalidad y de los Derechos Humanos tutelados por la Ley.
- Intervenir desde la Etapa Policial en la investigación del delito, con la finalidad de que se cumplan los términos que establece la Ley y que se protejan los Derechos individuales establecidos en la Constitución
- Incrementar los Activos del Estado, mediante la recuperación en forma Administrativa de la deuda Fiscal y Municipal.
- Tramitar los casos Penales por la indebida Administración de Fondos Bienes Públicos, velando por que se imponga la sanción que corresponde a los responsables para lograr la recuperación efectiva de los valores o Bienes defraudados al tesoro Fiscal o Municipal.
- Capacitar, instruir, actualizar y desarrollar el conocimiento Jurídico del recurso humano de la Institución con el objeto de mejorar la calidad en el trabajo de la Fiscalía General para un adecuado y eficiente cumplimiento de las Atribuciones Constitucionales.
- Descentralizar las funciones Institucionales, creando en la Zona Occidental del País una Fiscalía Regional que permita a la Fiscalía General , - Proporcionar un mejor servicio a la Población de esa Zona.

- Coordinar con la Unidad Ejecutiva de Anti-Narcotráfico, actividades relacionadas en la intervención Legal que se tendrá en el control del trafico uso y consumo de drógas.
- Investigar y sancionar a travez de Procesos Judiciales todos los delitos relativos a las Drógas asistiendolos desde la etapa Policial.
- Coadyuvar con el Órgano Judicial en la Administración de una pronta y cumplida justicia, para lo cual se pondrá especial enfasis en la agilización del Estudio y Trámite de las causas Penales que se ventilan en los tribunales de toda la República.

c) Estrategias:

- Reforzar los cuadros del personal especializado, Fiscales Específicos, con la Creación de la Fiscalía Regional de Oriente y de los Fiscales de Anti-Narcotráfico, a fin de lograr una mayor cobertura de los servicios y disminuir las causa y procesos que actualmente atienden los Fiscales en los Tribunales del País.
- Crear la Oficina Regional para mejorar los servicios Institucionales con un desplazamiento oportuno a los Tribunales de la Región Occidental.
- Implementar un Programa tendiente a establecer normas definidas para la recuperación de la deuda Fiscal.
- Fortalecer la Unidad de Anti-Narcotráfico para ampliar y mejorar los servicios que en esta área realiza la Fiscalía General de la República. Promover la Capacitación del personal Jurídico y Técnico en todas las áreas legales con la finalidad de acutualizar los conocimientos en el Campo Jurídico.
- Desarrollar una campaña publicitaria dirigida a la vigencia y respeto a los Derechos Humanos así como el daño que causa a la Sociedad todas las actividades relacionadas con el tráfico y consumo de drógas.
- Establecer las medidas necesarias para actuar en Coordinación con el Organo Judicial en la tramitación de las causa Penales que se ventilan en los tribunales de toda la República.

d) Descripción del Proyecto:

- Con la ejecución del Proyecto se ampliará y mejorará la cobertura de los Servicios a nivel Nacional, que en el sector Justicia, presta a la Sociedad Salvadoreña la Fiscalía General de la República, en cumplimiento de lo

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que establece la Constitución Nacional vigente, en relación a "Defender los Intereses del Estado y la Sociedad", especialmente a lo concerniente con los delitos contra la Hacienda Pública y Representación Legal del Estado en todas las Instancias que determina la Ley; así como la de promover de oficio o a petición de parte, la Acción Penal e intervenir en la Investigación de los Delitos desde la etapa policial, cumpliendo así con la protección de los Derechos Humanos Tutelados por la Ley.

En relación a los Derechos Humanos se establecerá la Política de velar por que se cumplan los términos que determine la Ley en las Instancias de los Procesos Penales, poniendo especial énfasis en la Investigación Científica del Delito, para así coadyuvar con el Organo Judicial en obtener una pronta y cumplida Justicia. Que es uno de los Objetivos del Convenio de Reforma Judicial.(0296)

La misma Política se observará en el Area Penal con todas las causas que se tramitan en la División Defensa de los Intereses de la Sociedad.

La diferencia se establece en que la Unidad de Derechos Humanos, está a cargo de las causas en donde se vulneren los Derechos Humanos de las Personas o Grupos y en el Area Penal los Delitos Comunes o menos Graves .

e) <u>Actividades Relevantes:</u>

- Recaudar cantidades de Dinero que se le adeuda al Fisco.
- Realizar Diligencias y estudiar expedientes para agilizar los procesos que conocen de los Delitos en Materia Fiscal.
- Ejecutar las diligencias necesarias por merio de los Fiscales Específicos para tramitar eficientemente las causas que se ventilan en los Tribunales de toda la República.
- Intervenir en los delitos desde la etapa policial velando por que se respeten los Derechos Humanos de las Personas.
- Capacitar al Personal de Fiscales Específicos, de Derechos Humanos, de Anti-Narcotráfico, Adscritos, Colaboradores Jurídicos y Técnicos de la Fiscalía General de la República.
- Realizar en el extranjero, jornadas de observación que se relacionen con las Reformas en el Area Penal y de Investigación Criminal.
- Descentralizar los Servicios que la Institución presta, creando la Fiscalía Regional de Occidente.

Población Objetivo.

Población Objetivo:

Por el carácter de Apoyo Institucional que presta el Proyecto, se puede afirmar que el Grupo Social beneficiado es toda la Sociedad Salvadoreña ya que la función principal de la Fiscalía General es la de velar por que se administre con prontitud y eficiencia a la Justicia, procurando que no sean violados los Derechos Humanos de los Ciudadanos.

Insumos requeridos Anualmente para la Ejecución del Proyecto.

a) Personal.....	¢3.903,670.00
b) Apoyo Logistico.....	2.402,500.00
c) Asistencia Técnica/Capacitación.....	500,000.00
d) Bienes.....	740,000.00
e) Vehículos.....	750,000.00
f) Imprevistos.....	250,000.00
TOTAL.....	¢8.546,170.00

San Salvador, 16 de julio de 1992.

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A N E X O S

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PROGRAMACION FINANCIERA CONSOLIDADA

NOMBRE DEL PROYECTO: CONTRA PARTIDA AID/519-0296

UNIDAD EJECUTORA: FISCALIA GENERAL DE LA REPUBLICA

CODIGO DEL PROYECTO:

FUENTE DE FINANCIAMIENTO: ESF.

PROGRAMA: 3.06 PROYECTOS PRIORITARIOS DIVERSOS PARA EL DESARROLLO ECONOMICO SOCIAL DEL PAIS.

SUB-PROGRAMA: 179 REPRESENTACION LEGAL DEL ESTADO Y LA SOCIEDAD

PERIODO: ENERO-DICIEMBRE-93

	CATEGORIAS								TOTAL CLASE GRAL.
CLASE GENERAL DE GASTO OBJETO ESPECIFICO	PERSONAL	APOYO LOGISTICO	ASISTENCIA TECN/CAPAC	BIENES	VEHICULOS	INVERSION FISICAS	INVERSION FINANCIERA	IMPREVISTOS	
CLASE (0-b) SERVICIOS PERSONALES									¢3.903,670
023- Pagos por trabajos en horas Extraordinarias	¢10,000.00								
030- Aguinaldo al Personal Contratado	106,700.00								
045- Aportes al I.S.S.S.(Contratos)	159,550.00								
047- Aportes al INPEP (Contratos)	125,900.00								
060- Otros Honorarios a Profesionales Técnicos y Consultores			¢500.000.00						
09[illegible]- Viáticos al Personal de Gobierno	40,000.00								
09[illegible]- Viáticos al Exterior	100,000.00								
09[illegible]- Otros Servicios Personales (Pago al personal del Proyecto	2,66[illegible],520.00								
TOTAL CATEGORIAS									

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PROGRAMACION FINANCIERA CONSOLIDADA

NOMBRE DEL PROYECTO: CONTRAPARTIDA AID 519-0296 REFORMA JUDICIAL.

UNIDAD EJECUTORA: FISCALIA GENERAL DE LA REPUBLICA.

CODIGO DEL PROYECTO:

FUENTE DE FINANCIAMIENTO: ESF/

PROGRAMA: 3.06 PROYECTOS PRIORITARIOS DIVERSOS PARA EL DESARROLLO ECONOMICO Y SOCIAL DEL PAIS.

SUB-PROGRAMA: 179-REPRESENTACION LEGAL DEL ESTADO Y LA SOCIEDAD.

PERIODO:

CLASE GENERAL DE GASTO OBJETO ESPECIFICO	CATEGORIAS								TOTAL CLASE GRAL.
	PERSONAL	APOYO LOGISTICO	ASISTENCIA TECN/CAPAC	BIENES	VEHICULOS	INVERSION FISICAS	INVERSION FINANCIERA	IMPREVISTOS	
CLASE (0-1)									
SERVICIOS NO PERSONALES									¢1.549.400.
102 - Servicios de Teléfono y Radio Teléfono.		¢ 1.000.							
104 - Servicios de Energía Eléctrica		8.000.							
105 - Servicios de Agua		3.000.							
111 - Avisos, Publicidad y Propaganda		500.000.							
112 - Impresiones y Encuadernaciones		60.000.							
121 - Pasajes del Personal de Gobierno en el País.		2.400.							
123 - Pasajes al Exterior.		20.000.							
131 - Arrendamiento de Equipo de Oficina y Aparatos Electricos de Servicio.		1.000.							
TOTAL CATEGORIAS									

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PROGRAMACION FINANCIERA CONSOLIDADA

NOMBRE DEL PROYECTO: CONTRA PARTIDA AID 519-0296 REFORMA JUDICIAL.

UNIDAD EJECUTORA: FISCALIA GENERAL DE LA REPUBLICA.

CODIGO DEL PROYECTO:

FUENTE DE FINANCIAMIENTO: ESF/

PROGRAMA: 3.06 PROYECTOS PRIORITARIOS DIVERSOS PARA EL DESARROLLO ECONOMICO Y SOCIAL DEL PAIS.

SUB-PROGRAMA: 179- REPRESENTACION LEGAL DEL ESTADO Y LA SOCIEDAD.

PERIODO:

CLASE GENERAL DE GASTO OBJETO ESPECIFICO	CATEGORIAS								TOTAL CLASE GRAL.
	PERSONAL	APOYO LOGISTICO	ASISTENCIA TECN/CAPAC	BIENES	VEHICULOS	INVERSION FISICAS	INVERSION FINANCIERA	IMPREVISTOS	
135 - Arrendamiento de Equipo de Transporte.		¢ 2.000.							
142 - Arrendamiento de Edificios - para Oficinas.		530.000.							
149 - Arrendamiento de Edificios y Locales para otros usos.		4.000.							
151 - Mantenimiento y Reparación de Equipo de Oficina y Aparatos Electricos de Servicio.		20.000.							
152 - Mantenimiento y reparación de Muebles y Artículos Varios.		4.000.							
156 - Mantenimiento y Reparación de Maquinaria y Equipo de Servicio Básico.		4.000.							
157 - Mantenimiento y Reparación de Equipo de Transporte.		125.000.							
TOTAL CATEGORIAS									

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PROGRAMACION FINANCIERA CONSOLIDADA

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NOMBRE DEL PROYECTO: CONTRA PARTIDA AID 519-0296 REFORMA JUDICIAL.

UNIDAD EJECUTORA: FISCALIA GENERAL DE LA REPUBLICA

CODIGO DEL PROYECTO:

FUENTE DE FINANCIAMIENTO: ESF/

PROGRAMA: 3.06 PROYECTOS PRIORITARIOS DIVERSOS PARA EL DESARROLLO ECONOMICO Y SOCIAL DEL PAIS.

SUB-PROGRAMA: 179-REPRESENTACION LEGAL DEL ESTADO Y LA SOCIEDAD.

