



REPUBLIKA E SHQIPËRIË
MINISTRIA E PUNËVE
TË BRENDSHME

THE NATIONAL STRATEGY ON THE FIGHT AGAINST TRAFFICKING OF HUMAN BEINGS AND THE TRAFFICKING OF CHILDREN

**2014 – 2017
INCLUDING
THE NATIONAL
ACTION PLAN**



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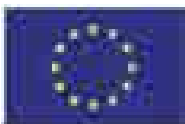
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Dear reader,



The publication of this strategic document is the fruit of a one-year intensive work of the National Coordinator for the Fight Against Trafficking in persons, under the special auspicious of the Minister of Interior, Mr. Saimir Tahiri.

Trafficking in Persons poses a current real challenge to our human and social value system, to the judiciary and the rule of law, being a flagrant violation of the fundamental human rights, freedom and dignity.

Since October of 2013, the slogan of our work has been *"Uncompromised fight against modern slavery"*. In such context, the Prime Minister, the Government of Albania and the Ministry of Interior have ranked the fight against trafficking in persons among the key priorities of their work. In a time span of a year,

we have managed not only to revitalize and to put in full operation the National Mechanism for the Prevention of and Fight Against Trafficking in Persons, but to also attain significant results in the fight against this criminal activity, and protection and rehabilitation of the victims of trafficking.

In my work as the National Coordinator I have witnessed the importance of individual action and commitment of all the stakeholders in this field, and of the victims in order to transform the fight against trafficking into a national cause, in protection of those who are the weakest and of the ones who want their voice be heard.

As citizens of this country, civil servants, or representatives of organizations supporting victims of trafficking, or dealing with human rights, all together, we have the civil responsibility to commit to uncover the cases of trafficking and to involve the community to become an active part of the national actions against trafficking in persons in Albania. It goes without saying that prevention of and fight against trafficking in persons is first and foremost a challenge of law enforcement agencies, but, no organization or institution would ever be successful in this "fight" without the support and the involvement of the whole society. Involvement through information of all cases of trafficking, or of potential trafficking by the citizens would lead to a better cooperation and pave the way to more possibilities for the victim protection and rehabilitation. In addition to what we have achieved thus far, we should be aware of the fact that the fight against trafficking in persons is a rather more complex phenomenon and asks for a general social awareness.

It is only if we focus on the victims of such crime, be them children forced to work under conditions not suitable for their age and development, young girls burying their dreams after becoming subject to fraud and abuse, or women deprived of their right to chose themselves the life they want to live, we shall manage to reconstitute the lost values and lacking dignity to our society and social order. It should be the victims and their stories guiding us for the steps we need to take to put traffickers and beneficiaries of this powerful illegal industry before justice and to reconstitute the dignity of the victims of such inhuman crime.

The Strategy on the Fight Against Trafficking in Persons and its Action Plan are the roadmap for the anti-trafficking action for the three coming years. They provide for tools to fight this crime and a comprehensive and multi-faceted approach leading to an appropriate and dignified treatment for the victims of trafficking.

I would like to conclude by thanking the Prime Minister, Mr. Edi Rama, for the support in the fight against trafficking in persons, the staff of the National Coordinator's Office, as well as all our partners from state agencies, international bodies and civil society for their invaluable contribution in drafting this strategy, and for the joint work and efforts to raise the fight against trafficking in Persons to a new qualitative level.

This Strategy embodies and promotes our conviction that all victims of trafficking are entitled to pick a future of their choice and we are here to enable such choice!

Sincerely Yours,

Dr. Elona Gjebreä (Hoxha)
National Coordinator
of the Fight Against Trafficking in Persons

DECISION
No. 814, dated 26.11.2014

FOR AN ADDITION TO COUNCIL OF MINISTERS DECISION NO. 663,
DATED 17.7.2013, "ON THE ADOPTION OF
THE 2013-2020 CROSS-CUTTING STRATEGY ON THE FIGHT AGAINST ORGANISED CRIME,
ILLEGAL TRAFFICKING AND TERRORISM
AND THE 2013-2016 ACTION PLAN"

Based on Article 100 of the Constitution and the proposal of the Minister of Internal Affairs,
the Council of Ministers

DECIDED:

1. Annex 1 entitled "The Strategy of the Fight against Human Trafficking and the Action Plan, 2014-2017" shall be added to decision no. 663, dated 17.7.2013, as per the text accompanying this decision.

2. The following institutions shall be tasked with the implementation of this decision: the Ministry of Internal Affairs, the Ministry of Finance, the Ministry of Health, the Ministry of Defence, the Ministry of Foreign Affairs, the Ministry of European Integration, the Ministry of Justice, The Ministry of Economic Development, Trade and Enterprise, the Ministry of Urban Development and Tourism, the Ministry of Education and Sports, the Ministry of Social Welfare and Youth, the Ministry of Energy and Industry, and the State's Intelligence Service.