PERIODO:

CLASE GENERAL DE GASTO OBJETO ESPECIFICO	CATEGORIAS: PERSONAL	APOYO LOGISTICO	ASISTENCIA TECN/CAPAC	BIENES	VEHICULOS	INVERSION FISICAS	INVERSION FINANCIERA	IMPREVISTOS	TOTAL CLASE GRAL.
161 - Mantenimiento y Reparación de Edificio para Oficinas y Escuelas.		¢ 15.000.							
168 - Acondicionamiento y Adiciones removibles en Inmuebles Particulares.		50.000.							
174 - Primas por otros Seguros.		175.000.							
199 - Otros Servicios no Personales Varios.		25.000.							
TOTAL CATEGORIAS		¢1.549.400							

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PROGRAMACION FINANCIERA CONSOLIDADA

NOMBRE DEL PROYECTO: CONTRAPARTIDA AID 519-0296 REFORMA JUDICIAL.

UNIDAD EJECUTORA: FISCALIA GENERAL DE LA REPUBLICA

CODIGO DEL PROYECTO:

FUENTE DE FINANCIAMIENTO: ESF/

PROGRAMA: 3.06 PROYECTOS PRIORITARIOS. DIVERSOS PARA EL DESARROLLO ECONOMICO Y SOCIAL DEL PAIS.

SUB-PROGRAMA: 179-REPRESENTACION LEGAL DEL ESTADO Y LA SOCIEDAD.

PERIODO:

CLASE GENERAL DE GASTO OBJETO ESPECIFICO	CATEGORIAS								TOTAL CLASE GRAL.
	PERSONAL	APOYO LOGISTICO	ASISTENCIA TECN/CAPAC	BIENES	VEHICULOS	INVERSION FISICAS	INVERSION FINANCIERA	IMPREVISTOS	
CLASE (0-2)									
MATERIALES Y SUMINISTROS									₡ 853.100.
201 - Alimentos para Humanos		₡ 70.000.							
203 - Bebidas no Alcohólicas		2.000.							
221 - Hilados y Telas.		3.200.							
222 - Acabados Textiles		5.000.							
223 - Prendas de Vestir		30.000.							
231 - Papel para Oficina		28.270.							
232 - Productos de Papel y Cartón		9.700.							
233 - Papeles Comerciales, Cartones y otros.		2,500.							
TOTAL CATEGORIAS									

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NOMBRE DEL PROYECTO: CONTRAPARTIDA AID 519-0296 REFORMA JUDICIAL.

UNIDAD EJECUTORA: FISCALIA GENERAL DE LA REPUBLICA

CODIGO DEL PROYECTO:

FUENTE DE FINANCIAMIENTO: ESF/ 11

PROGRAMA: 3.06 PROYECTOS PRIORITARIOS DIVERSOS PARA EL DESARROLLO ECONOMICO Y SOCIAL DEL PAIS.

SUB-PROGRAMA: 179-REPRESENTACION LEGAL DEL ESTADO Y LA SOCIEDAD.

PERIODO:

CLASE GENERAL DE GASTO OBJETO ESPECIFICO	CATEGORIAS								TOTAL CLASE GRAL.
	PERSONAL	APOYO LOGISTICO	ASISTENCIA TECN/CAPAC	BIENES	VEHICULOS	INVERSION FISICAS	INVERSION FINANCIERA	IMPREVISTOS	
234 - Productos de Artes Gráficas		Q 5.800							
235 - Revistas, Periódicos y Libros no Inventariables.		3.000							
239 - Otros Productos de Papel y Cartón.		1.400							
242 - Productos de Cuero.		1.000							
243 - Llantas y Neumáticos.		60.000							
244 - Productos de Caucho.		1.000							
251 - Sustancias Químicas.		1.000							
252 - Combustibles y Lubricantes.		303.000							
255 - Medicinas y Drogas.		7.000							
256 - Productos Sanitarios.		5.600							
TOTAL CATEGORIAS									

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PROGRAMACION FINANCIERA CONSOLIDADA

NOMBRE DEL PROYECTO: CONTRAPARTIDA AID 519-0296 REFORMA JUDICIAL.

CODIGO DEL PROYECTO:

PROGRAMA: 3.06 PROYECTOS PRIORITARIOS DIVERSOS PARA EL DESARROLLO ECONOMICO Y SOCIAL DEL PAIS.

SUB-PROGRAMA: 179-REPRESENTACION LEGAL DEL ESTADO Y LA SOCIEDAD

UNIDAD EJECUTORA: FISCALIA GENERAL DE LA REPUBLICA

FUENTE DE FINANCIAMIENTO: ESF/

PERIODO:

CLASE GENERAL DE GASTO OBJETO ESPECIFICO	CATEGORIAS								TOTAL CLASE GRAL.
	PERSONAL	APOYO LOGISTICO	ASISTENCIA TECN/CAPAC	BIENES	VEHICULOS	INVERSION FISICAS	INVERSION FINANCIERA	IMPREVISTOS	
257 - Tintes, Pinturas y Colorantes.		¢ 22.470.							
258 - Otros Materiales Químicos y Conexos.		2.000.							
259 - Otros Productos Químicos y Conexos.		1.000.							
262 - Productos de Vidrio.		1.200.							
271 - Productos de Hierro y Acero (Férricos).		2.800.							
273 - Estructuras Metálicas Acabadas		2.000.							
275 - Herramientas		2.000.							
279 - Otros Productos Metálicos.		1.000.							
281 - Repuestos y Accesorios de Maquinaria, Equipo de Oficina y Aparatos Eléctricos de Servicio		2.800.							
TOTAL CATEGORIAS									

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PROGRAMACION FINANCIERA CONSOLIDADA

NOMBRE DEL PROYECTO: CONTRAPARTIDA AID 519-0296 REFORMA JUDICIAL.

CODIGO DEL PROYECTO:

PROGRAMA: 3.06 PROYECTOS PRIORITARIOS DIVERSOS PARA EL DESARROLLO ECONOMICO Y SOCIAL DEL PAIS.

SUB-PROGRAMA: 179-REPRESENTACION LEGAL DEL ESTADO Y LA SOCIEDAD

UNIDAD EJECUTORA: FISCALIA GENERALDE LA REPUBLICA.

FUENTE DE FINANCIAMIENTO: ESF

PERIODO:

CLASE GENERAL DE GASTO / OBJETO ESPECIFICO	CATEGORIAS: PERSONAL	APOYO LOGISTICO	ASISTENCIA TECN/CAPAC	BIENES	VEHICULOS	INVERSION FISICAS	INVERSION FINANCIERA	IMPREVISTOS	TOTAL CLASE GRAL.
286 - Repuestos y Accesorios de Maquinaria y Equipo de Servicios Básicos.		₡ 2.800.							
287 - Repuestos y Accesorios de Equipo de Transporte.		125.000.							
291 - Artículos de Oficina.		130.000.							
292 - Artículos de Limpieza.		4.360.							
299 - Otros Productos y Artículos Varios.		14.200.							
TOTAL CATEGORIAS		₡ 853.100.							

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PROGRAMACION FINANCIERA CONSOLIDADA

NOMBRE DEL PROYECTO: CONTRA PARTIDA AID/519-0296 REFORMA JUDICIAL

UNIDAD EJECUTORA: FISCALIA GENERAL DE LA REPUBLICA

CODIGO DEL PROYECTO:

FUENTE DE FINANCIAMIENTO: ESF.

PROGRAMA: 3.06 PROYECTOS PRIORITARIOS DIVERSOS PARA EL DESARROLLO ECONOMICO Y SOCIAL DEL PAIS.

SUB-PROGRAMA: 179 REPRESENTACION LEGAL DEL ESTADO Y LA SOCIEDAD

PERIODO: ENERO-DICIEMBRE-93

	CATEGORIAS								TOTAL CLASE GRAL.
CLASE GENERAL DE GASTO OBJETO ESPECIFICO	PERSONAL	APOYO LOGISTICO	ASISTENCIA TECN/CAPAC	BIENES	VEHICULOS	INVERSION FISICAS	INVERSION FINANCIERA	IMPREVIS-TOS	
CLASE (0-3) MAQUINARIA Y EQUIPO									¢1.490.000
301-Maquinaria y Equipo de Oficina				¢630.000					
303-Aparatos Eléctricos de Servicio				37,500					
305-Libros de Consulta				50,000					
311-Muebles				22,500					
301-Equipo Automotriz					¢750,000				
TOTAL CATEGORIAS									

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PROGRAMA 179 REPRESENTACION LEGAL DEL ESTADO Y LA SOCIEDAD
PRESUPUESTO EXTRAORDINARIO PARA REACTIVACION ECONOMICA
CUADRO ANEXO AL DETALLE DE PLAZAS

CARGO	SALARIO MENSUAL	NUMERO DE PLAZAS	MONTO DEL PERIODO	AGUINALDO
1) Gerente de Proyecto	¢ 3.500	1	¢ 42,000.00	¢ 950.00
2) Coordinador de la Unidad De Derechos Humanos	4.410	1	52,920.00	950.00
3) Fiscal de Derechos Humanos	3.750	13	585,000.00	12,350.00
4) Fiscal Anti-Narcotráfico	3.750	7	315,000.00	6,650.00
5) Coordinador de Capacitación	3.200	1	38,400.00	950.00
6) Colaborador Jurídico	2.315	4	111,120.00	3,800.00
7) Fiscal Específico I	2.185	15	393,300.00	14,250.00
8) Colaborador Administrativo	2.115	2	50,760.00	1,900.00
9) Fiscal Adscrito al Tribunal de Hacienda	2.020	2	48,480.00	1,900.00
10) Contador	2.000	1	24,000.00	950.00
11) Colaborador Técnico I	1.770	1	20,400.00	950.00
12) Colaborador Jurídico II	1.650	2	39,600.00	1,900.00
13) Colaborador Técnico II	1.585	2	38,040.00	1,900.00
14) Secretaria I	1.600	3	57,600.00	2,850.00
15) Secretaria II	1.550	3	55,800.00	2,850.00
16) Encuestador	1,480	3	53,280.00	2,850.00
17) Secretaria (U.Derch.Humanos)	1.600	5	96,000.00	4,750.00
18) Motorista (U.Derech.Humanos)	1.590	5	95,400.00	4,750.00
19) Citador (U.Derech.Humanos)	1.540	2	39,960.00	1,900.00
20) Ordenanza (U.Derech.Humanos)	1.500	2	36,000.00	1,900.00

CARGO	SALARIO MENSUAL	NUMERO DE PLAZAS	MONTO ANUAL	AGUINALDO
FISCALIA REGIONAL ORIENTE (Plazas laborales con Jornada de 30 horas semanales).				
Sede San Miguel				
1) Fiscal Específico II	¢ 1.725	5	¢ 103,500.00	¢ 4,750.00
2) Secretaria III	1.235	3	44,460.00	2,850.00
FISCALIA REGIONAL DE OCCIDENTE (Lazas Laborales con Jornada de 30 Horas semanales)				
Sede Santa Ana				
3) Jefe Fiscalía Regional Occidente	2.000	1	24,000.00	950.00
4) Fiscal Específico II	1.725	8	165,600.00	7,600.00
5) Colaborador Administrativo	1.575	1	18,900.00	950.00
6) Secretaria III	1.235	4	59,280.00	3,800.00
7) Motorista	1.230	5	73,800.00	4,750.00
8) Citador	1.190	2	28,560.00	1,900.00
9) Ordenanza	1.165	2	167,760.00	1,900.00
SUB-TOTAL	¢ 228,080.00	106	2,736,960.00	100,700.00
INPEP	10,260.00		123,160.00	
ISSS	12,700.00		152,450.00	
TOTAL.....	¢ 251,040.00	106	2,985,570.00	100,700.00

DETALLE DE MOBILIARIO Y EQUIPO

NOMBRE DEL PROYECTO: CONTRAPARTIDA AID 519-0296 REFORMA JUDICIAL

UNIDAD EJECUTORA: FISCALIA GENERAL DE LA REPUBLICA

CODIGO DEL PROYECTO:

FUENTE DE FINANCIAMIENTO: ESF

PROGRAMA: 306 PROYECTOS PRIORITARIOS DIVERSOS PARA EL DESARROLLO ECONOMICO SOCIAL DEL PAIS.

SUB-PROGRAMA: 179-REPRESENTACION LEGAL DEL ESTADO Y LA SOCIEDAD

PERIODO: ENERO-DICIEMBRE-93

DESCRIPCION		CANTIDAD
301	MAQUINARIA Y EQUIPO DE OFICINA	
	ESCRITORIOS EJECUTIVOS	75
	SILLONES EJECUTIVOS	75
	MAQUINAS MECANICAS	75
	MESAS MECANOGRAFICAS	75
	ARCHIVOS	75
303-	APARATOS ELECTRICOS DE SERVICIO	
	VENTILADORES DE PEDESTAL	75
305-	LIBROS DE CONSULTA	
	ESPECIALIDADES VARIAS	N/C
311-	MUEBLES	
	SILLAS PLEGABLES CON TAPIZ	150
361-	EQUIPO AUTOMOTRIZ	
	VEHICULO PIPO SEDAN	3
	VEHICULO TIPO JEEP 4WD	3

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090 TRIBUNAL DE SERVICIO CIVIL

1 Funcionamiento

1.01 DIRECCION Y ADMINISTRACION DE SERVICIO CIVIL

Código: 92-090-51-104-11-101-009

Partida	Detalle de Plazas	No. de Plazas	Sueldo Mensual
1	Presidente del Tribunal (Miembro por parte de la Asamblea Legislativa, Abogado)		
2	Miembro por parte de la Corte Suprema de Justicia (Abogado)		
3	Miembro por parte del Organo Ejecutivo (Abogado)		
	Las dietas de los miembros del Tribunal serán a razón de $ 75.00 por una sesión a que asistan, sin que puedan devengar por este concepto más de $ 600.00 por mes, aún cuando el número de sesiones sea mayor de ocho. Esos cargos son compatibles con cualquier otro de la Administración Pública.		
4	Secretario (Egresado de la Facultad de Jurisprudencia y Ciencias Sociales)	1	1.840
5	Jefe de Sección Jurídica (Egresado de la Facultad de Jurisprudencia y Ciencias Sociales)	1	1.715
6	Jefe de Sección Registro de Personal (Egresado de Administración de Empresas o Técnico en Administración Pública)	1	1.715
7	Encargado de Asuntos Fiscales	1	1.715
8	Secretario Notificador	1	1.515
9	Colaborador de 2a. Clase	1	1.515
10	Colaborador de 3a. Clase	1	1.475
11	Colaborador de 4a. Clase	1	1.365
12	Colaborador de 4a. Clase	3	1.335
13	Colaborador de 4a. Clase	3	1.330
14	Colaborador de 5a. Clase	8	1.270
15	Motorista	1	1.230
16	Portero	1	1.190
17	Ordenanza	3	1.175

110 FISCALIA GENERAL DE LA REPUBLICA

1 Funcionamiento

1.01 ADMINISTRACION SUPERIOR

Código: 92-110-54-101-15-101-009

Plazas con jornada de 40 horas semanales

1	Fiscal General de la República	1	8.700
2	Fiscal Adjunto para Derechos Humanos	1	5.475
3	Jefe de Relaciones Públicas y Prensa	1	3.150
4	Jefe de la Unidad de Planificación	1	2.955
5	Auxiliar del Fiscal General	1	2.520
6	Analista de Organización y Métodos	1	2.280
7	Colaborador de 1a. Clase	2	2.150
8	Colaborador de 1a. Clase	2	1.750
9	Colaborador de 1a. Clase	1	1.725
10	Motorista	1	1.635
11	Portero	1	1.540
12	Ordenanza	1	1.515

1.02 SERVICIOS ADMINISTRATIVOS GENERALES

Código: 92-110-54-102-15-102-009

Plazas con jornada de 40 horas semanales

1	Secretario General	1	3.025
2	Jefe de Administración	1	2.620
3	Secretario General Auxiliar	1	2.140
4	Colaborador de 1a. Clase	1	1.915
5	Colaborador de 1a. Clase	1	1.845
6	Colaborador de 1a. Clase	1	1.800
7	Colaborador de 1a. Clase	1	1.725
8	Mecánico	1	1.685
9	Colaborador de 1a. Clase	1	1.670
10	Colaborador de 2a. Clase	2	1.595
11	Motorista	11	1.590
12	Colaborador de 2a. Clase	3	1.560
13	Intendente	1	1.555
14	Portero	1	1.540
15	Citador	3	1.540
16	Ordenanza	4	1.515

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030 ORGANO JUDICIAL

1 Funcionamiento

CORTE SUPREMA DE JUSTICIA

1.01 ADMINISTRACION SUPERIOR

019 DIRECCION SUPERIOR

Código: 92-030-52-101-15-101-019

Partida	Detalle de Plazas		No. de Plazas	Sueldo Mensual
1	Presidente:			
	1) Sueldo	11.300		
	2) Gastos de Representación	5.145		
	3) Cuotas Compensatorias:			
	a) Teléfono	15		
	b) Servicio Telegráfico y Postal	40	1	16.500
2	Magistrado:			
	1) Sueldo	8.750		
	2) Gastos de Representación	3.700		
	3) Cuotas Compensatorias:			
	a) Teléfono	15		
	b) Servicio Telegráfico y Postal	35	13	12.500
3	Jefe de Departamento III		2	7.000
4	Jefe de Departamento II		10	5.000
5	Colaborador Jurídico V		6	5.000
6	Colaborador Jurídico III		12	4.000
7	Jefe de Departamento I		2	3.500
8	Secretaria V		1	3.500
9	Colaborador Técnico II		8	3.000
10	Colaborador Jurídico II		10	3.000
11	Colaborador Jurídico I		13	2.500
12	Agente de Investigación Judicial		50	2.500
13	Secretaria IV		6	2.500
14	Secretaria III		2	2.150
15	Colaborador de Oficina II		12	2.100
16	Colaborador Técnico I		3	1.950
17	Secretaria II		8	1.850
18	Motorista III		12	1.850
19	Motorista II		1	1.750
20	Motorista I		5	1.700
21	Colaborador de Oficina I		10	1.650
22	Secretaria I		10	1.650
23	Colaborador de Servicios Varios I		4	1.650

029 CONSEJO NACIONAL DE LA JUDICATURA

Código: 92-030-52-101-15-101-029

Dietas a los Miembros Propietarios del Consejo Nacional de la Judicatura, a razón de ¢200.oo por una sesión a que asistan, sin que ningún miembro pueda devengar por este concepto más de ¢800.oo mensuales aún cuando el número de sesiones a que asistan sea mayor de cuatro.

1	Jefe de Departamento II	2	5.000
2	Colaborador Técnico III	3	3.800
3	Secretaria III	1	2.150
4	Colaborador de Oficina II	2	2.100
5	Secretaria II	1	1.850
6	Secretaria I	3	1.650
7	Ordenanza II	2	1.650

029 NOTARIADO

Código: 92-030-54-107-15-102-029

Partida	Detalle de Plazas	No. de Plazas	Sueldo Mensual
1	Jefe de Departamento III	1	7.000
2	Jefe de Departamento II	1	5.000
3	Colaborador Jurídico II	1	3.000
4	Colaborador de Oficina III	1	2.500
5	Secretaria IV	3	2.500
6	Secretaria III	1	2.150
7	Colaborador de Oficina II	8	2.100
8	Colaborador Técnico I	1	1.950
9	Colaborador de Oficina I	1	1.650

039 PROBIDAD

Código: 92-030-54-107-15-102-039

1	Jefe de Departamento II	1	5.000
2	Jefe de Departamento I	1	3.500
3	Colaborador Técnico II	2	3.000
4	Colaborador Jurídico I	5	2.500
5	Secretaria IV	1	2.500
6	Colaborador de Oficina II	2	2.100
7	Secretaria II	1	1.850
8	Secretaria I	2	1.650

049 PUBLICACIONES JURIDICAS

Código: 92-030-52-103-15-102-049

1	Jefe de Departamento II	1	5.000
2	Jefe de Sección II	1	3.500
3	Colaborador Jurídico II	2	3.000
4	Secretaria IV	2	2.500
5	Colaborador Técnico I	12	1.950
6	Colaborador de Oficina I	3	1.650
7	Secretaria I	2	1.650
8	Ordenanza I	1	1.400

1.03 SERVICIOS ADMINISTRATIVOS

019 ADMINISTRACION GENERAL

Código: 92-030-52-101-15-103-019

1	Jefe de Departamento III	3	7.000
2	Jefe de Departamento II	9	5.000
3	Jefe de Sección III	3	5.000
4	Colaborador Técnico III	3	3.800
5	Colaborador Técnico II	20	3.000
6	Jefe de Sección I	12	2.500
7	Colaborador de Oficina III	6	2.500
8	Secretaria IV	1	2.500
9	Secretaria III	1	2.150
10	Colaborador de Oficina II	20	2.100
11	Colaborador Técnico I	3	1.950
12	Secretaria II	14	1.850
13	Colaborador de Servicios Varios II	10	1.800
14	Agente de Protección Judicial	21	1.800
15	Vigilante	52	1.750
16	Motorista II	2	1.750
17	Motorista I	15	1.700
18	Colaborador de Oficina I	43	1.650
19	Secretaria I	12	1.650
20	Colaborador de Servicios Varios I	53	1.650
21	Ordenanza II	16	1.650
22	Ordenanza I	10	1.400

Partida	Detalle de Plazas		No. de Plazas	Sueldo Mensual
9	Secretario		1	2.300
10	Secretario		7	2.175
11	Oficial Mayor		1	2.000
12	Oficial Mayor		7	1.925
13	Notificador		2	1.850
14	Colaborador Judicial		5	1.650
15	Colaborador Judicial		40	1.575
16	Colaborador de Servicios Varios II		9	1.350
17	Ordenanza II		8	1.350

029 ADMINISTRACION DE JUSTICIA
EN PRIMERA INSTANCIA

Código: 92-030-54-104-15-104-029

Plazas con Jornada de 40 horas semanales

1	Juez:			
	1) Sueldo	5.800		
	2) Gastos de Representación	1.275		
	3) Cuotas Compensatorias:			
	a) Teléfono	15		
	b) Servicio Telegráfico y Postal	10	34	7.100
2	Colaborador Jurídico III		8	4.000
3	Colaborador Jurídico II		8	3.000
4	Secretario		34	2.400
5	Colaborador Técnico I		7	1.950
6	Colaborador Judicial		375	1.850
7	Notificador		46	1.850
8	Citador Notificador		9	1.800
9	Citador		11	1.750
10	Motorista I		2	1.700
11	Secretaria I		1	1.650
12	Colaborador de Servicios Varios I		34	1.650
13	Ordenanza II		5	1.650

Plazas con Jornada de 30 horas semanales

14	Juez:			
	1) Sueldo	4.400		
	2) Gastos de Representación	900		
	3) Cuotas Compensatorias:			
	a) Teléfono	15		
	b) Servicio Telegráfico y Postal	10	13	5.325
15	Juez:			
	1) Sueldo	3.880		
	2) Gastos de Representación	900		
	3) Cuotas Compensatorias:			
	a) Teléfono	10		
	b) Servicio Telegráfico y Postal	10	43	4.800
16	Juez:			
	1) Sueldo	3.680		
	2) Gastos de Representación	800		
	3) Cuotas Compensatorias:			
	a) Teléfono	10		
	b) Servicio Telegráfico y Postal	10	30	4.500
17	Colaborador Jurídico V		16	4.500
18	Colaborador Jurídico IV		8	3.375
19	Secretario Móvil		15	2.500
20	Colaborador Judicial Móvil		30	2.200
21	Secretario		13	1.950
22	Secretario		43	1.850
23	Secretario		30	1.650
24	Secretaria III		1	1.650
25	Colaborador Técnico I		8	1.475
26	Secretario Notificador		3	1.450
27	Notificador		11	1.400
28	Colaborador Judicial		66	1.400
29	Citador Notificador		2	1.350
30	Notificador		34	1.350
31	Colaborador Judicial		235	1.350
32	Motorista Móvil		5	1.350