This decision shall enter into force following its publication in the Official Gazette.

PRIME MINISTER
Edi Rama

ANNEX 1

THE STRATEGY ON THE FIGHT AGAINST HUMAN TRAFFICKING AND THE ACTION PLAN 2014-2017

ABBREVIATIONS

ASP	Albanian State Police
BCP	Border Crossing Point
BMP	Border and Migration Police
CPU	Child Protection Units
CRU	Children's Rights Units
DBM	Directorate of Border and Migration
GPO	General Prosecutor's Office
ICITAP	International Criminal Investigative Training Assistance Mission
IO	International Organizations
IOM	International Organization for Migration
JPO	Judicial Police Officer
MoJ	Ministry of Justice
Mol	Ministry of Internal Affairs
MoSWY	Ministry of Social Welfare and Youth
MoES	Ministry of Education and Sports
MoETE	Ministry of Economic Development, Trade and Entrepreneurship
MoJ	Ministry of Justice
MoF	Ministry of Finance
MFA	Ministry of Foreign Affairs
MoH	Ministry of Health
MoD	Ministry of Defence
MoUDT	Ministry of Urban Development and Tourism
NCS	National Coalition of Shelters
NTF TIP	National Task Force on Trafficking in Persons (TIP)
NEO	National Employment Office
NGO	Non-governmental Organization
NRM	National Referral Mechanism
OHCHR	Office of the High Commissioner for Human Rights
ONAC	Office of the National Coordinator on Trafficking in Persons (Mol)
OSCE	Organisation for Security & Cooperation in Europe
PVoT	Potential Victim of Trafficking (as per NRM)
RA	Responsible Authority (NRM)
RATC	Regional Anti-Trafficking Committee

RSSSO	Regional State Social Service Office
SAPCHR	State Agency for the Protection of Children's Rights
SCC	Serious Crime Court
SCJ	Supreme Court of Justice
SCPO	Serious Crime Prosecution Office
SFAIT	Sector of the Fight against Illegal Trafficking (Police)
SLI	State Labour and Social Services Inspectorate
SSS	State Social Service
TIP	Trafficking in Persons
TRM	Transnational Referral Mechanism
VoT	Victim of Trafficking
UNO	United Nations Organization
UNW	UN Women

1. INTRODUCTION

Trafficking in Persons is both a serious crime issue and, first and foremost, a violation of the human rights of the persons affected; it can only be tackled in a comprehensive and multi-disciplinary manner, involving a broad range of state and especially non-state actors from a variety of fields and backgrounds. This Anti-trafficking Strategy and its Action Plan serve as a tool to gather all relevant state and non-state stakeholders, as well as international partners, in a shared understanding of the situation regarding human trafficking, the challenges posed and how to address these. It lays out the basis for such an efficient and concerted multi-agency approach, by laying out the framework for coordination and cooperation between all actors and their respective roles and responsibilities. In so doing, the Strategy and the Action Plan will also be instrumental in ensuring the political as well as the financial support necessary for the implementation of the measures foreseen therein.

The Strategy and Action Plan 2014-2017 were drafted in a consultative process with all involved state and non-state, as well as international actors. A series of consultative meetings on specific items of the Strategy and Action Plan and a two-day retreat were held during April to May 2014, and the input and suggestions were collected from all stakeholders. Furthermore, relevant studies and evaluation reports were also taken into consideration. A draft of the Strategy and the Action Plan was then shared with all stakeholders for validation and feedback, and finalized with the input received.

During this process, the Office of the National Coordinator was assisted by an expert with experience on human trafficking and strategy development. The Office would like to express its appreciation and gratitude to the many committed anti-trafficking stakeholders, governmental and non-governmental, that have substantially contributed to this Strategy. It would moreover like to thank the UN Office on Drugs and Crime for its generous support, by way of provision of the expert and for continuous financial and technical support.

The Strategy and Action Plan 2014-2017 were endorsed in principle by the State Committee for the Fight against Human Trafficking at its meeting, and it will be launched officially at the National Conference in October 2014. Therefore, it enjoys the full support and commitment of all involved.

2. SITUATION ANALYSIS

The current situation on human trafficking in Albania

Albania has made measurable progress in recent years in relation to the trafficking of human beings due to the joint and comprehensive efforts of state and non-state agencies, and the continuous support of partner organisations – international and civil society ones.

Analysing official data on trafficked persons identified as being from Albania,¹ and other information obtained from anti-trafficking stakeholders on the ground, we arrive at the conclusion that Albania remains predominantly a source country for the trafficking of men, women, and children subjected to sex exploitation and forced labour. Many Albanian victims (adults and minors) are subjected to and exploited for prostitution, internally, to neighbouring countries and beyond, especially Belgium, France, Germany, Ireland, Italy, the Netherlands, Switzerland and the United Kingdom (victims frequently accept fraudulent offers of employment in waitressing, bartending, dancing or singing especially in Kosovo, Greece and Macedonia; they are also trafficked by way of the ‘lover/boyfriend’ scheme).²

The internal trafficking of minors and adults has increased the overall numbers of trafficking in Albania, as evidenced by the number of identifications by the newly established pro-active mobile units in 2013.³ For illustration purposes, between June 2013–July 2014 the mobile units have identified 85 potential victims of trafficking, a figure which is similar to the overall number of victims of trafficking/potential victims of trafficking identified throughout 2011–2013. Internal trafficking is seen to be particularly on the increase in the new urban centres (as a consequence of internal migration) and in the context of seasonal migration to places of tourism (trafficking in women for sexual exploitation and trafficking in children for sexual exploitation and/or exploitation of begging).

Similarly, measures such as the involvement of the Labour Inspectorates in identifying potential cases of internal trafficking for the purposes of labour exploitation have resulted in the identification of victims of labour trafficking from the Philippines. The extent of labour trafficking for labour exploitation purposes inside Albania, of Albanian nationals and third country nationals, is yet to be assessed.

The return of, and reintegration assistance to Albanian trafficked persons from abroad whether identified or unidentified as victims of trafficking, is also an issue which is yet to be addressed, first and foremost as a humanitarian challenge (to enable the victims to rebuild their lives and reintegrate into society), secondly to prevent re-trafficking but also to prevent trafficked persons turn into traffickers, a phenomenon believed to be common.

1 In 2011, 84 victims of trafficking/potential victims of trafficking were identified. Of these, 45 were adults and 39 minors. In 2012, the number of identified victims of trafficking/potential victims of trafficking came to 92, of whom 26 were minors and 66 adults. In 2013, a total of 95 victims of trafficking/potential victims of trafficking were identified, of whom 52 were adults (all women) and 43 minors (of whom 14 males). The data come from period ONAC reports.

2 See Trafficking in Persons Report 2013, Country Narrative on Albania, US Department of State

3 Mobile Units (MUs) for the identification and referral of victims of trafficking, implemented by the International Organization for Migration in partnership with the National Coalition of Anti-Trafficking Shelters, with the financial support of the US Department of State J/TIP Office

Vulnerable populations and underlying factors fuelling trafficking

Actors on the ground believe that the most vulnerable groups are women and children from poor families, violated women, (Roma) street children, as well as men, women and children from poor Roma and Egyptian communities in the new urban centres⁴.

The socio-economic situation in the country is a contributing factor to trafficking. The economic growth of recent years has been uneven⁵: some regions of the country have remained economically deprived, thus fuelling internal migration from rural to urban areas, from the rural North to the Centre and South of the country (e.g. Tirana, Durrës, Elbasan and Vlora). The new communities formed as a consequence of internal migration are especially vulnerable to human trafficking because of poor community cohesion and support. These economic disparities have also fostered international migration of Albanian nationals, often via irregular channels, with the risks of falling prey to trafficking. In Albania, women generally suffer from fewer employment opportunities and fewer opportunities to earn a living than men, therefore creating a gender gap in participation in the labour market participation at roughly 20%⁶. Albania is also one of Europe's youngest countries with a mean age of 30 years. 25% of the population belongs to the 15-29 age group, with an unemployment rate double that of the 20-64 age group. Unemployment is higher among Albanian youth with low levels of education⁷, resulting in a higher propensity towards human trafficking and exploitation.

Domestic violence is also seen as a phenomenon closely linked to trafficking. It is considered a factor that not only precedes it but it is also associated to the phenomenon – a 2013 survey on domestic violence found that 53.7% of women at the time of the survey were experiencing some form of domestic violence⁸, also increasing the vulnerability of women and affected children. All these factors combined are more present with Roma and Egyptian minority groups, including children.

These socio-economic factors may be essential in increasing the likelihood of trafficking and being trafficked although other intermediary factors, such as the lack of awareness, also come into play.

Trafficking in Children remains a great concern. Children are trafficked for a variety of purposes, including sexual exploitation, forced begging and other forms of hazardous work, both inside the country and abroad. Forced street begging of (primarily Roma) children in Tirana remains a big problem, as does (seasonal) forced begging and work in touristic hotspots in Albania. International child trafficking to the neighbouring countries, especially Kosovo, has been on the rise. The number of children (mostly Roma) working and begging in the streets remains very high. There have also been reports of trafficking for forced work or sexual exploitation following arranged marriages⁹.