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130 PROCURADURIA GENERAL DE LA REPUBLICA

1 Funcionamiento

1.01 ADMINISTRACION SUPERIOR

019 DIRECCION SUPERIOR

Código: 92-130-54-101-24-101-019

Partida	Detalle de Plazas	No. de Plazas	Sueldo Mensual
1	Procurador General de la República	1	8.700
2	Procurador General Adjunto	1	3.775
3	Secretaria del Procurador General	1	2.000

029 PLANIFICACION Y EVALUACION

Código: 92-130-54-103-24-101-029

1	Jefe de Departamento (Economista, Administrador de Empresas o - Egresado de dichas carreras)	1	3.000
2	Colaborador de 1a. Clase (Graduado o Egresado de Administración de Empresas)	1	2.500
3	Colaborador de 1a. Clase (Graduado o Egresado de Administración de Empresas)	1	2.500
4	Jefe de Estadísticas (que haya aprobado Estadística I y II)	1	2.300
5	Colaborador de 1a. Clase	3	1.610
6	Colaborador de 2a. Clase	1	1.555

1.02 SERVICIOS ADMINISTRATIVOS GENERALES

Código: 92-130-54-102-24-102-009

Plazas con jornada de 40 horas semanales

1	Secretario General	1	4.000
2	Director Administrativo	1	3.500
3	Jefe de Departamento (Abogado)	1	3.300
4	Auditor (Licenciado en Contaduría Pública o C.P.C.)	1	3.000
5	Jefe de Relaciones Públicas y Prensa	1	3.000
6	Jefe de Departamento de Contabilidad Fiscal y Patrimonial (Graduado o Egresado en Administración Pública o Contador)	1	2.800
7	Jefe de Control de Depósito (Contador o carrera afín)	1	2.800
8	Jefe de Personal (Graduado o Egresado de Administración de Empresas o carrera afín)	1	2.800
9	Procurador Auxiliar (Abogado)	1	2.500
10	Procurador Auxiliar	1	2.460
11	Colaborador de 1a. Clase	2	2.025
12	Colaborador de 1a. Clase	1	1.975
13	Colector (San Salvador)	1	1,940
14	Colaborador de 1a. Clase	4	1.855
15	Colaborador de 1a. Clase	8	1.780
16	Jefe de Archivo	1	1.780
17	Colaborador de 1a. Clase	1	1.720
18	Colaborador de 1a. Clase	2	1.690
19	Jefe de Transporte	1	1.685
20	Motorista	1	1.685
21	Colaborador de 1a. Clase	6	1.640
22	Recepcionista	1	1.640
23	Carpintero	1	1.640
24	Motorista	10	1.635
25	Jefe de Servicios Generales	1	1.625
26	Motorista	1	1.625
27	Colaborador de 1a. Clase	4	1.610
28	Sereno	2	1.580
29	Colaborador de 2a. Clase	3	1.570
30	Telefonista	1	1.570
31	Mecánico Electricista	1	1.570
32	Ordenanza	14	1.560
33	Citador	3	1.560
34	Ascensorista	2	1.560
35	Colaborador de 2a. Clase	1	1.560

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Partida	Detalle de Plazas	No. de Plazas	Sueldo Mensual
36	Colaborador de 2a. Clase	1	1.535
37	Ordenanza	3	1.510
38	Ordenanza	1	1.505
39	Jardinero	3	1.505
40	Ordenanza	2	1.485

Plazas con jornada de 30 horas semanales

41	Colaborador de 3a. Clase	1	1.290
42	Colaborador de 3a. Clase	1	1.210
43	Oficial de 1a. Clase	1	1.190
44	Oficial de 1a. Clase	1	1.180
45	Ordenanza	2	1.175
46	Ordenanza	1	1.140
47	Ordenanza	4	1.135
48	Jardinero	1	1.135
49	Ordenanza	4	1.120

1.03 ASISTENCIA LEGAL Y SOCIAL

019 ASISTENCIA LEGAL

Código: 92-130-54-106-24-103-019

Plazas con jornada de 40 horas semanales

1	Director (Abogado)	1	3.800
2	Jefe de Departamento	5	3.300
3	Procurador de Trabajo	1	3.300
4	Notario (Abogado y Notario)	1	3.300
5	Segundo Jefe de Departamento (Abogado)	1	2.500
6	Procurador Auxiliar (Abogado)	16	2.500
7	Procurador Auxiliar de Trabajo (Abogado)	7	2.500
8	Secretario de Departamento (Abogado)	1	2.500
9	Encargado Area de Políticas y Estrategias (Graduado en Ciencias Políticas o Economista)	1	2.500
10	Psicólogo (Graduado)	1	2.500
11	Procurador Auxiliar	1	2.300
12	Colaborador de 1a. Clase	1	2.140
13	Procurador Auxiliar (Egresado de la Facultad de Jurisprudencia y Ciencias Sociales)	1	2.115
14	Procurador de Trabajo	5	2.025
15	Procurador Auxiliar	1	2.025
16	Secretario de Departamento	1	2.025
17	Secretario de Departamento	1	2.015
18	Procurador de la Corte Suprema de Justicia (Abogado)	1	1.975
19	Procurador de Menores	3	1.940
20	Topógrafo	1	1.940
21	Procurador Auxiliar	2	1.820
22	Secretario de Departamento	1	1.820
23	Procurador Auxiliar	6	1.780
24	Colaborador de 1a. Clase	3	1.780
25	Procurador de lo Penal de la 1a. Sección del Centro (Abogado)	2	1.770
26	Procurador de la Cámara de la 1a. Sección del Centro	1	1.770
27	Colaborador de 1a. Clase (Secretario)	1	1.770
28	Procurador Auxiliar (Estudiante de 6o. año de Jurisprudencia y Ciencias Sociales)	1	1.765
29	Procurador Auxiliar	1	1.765
30	Procurador Auxiliar	4	1.705
31	Secretario Auxiliar de Departamento	1	1.705
32	Trabajador Social	1	1.705
33	Procurador Auxiliar	3	1.675
34	Colaborador de 1a. Clase	2	1.675
35	Procurador Auxiliar	8	1.645
36	Colaborador de 1a. Clase	5	1.645
37	Procurador Auxiliar	11	1.610
38	Colaborador de 1a. Clase	7	1.610
39	Colaborador de 2a. Clase	1	1.595
40	Colaborador de 2a. Clase	9	1.565
41	Colaborador de 2a. Clase	6	1.530

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PROCURADURIA GENERAL DE LA REPUBLICA 24

Partida	Detalle de Plazas	No. de Plazas	Sueldo Mensual
42	Marrero	1	1.515
43	Colaborador de 2a. Clase	2	1.505

Plazas con jornada de 30 horas semanales

44	Procurador Auxiliar (Abogado)	7	2.400
45	Procurador Auxiliar (Abogado)	5	2.400
46	Procurador Auxiliar (Abogado)	3	1.900
47	Trabajador Social	1	1.600
48	Procurador Auxiliar	1	1.515
49	Secretario de Departamento	1	1.475
50	Procurador Auxiliar	1	1.335
51	Procurador de la Cámara de lo Penal de Occidente (Santa Ana)	1	1.335
52	Secretario Auxiliar de Departamento	1	1.310
53	Colector en Procuraduría Auxiliar (Santa Ana, San Miguel, Sonsonate y Usulután)	4	1.300
54	Procurador Auxiliar	1	1.280
55	Colaborador de 5a. Clase	1	1.275
56	Procurador Auxiliar	2	1.235
57	Colaborador de 5a. Clase	2	1.235
58	Procurador de Cámara (Cojutepeque, San Vicente, San Miguel y Usulután)	4	1.235
59	Procurador Auxiliar	2	1.210
60	Colaborador de 5a. Clase	4	1.210
61	Oficial de 1a. Clase	1	1.195
62	Cadenero	1	1.195
63	Oficial de 1a. Clase	3	1.180
64	Oficial de 1a. Clase	3	1.170
65	Oficial de 1a. Clase	15	1.155
66	Oficial de 1a. Clase	3	1.145
67	Oficial de 1a. Clase	1	1.140
68	Oficial de 1a. Clase	2	1.135
69	Citador Notificador	1	1.135

029 ASISTENCIA SOCIAL

Código: 92-130-54-106-24-103-029

Plazas con jornada de 40 horas semanales

1	Director (Psicólogo o Graduado en carrera afín)	1	3.500
2	Jefe Departamento de Servicio Social (Sociólogo o Trabajador Social)	1	3.000
3	Jefe de Departamento de Psicología (Psicólogo)	1	3.000
4	Psicólogo	1	2.500
5	Psicólogo (Trabajador de Campo)	4	2.500
6	Psicólogo	1	2.500
7	Psicólogo	1	2.500
8	Coordinador (Trabajador Social)	2	2.300
9	Encargado de Investigación Social)	1	2.200
10	Trabajador Social	20	2.200
11	Trabajador Social (Supervisor)	2	2.200
12	Trabajador Social de Campo	2	2.200
13	Trabajador Social	2	1.820
14	Trabajador Social	1	1.780
15	Secretario	1	1.780
16	Colaborador de 1a. Clase (Bachiller en Artes)	1	1.710
17	Colaborador de 1a. Clase	1	1.645
18	Colaborador de 1a. Clase	2	1.610
19	Colaborador de 2a. Clase	5	1.565
20	Operador de Cine	2	1.505

Plazas con jornada de 30 horas semanales

21	Psicólogo	1	1.900
22	Trabajador Social	5	1.600
23	Trabajador Social	4	1.600
24	Colaborador de 5a. Clase	1	1.235
25	Oficial de 1a. Clase	1	1.180

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Art. 2.- En la Ley de Salarios, Sección I, Salarios con aplicación al Presupuesto General, créase la Ley de Salarios correspondiente a la Procuraduría para la Defensa de los Derechos Humanos, en la forma siguiente:

140 PROCURADURIA PARA LA DEFENSA DE LOS DERECHOS HUMANOS

1 Funcionamiento

1.01 ASISTENCIA PARA LA DEFENSA DE LOS DERECHOS HUMANOS

Código: 92-140-54-101-24-101-009

Partida	Detalle de la plaza		No. de Plazas	Sueldo Mensual
	1 - DIRECCION SUPERIOR			
1	Procurador para la defensa de los Derechos Humanos:			
	1) Sueldo.....	7.500		
	2) Gastos de Representación	5.000	1	12.500
2	Procurador adjunto para la defensa de los Derechos Humanos:.....			
	1) Sueldo.....	6.000		
	2) Gastos de Representación	4.485	1	10.485
3	Procurador Adjunto.....			
	1) Sueldo.....	6.000		
	2) Gastos de Representación	3.500	4	9.500
4	Secretario General.....		1	5.000
	2 - ZONA CENTRAL			
5	Jefe de Departamento.....		4	4.000
6	Asesor Técnico.....		2	3.600
7	Auditor Interno.....		1	3.500
8	Jefe de Comunicaciones.....		1	3.400
9	Jefe de Sección.....		3	2.800
10	Técnico Auxiliar.....		2	2.500
11	Colaborador de Departamento		12	2.460
12	Trabajador Social.....		2	2.200
13	Secretaria del Procurador..		1	2.000
14	Auxiliar Jurídico.....		8	2.000
15	Médico Forense.....		1	2.000

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Partida	Detalle de la plaza	No. de Plazas	Sueldo Mensual
16	Motorista.....	8	1.685
17	Secretaria.....	15	1.650
18	Recepcionista.....	1	1.640
19	Vigilante.....	3	1.560
20	Ordenanza.....	7	1.560
21	Notificador.....	2	1.540
	3 - ZONA ORIENTAL		
22	Delegado Departamental.....	1	4.000
23	Colaborador.....	2	2.460
24	Trabajador Social.....	1	2.200
25	Médico Forense.....	1	2.000
26	Motorista.....	1	1.685
27	Secretaria.....	1	1.650
28	Ordenanza.....	1	1.560
	4 - ZONA OCCIDENTAL		
29	Delegado Departamental.....	1	4.000
30	Colaborador.....	2	2.460
31	Trabajador Social.....	1	2.200
32	Médico Forense.....	1	2.000
33	Motorista.....	1	1.685
34	Secretaria.....	1	1.650
35	Ordenanza.....	1	1.560
	5 - ZONA PARACENTRAL		
36	Delegado Departamental.....	1	4.000
37	Colaborador.....	2	2.460
38	Trabajador Social.....	1	2.200
39	Médico Forense.....	1	2.000
40	Motorista.....	1	1.685
41	Secretaria.....	1	1.650
42	Ordenanza.....	1	1.560

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Appendix G

PUBLIC DEFENDER BUDGET

PROCURADURIA

División Operaciones Secretaría Técnica del Financiamiento Externo

INSUMOS REQUERIDOS PARA LA EJECUCION DEL PROYECTO

DE MARZO A DICIEMBRE /92

Para la ejecución del Proyecto, los recursos financieros se han clasificado y distribuido de la siguiente manera:

RUBRO	VALOR ASIGNADO
A) PERSONAL	¢ 4,628.514.00
B) APOYO LOGISTICO PARA EL PROYECTO	1,686.000.00
C) ASISTENCIA TECNICA/CAPACITACION	170,486.00
* D) BIENES	15,000.00
E) VEHICULOS	——— . ———
F) INVERSIONES FISICAS	——— . ———
G) INVERSIONES FINANCIERAS	——— . ———
H) IMPREVISTOS	———
TOTAL.....	¢ 6,500.000.00

* SE COMPRARAN 9 ESCRITORIOS Y 9 SILLAS PARA LOS DEFENSORES DE LOS NUEVOS TRIBUNALES.

Appendix G

Appendix H

PERSONS INTERVIEWED

LIST OF PERSONS INTERVIEWED
DATES OF INTERVIEW

Date	Name	Title	
6-22-92	Project Design Committee		
	Ross Wherry, Chair	Projects Writer	
	Mike Deal	" "	
	Tom McKee	Programs	
	Debra Kennedy	ODI	
	Ana Klenicki	Project Manager	
	Beatriz Molina	Asst. Project Manager	
	Jesse Casaus	Checchi Team Leader	
6-24-92	Lic. Franklin Rosales	Director of Amin Div.	CSJ
6-24-92	Dr. Jorge Giammattei	Magistrado	CSJ
6-29-92	AID Design Committee Ross Wherry, Debbie Kennedy, Ana Klinicki, Mike Deal, Luis Alonzo Molina, Beatriz Medina, Karen Friedman		
6-30-92	Dr. Jose Vicente Machado Salgado, Procurador General		
6-30-92	Luis Alonzo Molina	Local Legal Advisor	AID
7-1-92	Dr. Mauricio Gutierrez Castro	Ch. Justice	CSJ
7-1-92	Dr. Rene Hernandez Valiente	Ministro de Justicia	
7-1-92	Dr. Jorge Obando	Chief of Party	Checchi
7-2-92	AID Design Committee Ross Wherry, Deborah Kennedy, Ana Klinicki, Megan Hill, Norma Temata, Luis Alonzo Medina, Beatriz Molina		
7-3-92	Dr. Ignacio Amilcar Palacios	Juez 1a Inst. Sto. Penal	
7-3-92	Licda. Norma Montoya	Secretaria	Sto Penal
7-3-92	Apoyo Tecnico Judicial (ATJ) Dr. Rafael Flores y Flores Dr. Gerardo Lievano Chorro Dr. Homero Sanchez Cerna Dr. Reynaldo de Jesus Yanes Dr. Jose Artiga Sandoval	Ministerio de Justicia	
7-6-92	Lic. Franklin Rosales	Director Administrativo	CSJ
7-6-92	Lic. Jose. Rafael Amaya Ramirez	Administracion	CSJ
7-6-92	Dr. Ignacio Amilcar Palacios	Juez 1a Inst. Sto Penal	

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7-6-92	Dr. Roberto Mendoza Jerez	Fiscal General	
7-7-92	Sonya G. Sweek	Press Attache	USIS
7-7-92	Susan Elbow	Deputy in Charge	USIS
7-7-92	Lic. Miguel Pineda	Secretario	Receptora de Demandas
7-7-92	Joaquin Antonio Zandivar	Administrador Regional S/Sal.	
7-8-92	Elsa Irma Gonzales de Enriquez	Auditoria Judicial	
7-8-92	Ing. Edgardo Orellana	Depto de Informatica	CSJ
7-8-92	Dr. Onisimo Viscarra, Juez, Decimo Juzgado de Paz Penal		
7-8-92	Dr. Atilio Rigoberto Quintanilla, Juez, 2do de Civil		
7-8-92	Carlos Alberto Serna, Colaborador, Centro de Detencion		
7-9-92	Dr. Onesimo Viscarra, Juez Decimo Juzgado de Paz Penal		
7-9-92	Dr. Jorge Guillermo Dominguez, Jefe, Unidad de Investigaciones de Profesionalismo		
7-9-92	Dr. Julio Hidalgo Villata, Jefe, Seccion de Notariados		
7-10-92	Dr. Salvador Chica Helena, Fiscal General Adjunto and staff		
7-10-92	Jorge Obando	Chief of Party	Checchi El Salvador
7-10-92	Dr. Jose Albino Tinnetti	Consultor-Jurista	
7-13-92	Dr Roberto Guzman Castillo, Division de Administracion, Fiscalia General		
7-13-92	Dr. Armando Rodriquez, Director of Training, Fiscalia		
7-13-92	Meeting of Working Group: Chief Justice, Minister of Justice, Fiscal General, Procurador General		AID, SETEF, Checchi Team
7-14-92	Lic. Roberto Ayala, Chief of Administration, Procuraduria General		
7-14-92	Licda. Evelyn de Alvenaga, Coordinadora de Defensores, Procuraduria General		

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7-14-92	Dr. Carlos Guerra, Magistrado, Camara 1a de lo Penal
7-14-92	Dr. Manuel de Jesus Cruz, Magistrado, Camara 1a Penal
7-15-92	Lic. Roberto Adolfo Flores, Coordinador de Procuradores, Santa Ana
7-15-92	Lic. Jesus Sosa, Coordinador de Fiscales de Zona Occidental, Santa Ana
7-15-92	Dr. Miguel Angel Araiza Acaceres, Magistrado, Centro Judicial, Santa Ana
7-15-92	Licda. Osides Astrid Barrientos Rodriguez, Administradora, Centro Judicial, Santa Ana

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REUNION: CENTRO DE INVESTIGACION Y CAPACITACION Proyecto de Reforma Judicial (CHECCHI)
Asistentes: Jorge ORANDO Chief of party
Ana KLENICKI Project Manager ODI
Beatriz Secretarie
1 de Julio

REUNION: UNIDAD DE APOYO TECNICO PARA LA REFORMA JUDICIAL (ATJ)
Asistentes: Rafael FLORES Y FLORES Director
Gerardo LIEVANO CHORRO
Homero SANCHEZ CERNA
Reynaldo DE JESUS YANES
Jose ARTIGA SANDOVA
3 de julio

REUNION: Dr. Arturo ARGUMEDO
3 de Julio

REUNION: FISCALIA GENERAL
Asistentes: (ALL) Dr.Roberto MENDOZA JEREZ Fiscal.
6 de Julio.

REUNION: Decano de la Facultad de Derecho de la Universidad Nacional
Asistentes. (JRS) Dr. Jorge GOMEZ ARIAS. Decano
Lic. Rozana Patiño. Secretaria de la Junta de Facultad
7 de Julio

REUNION: Decano de la Facultad de Derecho de la Univ. Dr.Jose Matias Delgado
Asistentes: (JRS) Lic.Carlos QUINTANILLA SCHMIDT Decano
Lic.Jackson PARADA. Vicerrector
7 de Julio

REUNION: Dr.Luis Ernesto GUANDIQUE MEJIA.
Asesor Juridico de la Camara de Comercio e Industria de El Salvador. Integrante del Bufete -Guandique/Segovia/Quintanilla.
Asistentes: JRS.
7 de julio

REUNION: CENTRO DE ESTUDIOS DEMOCRATICOS (CEDAM)
Asistentes: (JRS) Lic Luis CARDENAL D. Presidente
Lic.Ulires GUZMAN C. Sindico.
8 de Julio.

REUNION: [illegible] DE [illegible] DAFOF Consultores en Metodología de [illegible]

enseñanza juridica (CHECCHI)
Asistentes: (JRS).
8 julio.

REUNION: CENTRO DE ESTUDIOS JURIDICOS
Asistentes: (JRS) Dr.Roberto OLIVA ORTIZ Presidente
(Calle del Progreso y 61 Av.Sur n.116 Colonia Avila.
Tf.232129/234135)
9 de Julio

REUNION: Equipo de Redacción Manual Derecho Penal
Asistentes: Lic.Miguel TREJO
Lic.Armando SERRANO
9 de Julio

REUNION: FEDERACION DE ASOCIACIONES DE ABOGADOS.
Asistentes: (JRS) Dr.Luis Arturo Zaldivar Romero (Presidente).
10 de Julio.

REUNION: FISCALIA.
Asistentes: ALL. Dr.Salvador CHICA HELENA Fiscal General Adjunto
Lic.Juan Jose GUZMAN CASTILLO Dpto.Procuracion
Dr.Jose Pedro AVALOS LAGUARDIA. Divison DEFENSA INTERESES DEL ESTADO.
Lic.Silvia AGUILAR DE SANCHEZ. Dpt.Narcotrafico
Jose G.RAMOS. FISCAL aDJUNTO PARA DERECHOS HUMANOS
Lic.Johana BASCENCR. DPTO.INVESTIGACION CRIMINOLOGICA
Dr.A.RODRIGUEZ ELIZABAL Director de capacitacion.
10 de Julio

REUNION: ALL. TINETTI
10 Julio

REUNION: CESFAD
Lic Francisco DIAZ RODRIGUEZ. Director
25 Calle Poniente 904 (Colonia Laico)
11 de Julio

REUNION: Jefe de Departamento Juridico de la UCA
Asistentes: (JRS) Enrique ARGUMEDO
13 de JUlio.

REUNION: WORKING GROUP
Asistentes. All
13 de JULIO

REUNION: Procuraduria General.
Asistentes (ALL)
14 de Julio.

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REUNION: ESCUELA Dr.Arturo ZELEDON CASTRILLO
Asistentes: JRS y Lic.Carmen E.RAPALO CLAUDE (Administradora Academica)
14 de Julio

REUNION: IEJES
Asistentes (JRS) Omar PASTOR y otros.
14 de Julio.

REUNION: ASOCIACION DE PROFESORES.
Asistentes. ALL Lic. Miguel A. TREJO
Jose BERNABE PINEDO
Miguel A.REYES
Atilio RAMIREZ AMAYA (Director)
Mario ORLANDO CISNEROS
Josefa NOYA NOVAES
Elsa GONZALEZ de HENRIQUEZ
Armando SERRANO
Narciso POVIRA FLORES.
14 de Julio

REUNION: Escuela Judicial Dr.Arturo Zeledon Castrillo
Asistentes: JRS y Lic.Carmen E. Rapalo Claude.
Administradora aacademica
15 de Julio.

REUNION: Director de Capacitacion de la Fiscalia
Asistentes: (JRS) Dr.Armando RODRIGUEZ ELEIZADAL.
16 de Julio.

REUNION: Consultores
Asistentes: JRS Dr.Ernesto PEDRAZ
Dr.J.M.CASTRO
16 de Julio.

REUNION: Procuraduria.
Asistentes: ALL Lic.Evelyn de ALVARENGA.
17 de Julio

REUNION: Escuela Judicial
Asistentes: JRS Dr.Ernesto ORTELLO
21 de Julio

REUNION: Consejo de Decanos
Asistentes: J.A.GOMEZ ARIAS (Universidad de el Salvador)
J.J.ZALDAÑA LINARES (Fac.Multidisciplinar de Occidente)
C.QUINTANILLA SCHMIDT (Univ.Dr.J.Matias Delgado)
A.COSTA MERINO (Univ.Nacular Abierta)
[illegible] (Univ.Centroamericana J. de Simon Bolivar)

22 de Julio.

REUNION: A.T.J.
Asistentes: JRS Dr.O.OVIDIO GOMEZ
22 de Julio

REUNION: ONG
Asistentes: Dr.R.OLIVA (C.E.J.)
Dr.F. DIAZ RODRIGUEZ (C.E.S.F.A.D)
Dr.E.BUITRAGO (I.N.S.A.L.F.E.)
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23 de Julio.

REUNION: CHECCHI
Asistentes: ALL J.OVANDO
23 de Julio

Appendix I

BIBLIOGRAPHY

A: Prof. Jose Ramon Serrano-Piedecasas
Ing. Gonzalo Pica Pemjean

DE: Jesse Casaus

ASUNTO: RECURSOS DOCUMENTALES DISPONIBLE A NUESTRO EUIPO

FECHA: 2º de junio 1992

Para que tenganos a mano una lista de los documentos de referencia que se nos ha proporcionado, he preparado lo siguiente, clasificado por materia, autor, fecha e indicacion con Esp. para aquellos documentos en el castellano y Ing. para los que son en ingles.

Se sugiere que si se reciben mas documentos o si han traido libros o informes pertinentes consigo, que sean agregados a esta lista.

TIPO DE MATERIA	TITULO	AUTOR	FECHA
ESFERA DE TRABAJO			
Ing.	Work Plan For Scope of Work for Checchi Consultant Team	J. Casaus	26-VI-92
Ing.	Scope of Work for Checchi Consultant Team	AID	Recibido 22-VI-92
Ing.	Annotated Outline for Judicial Reform II Project	AID	16-VI-92
Ing.	Administration of Justice in El Salvador- An Interagency Strategy for US Govt Assistance	AID	April 92
Ing.	DAEC Review of Judicial Reform II PID (Project Implementation Document)	AID	12 Jun 92
Ing.	Project Implementation Document	AID	?
Ing.	Checchi Scope of Work	Checchi	?
Ing.	Statement of Work	Checchi	Recibido 5-28-92
Ing.	List of Contacts and NGOs	AID	6-24-92

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Ing.	Project Objectives Document FY 1993 to FY 1997 and Action Plan FY 1993 and FY 1994	AID/ES	April 92

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Ing/Es	Spanish/English Dictionary	Random House	89
Ing.	Webster's Dictionary	Harbour House	89
Ing.	Writer's Guide	Houghton-Mifflin	87
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Esp.	Revista de Derecho Constitucional	Corte Supreme de Justicia (Sala de Constitutional)	oct-dic91
Esp.	Reformas a la Constitucion de 1991/92 (Publicacion No. 10)	Corte Suprema	marzo 92
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Esp.	Ley de la Carrera Judicial		
Esp.	"Los Acuerdos Politicos de las Negociaciones de Paz y el Ordenamiento Juridico" Ministerio de Justicia Apoyo Tecnico para Reforma Judicial		Feb92
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Esp.	Los Acuerdos de Reformas Constitucionales y la Legislacion Secundaria Apoyo Tecnico para Reforma Judicial	Ministerio de Justicia	Sep91

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Esp. Analisis de Identificacion de Areas de Reforma Legal y Constitucional
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Esp. Estrategia Para Un Proyecto de Reforma Judicial Periodo Posterior a 1992
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- Ley de la Carrera Judicial

Esp. Memoria de Labores del Organo Judicial CSJ 30 jun 89
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Esp. Resumen de Labores por la Corte Suprema de Justicia de 1 Julio 89 al 30 Junio 1990

Esp. Meori de Labores Jul90-Jun91 CSJ 1jun91

Esp. Organigrama Funcional Del Organo Judicial 1991

Esp. Acuerdo de Creacion y Reglamento de la Escuela de Capacitacion Judicial -No. 51- CSJ 14feb91

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b. Presupuesto - Exposicion General
c. Clasificacion de Plazas por Sueldo Mensual
d. Descripcion de Programas
e. Detalles de Plazas

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Esp. Informe Final Sobre Recopilacion de Datos Empiricos en torno a la Administracion de Justicia Penal en El Salvador
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Drs. Bruzzone/Colalongo
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ANEXOS 1.1: Organigrama de la Fiscalia General
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1.3: Ddescripcion Actual de Funciones
2.1: Organigrama de la Procuraduria General de la Republica
2.2: Funciones de la Procuraduria
2.3: Funciones de los Defensores Publicos
3: Unidad de Capacitacion de la Fiscalia
3.1: Descripcion de Funciones
3.2 Cursos Ofrecidos en 1990 y Principios de 1991
3.3 Propuesta de Cronogramma de Capacitacion para 1991 Elaborado por la Unidad de Capacitacion de la Fiscalia
3.4 Modelo de Evaluacion de Cursos Ofrecidos
4: Descripcion de los Curos Ofrecidos a los Defensores Publicos
7: Programas e Instructivos para los Talleres
7.1: Programa de Actividades: Taller para Fiscales
7.2: Programa de Actividades: Taller para Defensores Publicos
7.3: Instructivo No. 1 - Descripcion de la Metodologia de Diagnostico de Necesidades de Capacitacion
7.4: Instructivo No. 2 - Perfil Tipico
7.5: Instructivo No. 3 - Perfiles Ocupacionales y Educacionales Deseados
7.6: Diseno del Plan de Capacitacion
8: Resultado de los Tallers de los Fiscales
8.1: Perfil Tipico de los Fiscales
8.2: Perfil Deseado de los Fiscales
a. Perfil Viable por Medio de la Capacitacion
b. Perfil que Requiere Cambios en la Estructura y Legislacion Vigente
(Resultados de los Trabajos del Grupo)
8.3: Listado de Necesidades de Capacitacion
(Resultado de los Grupos de Trabajo)
8.4: Listado de Areas Tematicas Segun el Tipo de Docente (Nacional o Extranjero) o Capacitacion en el Exterior
8.5: Propuesta de Proposito General (que

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y para que) de Cada Area Tematica

9: Resultado de los Talleres de los Defensores Publicos

9.1: Perfil Tipico de los Defensores Publicos

9.2: Perfil Deseado de los Defensores Publicos

a. Perfil Viable por Medio de la Capacitacion

b. Perfil que Requiere Cambios en la Esstructura y Legislacion Vigente

(Resultado de los Trabajos del Grupo)

9.3: Listado de Necesidades de Capacitacion de los Defensores Publicos (Resultado de los Trabajos de Grupo)

9.4: Listado de Areas de Tematicas Segun el Tipo de Docente (Nacional o Extranjero) o Capacitacion en el Exterior

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Appendix J

PROJECT BUDGET PROJECTIONS

LEVEL OF EFFORT SUMMARY

	TOTAL		YR1		YR2		YR3		YR4		YR5	
PERSONS/MONTH	AID	GOES	AID	GOES	AID	GOES	AID	GOES	AID	GOES	AID	GO
TRAINING												
1. PEJ ADMINISTRATION												
OTA	21.0		12.0		6.0		3.0		--		--	
DIRECTORS	120.0		24.0		24.0		24.0		24.0		24.0	
SUPPORT PERSONNEL	240.0		48.0		48.0		48.0		48.0		48.0	
2. BASIC COURSES												
OTA	20.0		11.0		9.0							
LOCTA	22.7		7.5		3.8		3.8		3.8		3.8	
ASSISTANTS	--											
3. SPECIAL COURSES												
OTA	50.0		10.0		10.0		10.0		10.0		10.0	
LOCTA	17.0		5.0		3.0		3.0		3.0		3.0	
ASSISTANTS	--											
4. SUPPORT UNIVERSITIES												
OTA	100.0		20.0		20.0		20.0		20.0		20.0	
INSTITUTIONAL SCHOOLS												
OTA	48.0		12.0		12.0		12.0		6.0		6.0	
DISTRICT ATTORNEY												
OTA	3.0		1.0		1.0		1.0					
5. A.T.J.												
OTA	33.0		9.0		6.0		6.0		6.0		6.0	
6. COURT ADMINISTRATION FIELD TRIP												
OTA	2.1		0.7				0.7				0.7	
PARTICIPANTS		22.5		7.5				7.5				7.5
7. COURT ADMINISTRATION SEMINARS												
OTA	5.0		1.0		1.0		1.0		1.0		1.0	
ASSISTANTS		5.0		1.0		1.0		1.0		1.0		1.0
PARTICIPANTS		125.0		25.0		25.0		25.0		25.0		25.0

8.
INFORMATIC
TRAINING

2.

I ADMINISTRATION												
OTA	12.0		6.0		3.0		3.0		--		--	
LOCTA	90.0		30.0		15.0		15.0		15.0		15.0	
ASSISTANTS	90.0		30.0		15.0		15.0		15.0		15.0	
PARTICIPANTS		235.0		75.0		40.0		40.0		40.0		40.
II CENTER ISIDRO MENENDEZ												
OTA	12.0		6.0		3.0		3.0		--		--	
LOCTA	90.0		30.0		15.0		15.0		15.0		15.0	
ASSISTANTS	90.0		30.0		15.0		15.0		15.0		15.0	
PARTICIPANTS		235.0		75.0		40.0		40.0		40.0		40.
III COURT OF APPEALS												
OTA	7.0		3.0		1.0		1.0		1.0		1.0	
LOCTA	35.0		15.0		5.0		5.0		5.0		5.0	
ASSISTANTS	35.0		15.0		5.0		5.0		5.0		5.0	
PARTICIPANTS		130.0		50.0		20.0		20.0		20.0		20.
IV ATTORNEY GENERAL												
OTA	2.5		0.5		0.5		0.5		0.5		0.5	
LOCTA	10.0		2.0		2.0		2.0		2.0		2.0	
ASSISTANT	10.0		2.0		2.0		2.0		2.0		2.0	
PARTICIPANTS		120.0		24.0		24.0		24.0		24.0		24.
V PROCURAD.												
OTA	2.5		0.5		0.5		0.5		0.5		0.5	
LOCTA	10.0		2.0		2.0		2.0		2.0		2.0	
ASSISTANT	10.0		2.0		2.0		2.0		2.0		2.0	
PARTICIPANTS		60.0		12.0		12.0		12.0		12.0		12.
TOTAL TRAINING	1187.8	932.5	335.2	269.5	229.8	162.0	218.5	169.5	201.8	162.0	202.5	169
OTA	318.1	--	92.7	--	73.0	--	61.7	--	45.0	--	45.7	
LOCTA	394.7	--	115.5	--	69.8	--	69.8	--	69.8	--	69.8	
ASSISTANT	475.0	5.0	127.0	1.0	87.0	1.0	87.0	1.0	87.0	1.0	87.0	1.
PARTICIPANTS	--	927.5		268.5		161.0		168.5		161.0		168
TOTAL TRAINING	1187.8	932.5	335.2	269.5	229.8	162.0	218.5	169.5	201.8	162.0	202.5	16

STUDIES	AID	GOES	AID	GOES	AID	GOES	AID	GOES	AID	GOES	AID	GOI
1. JUDICIAL COMPENSATION & PERSONNEL SYSTEM												
OTA	1.0	--	1.0	--								
LOCTA	6.0	--	6.0	--								
ASSISTANTS	--	6.0	--	6.0								
2. DEVELOP RECORDS DISPOSITION PLAN												
OTA	1.0	--	1.0	--								
LOCTA	6.0	--	6.0	--								
ASSISTANTS	--	4.0	--	4.0								
3. DETERMINATION OF ADEQUATE No. OF PRESECUTORS & DEFENDERS												
OTA	--	--	--	--								
LOCTA	6.0	--	6.0	--								
ASSISTANTS	--	6.0	--	6.0								
4. DEFINE TASK FORCED NEEDED FOR ITINERANT COURTS												
OTA	--	--	--	--								
LOCTA	6.0	--	6.0	--								
ASSISTANTS	--	6.0	--	6.0								
5. LEGAL TARIFF UPDATE & PAGADURIA												
LOCTA	3.0	--	3.0	--								
6. STABLISH STATISTICS												
OTA	6.0	--	6.0	--								
LOCTA	8.0	--	8.0	--								
ASSISTANTS	--	8.0	--	8.0								
TOTAL STUDIES	43.0	30.0	43.0	30.0								
OTA	8.0	--	8.0	--								
LOCTA	35.0	--	35.0	--								
ASSISTANTS	--	30.0	--	30.0								
TOTAL STUDIES	43.0	30.0	43.0	30.0								

	AID	GOES	AID	GOES	AID	GOES	AID	GOES	AID	GOES	AID	GOI
STRENGTHEN PROSECUTORS AND PUBL. DEFENDER												
OTA	96.0		24.0		24.0		24.0		12.0		12.0	
TOTAL	96.0		24.0		24.0		24.0		12.0		12.0	

IMPLEMENTS UNITS	AID	GOES	YR1 AID	YR1 GOES	YR2 AID	YR2 GOES	YR3 AID	YR3 GOES	YR4 AID	YR4 GOES	YR5 AID	YR5 GOE
MANAGER	60.0		12.0		12.0		12.0		12.0		12.0	
ASSIST. MGR	60.0		12.0		12.0		12.0		12.0		12.0	
SHOR TERM CONSULTANT (OTA)	31.0		5.0		5.0		7.0		7.0		7.0	
SHORT TERM CONSULTANT (LOCAL)	108.0		18.0		18.0		24.0		24.0		24.0	
SECRETARY	60.0		12.0		12.0		12.0		12.0		12.0	
CLERKS	156.0		24.0		24.0		36.0		36.0		36.0	
MESSANGER	60.0		12.0		12.0		12.0		12.0		.0	
TOTAL I.U.	535.0		95.0		95.0		115.0		115.0		115.0	
PROFESSIONALS	259.0		47.0		47.0		55.0		55.0		55.0	
SUPPORT	276.0		48.0		48.0		60.0		60.0		60.0	
TOTAL I.U.	535.0		95.0		95.0		115.0		115.0		115.0	

TOTAL LEVEL OF EFFORT

(EXCLUDING THE I.U.)

PERSONS/MONTH	TOTAL AID	TOTAL GOES	YR1 AID	YR1 GOES	YR2 AID	YR2 GOES	YR3 AID	YR3 GOES	YR4 AID	YR4 GOES	YR5 AID	YR5 GOE
OTA	422.1	--	124.7	--	97.0	--	85.7	--	57.0	--	57.7	--
LOCTA	429.7	--	150.5	--	69.8	--	69.8	--	69.8	--	69.8	--
ASSISTANT	475.0	35.0	127.0	31.0	87.0	1.0	87.0	1.0	87.0	1.0	87.0	1.
PARTICIPANTS	--	927.5	--	268.5	--	161.0	--	168.5	--	161.0	--	168
TOTAL OPERATING LOE	1326.8	962.5	402.2	299.5	253.8	162.0	242.5	169.5	213.8	162.0	214.5	169

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COMPONENT PEJ Administration

2 OTA: 21 PERSON MONTHS
2 DIRECTORS: 120 PERSON MONTHS
4 SUPPORT PERSONNEL: 240 PERSONS MONTHS

CONCEPT	UNIT COST	AID	GOES	TOTAL
DIRECTOR	$70/DAY	18.5		18.5
ASSIST. DIRECTOR	$50/DAY	13.2		13.2
SUPPORT (1)	$60/DAY	15.8		15.8
TRANSPORTATION				
FACILITIES (RENT& UTIL.)	$500/MO	6.0		6.0
MATERIALS	$200/MO	2.4		2.4
		55.9		55.9
OFFICE EQUIPMENT		20.0		20.0
VEHICLE		16.0		16.0
OTA SALARY		36.0		36.0
	$200/DAY	52.8		
PER DIEM	86/DAY	30.9		
PLANE F.	1.200 R.T.	3.6		
OTHER	10/DAY	2.6		
		89.9		89.9

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	157.4	89.9	45.0	22.5	--	--
PEJ ADMIN.	376.9	55.9	64.3	73.9	85.0	97.8
COMMODITIES	36.0	36.0	--	--	--	--
TOTAL	570.3	181.8	109.3	96.4	85.0	97.8

(1) SECRETARY $15/DAY
(2) CLERKS $30/DAY
MESSANGER $10/DAY
CLEANING $ 5/DAY

COMPONENT PEJ BASIC COURSES

2 OTA: 20 PERSON MONTHS

4 LOCTA: LOCAL TECHNICAL ASSISTANCE. - INSTRUCTORS

800 PARTICIPANTS

PERIODS LENGTH: 7.5 MO

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR (4)	$70/DAY	46.2		46.2
ASSIST. INSTRUCTOR				
PARTICIPANTS (800)				
TRANSPORTATION				
FACILITIES	$125/MO		1.0	1.0
MATERIALS	$5/PART.	4.0		4.0
EQUIPMENT				
COFFE BREAKES				
LODGING				
MANUALS				
		50.2	1.0	51.2
OTA SALARY	$200/DAY	48.4		
PER DIEM	86	28.4		
PLANE F.	1.200 RT	3.6		
OTHER	10/DAY	2.4		
		82.8		82.8

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	150.7	82.8	67.9			
PEJ BASIC						
COURSES	345.2	51.2	58.9	67.7	77.9	89.5
TOTAL COST	495.9	134.0	126.8	67.7	77.9	89.5
No. OF COURSES	25	5	5	5	5	5
PARTICIPANTS	2.400	800	400	400	400	400

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COMPONENT PEJ -SPECIALIZED COURSES AND UNIVERSITIES SUPPORT

6 OTA: 30 PERSON MONTHS

3 LOCTA: 15 PERSON MONTHS

800 PARTICIPANTS
PERIOD LENGTH: 15 MO.

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR (3)	$80/DAY	63.4		63.4
ASSIST. INSTRUCTOR				
PARTICIPANTS (800)				
TRANSPORTATION				
FACILITIES	$125/MO	--	1.5	1.5
MATERIALS	$5/PART	4.0	--	4.0
EQUIPMENT				
COFFE BREAKES				
LODGING				
MANUALS				
		67.4	1.5	68.9
OTA SALARY	$200/DAY	132.0		
PER DIEM	86	77.4		
PLANE F.	1.200	7.2		
OTHER	10/DAY	6.6		
		223.2		223.2

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA (1)	1,116.0	223.2	223.2	223.2	223.2	223.2
PEJ SPECIAL	464.5	68.9	79.2	91.1	104.8	120.5
TOTAL	1,580.5	292.1	302.4	314.3	328.0	343.7

No. OF COURSES	25	5	5	5	5	5
PARTICIPANTS	2400	800	400	400	400	400

(1) THE OTA INSTRUCTORS WILL DEDICATE 1/3 OF THEIR CONTRACTED TIME TO IMPART THE COURSES AND 2/3 TO PROVIDE ACADEMIC SUPPORT TO THE UNIVERSITIES.

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COMPONENT SUPPORT INSTITUTIONAL SCHOOLS

4 OTA: 12 PERSON MONTHS

1 OTA; DISTRICT ATTORNEY 1 PERSON MONTH

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR				
ASSIST. INSTRUCTOR				
PARTICIPANTS				
TRANSPORTATION				
FACILITIES				
MATERIALS				
EQUIPMENT				
COFFE BREAKES				
LODGING				
MANUALS				
OTA SALARY	$200/DAY	57.2		
PER DIEM	86	33.5		
PLANE F.	1.200	6.0		
OTHER	10/DAY	3.9		
		100.6		100.6

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	402.4	100.6	100.6	100.6	50.3	50.3

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COMPONENT SUPPORT ATJ ACTIVITIES

CONCEPT	UNIT COST	AID	GORS	TOTAL
INSTRUCTOR				
ASSIST. INSTRUCTOR				
PARTICIPANTS				
TRANSPORTATION				
FACILITIES				
MATERIALS				
EQUIPMENT				
COFFE BREAKES				
LODGING				
MANUALS				
OTA SALARY	$200/DAY	39.6		
PER DIEM	86	23.2		
PLANE F.	1.200	2.4		
OTHER	10/DAY	2.0		
		67.2		67.2

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	246.4	67.2	44.8	44.8	44.8	44.8

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COMPONENT COURT ADMINISTRATION FIELD TRIP

3 WEEKS PERIOD
10 PARTICIPANTS
1 OTA
VARIOUS HOSTES EXPOSITORS

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR (VARIOUS)	$897/DAY	18.8		18.8
ASSIST. INSTRUCTOR				
PARTICIPANTS	$50/DAY	--	10.5	10.5
TRANSPORTATION	$2.100 R.T.	21.0		21.0
FACILITIES (INSURANCE)		0.6		0.6
MATERIALS	$100/PART.	1.0		1.0
EQUIPMENT				
COFFE BREAKES				
LODGING & PERDIEM	$90.	--	18.9	18.9
MANUALS		41.4	29.4	70.8
OTA SALARY	$150/DAY	3.2		3.2
PER DIEM	90	1.9		1.9
PLANE F.	812	0.8		0.8
OTHER		5.9		5.9

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	17.7	5.9		5.9		5.9
FIELD TRIP	288.2	70.8		93.6		123.8
TOTAL COST	305.9	76.7		99.5		129.7

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COMPONENT COURT ADMINISTRATION SEMINARS

PERIOD: 4 ONE WEEK SEMINARS

1 OTA

100 PARTICIPANTS

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR				
ASSIST. INSTRUCTOR				
PARTICIPANTS	$50/DAY		5.0	5.0
TRANSPORTATION	$100/DAY	0.4		0.4
FACILITIES	$125		0.1	0.1
MATERIALS	$5/PART	0.5		0.5
EQUIPMENT				
COFFE BREAKES				
LODGING				
		0.9	5.1	6.0
MANUALS				
OTA SALARY	$200/DAY	4.4		4.4
PER DIEM	86	2.6		2.6
PLANE F.	1200	1.2		1.2
OTHER	10/DAY	0.3		0.3
		8.5		8.5

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	42.5	8.5	8.5	8.5	8.5	8.5
SEMINARS	40.4	6.0	6.9	7.9	9.1	10.5
TOTAL COST	82.9	14.5	15.4	16.4	17.6	19.0
No. OF COURSES	20	4	4	4	4	4
PARTICIPANTS	500	100	100	100	100	100

COMPONENT INFORMATIC TRAINING I..ADMINISTRATION

OTA: 6 PERSON MONTH

LOCTA: 30 PERSONS MONTH

ASSIST: 30 PERSONS MONTH

PARTIC: 75 3 ONE MONTH DURATION

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR	$50/DAY	33.0		33.0
ASSIST. INSTRUCTOR	$20/DAY	13.2		13.2
PARTICIPANTS	$10/DAY	--	22.5	
TRANSPORTATION				
FACILITIES	$125/MO	--	0.8	0.8
MATERIALS	$10/PART.	0.8		0.8
EQUIPMENT		47.0	23.3	70.3
COFFE BREAKES				
LODGING				
MANUALS				
OTA SALARY	$120/DAY	15.8		
PER DIEM	86	15.5		
PLANE F.	1.500	1.5		
OTHER	10/DAY	1.8		
		34.6		34.6

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	69.2	34.6	17.3	17.3	--	--
SEMINARS	246.1	70.3	35.2	40.5	46.6	53.5
TOTAL COST	315.3	104.9	52.5	57.8	46.6	53.5
No. OF SEMINARS	15	3	3	3	3	3

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COMPONENT INFORMATIC TRAINING II CENTER ISIDRO MENENDEZ

OTA: 6 PERSON MONTHS

LOCTA : 30 PERSON MONTHS
ASSIST : 30 PERSON MONTHS

PARTICIP: 75 3 ONE MONTH DURATION

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR	$50/DAY	33.0		33.0
ASSIST. INSTRUCTOR	$20/DAY	13.2		13.2
PARTICIPANTS	$10/DAY	--	22.5	
TRANSPORTATION				
FACILITIES	$125/MO	--	0.8	0.8
MATERIALS	$10/PART.	0.8		0.8
EQUIPMENT		47.0	23.3	70.3
COFFE BREAKES				
LODGING				
MANUALS				
OTA SALARY	$120/DAY	15.8		
PER DIEM	86	15.5		
PLANE F.	1.500	1.5		
OTHER	10/DAY	1.8		
		34.6		34.6

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	69.2	34.6	17.3	17.3	--	--
SEMINARS	246.1	70.3	35.2	40.5	46.6	53.5
TOTAL COST	315.3	104.9	52.5	57.8	46.6	53.5
No. OF SEMINARS	15	3	3	3	3	3
PARTICIPANTS	235	75	40	40	40	40

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COMPONENT INFORMATIC TRAINING- III COURTS OF APPEALS

OTA : 3 PERSON MONTHS

LOCTA: 15 PERSONS MONTHS

ASSIST: 15 PERSONS MONTHS

PARTIC: 50 3 ONE MONTH DURATION

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR	$50/DAY	16.5		16.5
ASSIST. INSTRUCTOR	$20/DAY	6.6		6.6
PARTICIPANTS	$10/DAY	--	11.0	11.0
TRANSPORTATION				
FACILITIES	$125/MO	--	0.8	0.8
MATERIALS	$10/PART.	0.5		0.5
EQUIPMENT		23.6	11.8	35.4
COFFE BREAKES				
LODGING				
MANUALS				
OTA SALARY	$200/DAY	13.2		
PER DIEM	86	7.7		
PLANE F.	1.500	1.5		
OTHER	10/DAY	0.9		
		23.3		23.3

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	54.5	23.3	7.8	7.8	7.8	7.8
SEMINARS	238.6	35.4	40.7	46.8	53.8	61.9
TOTAL	293.1	58.7	48.5	54.6	61.6	69.7
No. OF SEMINARS	15	3	3	3	3	3
PARTICIPANTS	130	50	20	20	20	20

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COMPONENT INFORMATIC TRAINING IV ATTORNEY GENERAL

OTA: ½ PERSON MONTH

LOCTA: 2 PERSON MONTHS

ASSIST: 2 PERSON MONTHS

PARTICIP: 24 2 ONE MONTH DURATION

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR	$50/DAY	2.2		2.2
ASSIST. INSTRUCTOR	$20/DAY	0.9		0.9
PARTICIPANTS	$10/DAY	--	5.3	5.3
TRANSPORTATION				
FACILITIES	$125/MO	--	0.3	0.3
MATERIALS	$10/PART.	0.2		0.2
EQUIPMENT		3.3	5.6	8.9
COFFE BREAKES				
LODGING				
MANUALS				
OTA SALARY	$200/DAY	3.0		
PER DIEM	86	0.1		
PLANE F.	1500	1.5		
OTHER	10/DAY	0.2		
		4.8		4.8

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	24.0	4.8	4.8	4.8	4.8	4.8
SEMINARS	59.9	8.9	10.2	11.8	13.5	15.5
TOTAL COST	83.9	13.7	15.0	16.6	18.3	20.3
No. OF COURSES	10	2	2	2	2	2
PARTICIPANTS	120	24	24	24	24	24

COMPONENT INFORMATIC TRAINING V PROCURADOR

OTA: ½ PERSON MONTH

LOCTA: 2 PERSON MONTHS

ASSIST: 2 PERSON MONTHS

PARTICP: 12 2 ONE MONTH DURATION

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR	$50/DAY	2.2		2.2
ASSIST. INSTRUCTOR	$20/DAY	0.9		0.9
PARTICIPANTS	$10/DAY	--	2.6	2.6
TRANSPORTATION				
FACILITIES	$125/MO	--	0.3	0.3
MATERIALS	$10/PART.	0.1		
EQUIPMENT		3.2	2.9	6.1
COFFE BREAKES				
LODGING				
MANUALS				
OTA SALARY	$200/DAY	3.0		
PER DIEM	86	0.1		
PLANE F.	1500	1.5		
OTHER	10/D	0.2		
		4.8		4.8

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	24.0	4.8	4.8	4.8	4.8	4.8
SEMINAR	41.2	6.1	7.0	8.1	9.3	10.7
TOTAL COST	65.2	10.9	11.8	12.9	14.1	15.5

220

COMPONENT 6 SPECIAL STUDIES

OTA : 8 PERSON MONTHS

LOCTA: 35 PERSON MONTHS

ASSIST: 30 PERSON MONTHS

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR	$80/DAY	61.6		61.6
ASSIST. INSTRUCTOR	$50/DAY		33.0	33.0
PARTICIPANTS				
TRANSPORTATION				
FACILITIES				
MATERIALS				
EQUIPMENT				
COFFE BREAKES				
LODGING		61.6	33.0	94.6
MANUALS				
OTA SALARY	$200/DAY	35.2		
PER DIEM	86	15.1		
PLANE F.	1.200	2.4		
OTHER	10/DAY	1.8		
		54.5		54.5

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	54.5	54.5				
STUDIES	94.6	94.6				
TOTAL COST	149.1	149.1				

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COMPONENT STRENGTHEN PROSECUTORS & DEFENDERS

OTA: 24 PERSON MONTHS

	YR1	YR2	YR3	YR4	YR5	
DEFENDERS	1200	900	600	360	120	MONTHS
PROSECUTORS	600	360	240	120	60	MONTHS

CONCEPT	UNIT COST	AID	GOKS	TOTAL
INSTRUCTOR				
ASSIST. INSTRUCTOR				
PARTICIPANTS	$10/DAY	396.0		396.0
TRANSPORTATION	$5/DAY	19.8 (1)		19.8 (1)
FACILITIES				
MATERIALS				
EQUIPMENT				
COFFE BREAKES				
LODGING	$5/DAY	19.8 (1)		19.8 (1)
MANUALS		435.6		435.6
OTA SALARY	$200/DAY	105.6		
PER DIEM	86	45.4		
PLANE F.	1.200	7.2		
OTHER	10/DAY	5.3		
		163.5		163.5

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
OTA	654.1	163.5	163.5	163.5	81.8	81.8
	1308.1	435.6	350.6	268.9	176.7	76.3
TOTAL COST	1962.2	599.1	514.1	432.4	258.5	158.1

(1) IT IS ESTIMATED THAT EACH PROSECUTOR AND DEFENDER WILL GO TO THE INTERIOR 10% OF THEIR TIME.

222

COMPONENT SEMINARS & CONGRESS FOR THE MEDIA

TWO SEMINARS PER YEAR
ONE CONGRESS PER YEAR

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR				
ASSIST. INSTRUCTOR				
PARTICIPANTS				
TRANSPORTATION				
FACILITIES				
MATERIALS				
EQUIPMENT				
COFFE BREAKES				
LODGING				
MANUALS				
OTA SALARY				
PER DIEM				
PLANE F.				
OTHER				

NOTE: COST AS PER JUDICIAL REFORM I EXPERIENCE

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
SEMINARS	337.1	50.0	57.5	66.1	76.0	87.5
CONGRESS	168.6	25.0	28.8	33.1	38.0	43.7
TOTAL	505.7	75.0	86.3	99.2	114.0	131.2

223

COMPONENT JUDICIAL CONGRESS

ONE CONGRESS PER YEAR

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR				
ASSIST. INSTRUCTOR				
PARTICIPANTS				
TRANSPORTATION				
FACILITIES				
MATERIALS				
EQUIPMENT				
COFFE BREAKES				
LODGING				
MANUALS				
OTA SALARY				
PER DIEM				
PLANE F.				
OTHER				

NOTE: COST AS PER JUDICIAL REFORM i EXPERIENCE

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
CONGRESS	236.0	35.0	40.3	46.3	53.2	61.2

224

COMPONENT PEJ LIBRARY

PEJ WILL INSTALL LIBRERIE IN THE UNIVERSITIES THAT JOIN THE PROGRAM

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR				
ASSIST. INSTRUCTOR				
PARTICIPANTS				
TRANSPORTATION				
FACILITIES				
MATERIALS				
EQUIPMENT				
COFFE BREAKES				
LODGING				
MANUALS				
OTA SALARY				
PER DIEM				
PLANE F.				
OTHER				

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
LIBRARY	600.0	200.0	200.0	100.0	100.0	---

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COMPONENT SUPPORT 8 NGOs

CONCEPT	UNIT COST	AID	GOES	TOTAL
INSTRUCTOR				
ASSIST. INSTRUCTOR				
PARTICIPANTS				
TRANSPORTATION				
FACILITIES				
MATERIALS				
EQUIPMENT				
COFFE BREAKES				
LODGING				
MANUALS				
OTA SALARY				
PER DIEM				
PLANE F.				
OTHER				

	TOTAL	YR 1	YR 2	YR 3	YR 4	YR 5
	539.4	80.0	92.0	105.8	121.7	139.9

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OTHER EXPENSES

	TOTAL		YR1		YR2		YR3		YR4		YR5	
	AID	GOE	AID	GOE	AID	GOES	AID	GOES	AID	GOES	AID	GOES
1 MAGAZINE 2K ISSUES PER MONTH	146.4		24.0		26.4		29.0		31.9		35.1	
2 MANUALS-												
OPERATING	40.0		40.0									
ADMIN.	40.0		40.0									
REPRODUCTION	40.0		40.0									
CONTEST(PEJ)	30.0		30.0									
	150.0		150.0									
3 SEMINARS	305.3		50.0		55.0		60.5		66.6		73.2	
CONGRESS	183.1		30.0		33.0		36.3		39.9		43.9	
PUBLICATION	488.4		80.0		88.0		96.8		106.5		117.1	
4 DISTRIBUTION	158.8		26.0		28.6		31.5		34.6		38.4	
5 INFORMATICS												
HARDWARE	699.0		466.0		233.0							
SOFTWARE	225.0		100.0		50.0		25.0		25.0		25.0	
MATERIALS & SERVICES	1150.0	950.0	300.0		450.0		250.0	200.0	150.0	300.0	-	450.0
	2074.0	950.0	866.0		733.0		275.0	200.0	175.0	300.0	25.0	450.0
6 COMUNICATION SYSTEM	50.0		50.0									
7 AUDITS	122.1	61.0	20.0	10.0	22.0	11.0	24.2	12.1	26.6	13.3	29.3	14.6
EVALUATIONS	366.3	--	60.0	--	66.0	--	72.6	--	79.9	---	87.8	--
12305.5	488.4	61.0	80.0	10.0	88.0	11.0	96.8	12.1	106.5	13.3	117.1	14.6
8 AID MANAGED FUNDS	850.0											
9 EXECUTIVE UNIT	3250.2											
TOTAL BUDGET	16405.7											

PROJECT EXECUTIVE UNIT

ESTIMATED BUDGET

I	PROJECT MGR	423.7
	ASIST.P.MGR	369.6
	OTA.	170.5
	LOCTA	120.0
	SECRETARY	60.0
	CLERKS (2)	93.6
	MESSANGER	18.0
	TOTAL DIRECT	1255.4
	OVERHEAD	1694.8
II	OFFICERENT	60.0
	UTILITIES	30.0
	COMMUNICATIONS	90.0
	VEHICLE	20.0
	MAINTENANCE	10.0
	FURNITURE	20.0
	EQUIPMENT	20.0
	OTHER	50.0
		300.0
	TOTAL IMPLEMENTING UNIT.	3250.2