A study conducted between May 2013 and February 2014 revealed that 1 in 3 street children are at risk of being trafficked. More than 31 cases of trafficking in children have been referred to the NRM, including cases of sexual exploitation and begging in Albania and Kosovo¹⁰. The study was undertaken in the framework of Social Service reform by the Ministry of Social Welfare and Youth, the Swiss Cooperation Office in Albania and ARSIS with the support of UNICEF and Save the Children for the identification of street children.

Children of Roma or Egyptian descent bear a significantly higher risk of being trafficked and exploited; membership in an ethnic minority group comes with poverty, limited access to health and social services and support, low educational levels, high unemployment and domestic violence.

4 See the assessment of the National Coalition of Shelters/IOM, in Mobile Units for the Identification and Referral of Victims of Trafficking: Methodology of Work, Practices and Lessons Learnt; IOM, December 2013.

5 UNDP Human Development Survey 2013 states that the Human Development Index is 0.749 whereas the poverty rate of 12.4 percent.

6 UN Women, National Report on the Status of Women and Gender Equality in Albania (2011)

7 Albanian Labour Force Survey, 2011, quoted in ILO

8 Domestic violence survey, 2013, INSTAT and UNDP

9 TIP Report, 2014

10 A Study on the Identification of Street Children, 2014

ACHIEVEMENTS

The Government of Albania has aware of the issue of human trafficking and, as of 2005, it has taken a range of important measures in order to prevent and fight it accordingly. Below is an overview of these measures:

- The Government has established a multi-agency coordination structure on anti-trafficking, comprising the State Committee on Trafficking in Persons, the National Coordinator/Deputy Minister of the Interior, Anti-trafficking Unit, the National Referral Mechanism for Victims of Trafficking/Potential Victims of Trafficking (NRM), the NRM National Task Force, Regional Anti-Trafficking Committees (RATCs), and it has developed three anti-trafficking Strategies/National Action Plans.
- The National Referral Mechanism (NRM) was established aimed at the identification, referral of and assistance to trafficked persons; and a 'Responsible Authority' of all NRM signatories which was set up to steer and supervise the NRM accordingly.
- Standard Operating Procedures (SOPs) were drafted defining concretely the cooperation of all state and non-state actors involved in the process of identification, referral, assistance and protection, and longer-term reintegration assistance to potential victims of trafficking and victims of trafficking.
- Based on unified definitions, data on trafficked persons have been gathered and entered in the Database on Victims of Trafficking (SIVET); and work on a unified system for data on trafficking cases (investigations, prosecutions, convictions) is under way.
- A solid legal and regulatory base for counter-trafficking has been created and is being continuously improved to comply with relevant international/European standards and to address new trafficking challenges.
- The capacities of, and cooperation among, law enforcement agencies and the judiciary haven been strengthened as has their cooperation with state and non-state service providers.
- A host of bilateral and international cooperation agreements have been signed, aimed at the better prevention of trafficking and the identification and referral of victims abroad, with specific agreements having been entered into with regard to children.
- The National Coalition of Anti-Trafficking Shelters (NCAS) with a total of four shelters (one state shelter, and three NGO shelters) has been established, which is operating on the basis of agreed 'standards of care' for victims of trafficking.
- The identification of potential victims of trafficking and victims of trafficking has been improved to cover also cases of internal trafficking, through the Mobile Units' pro-active outreach work.
- Measures have been taken to strengthen the protective environment of children (centered on Child Protection Units).
- Awareness-raising activities addressing the public, identified vulnerable groups, and stakeholders likely to be in touch with trafficked persons, have been implemented, including national awareness days, TV spots, the operation of a free nation-wide hotline 116006, and the start up of a smart phone application "Report and Save" is under way.
- A range of administrative measures to prevent and/or disrupt trafficking at the border, beyond borders and inside the country have been implemented, including improved access to civil registration, codes of conduct for tourism, licensing and monitoring of Private Employment Agencies, etc.
- A highly motivated and committed core group of anti-trafficking stakeholders has been established, which is the driving force for the enhancement of the anti-trafficking response.

AREAS TO BE IMPROVED BY THIS STRATEGY

The achievements notwithstanding, the Government of Albania acknowledges the need to enhance the anti-trafficking response. The focus of the 2014-17 Strategy and NAP is on:

- Enhancing the law enforcement (police, prosecution) and judicial response to rigorously enforce existing laws for successful prosecutions, adjudications and the respect and guarantee for the rights of victims of trafficking
- Establishing the needed instruments to provide redress and compensation to victims of trafficking
- Enhancing the early identification and referral of all categories of trafficked persons (for all forms of exploitation) and the provision of comprehensive assistance, protection and long-term reintegration support to all trafficked persons, according to individual needs
- Making the NRM fully operational, by enhancing the implementation of the SOPs and by expanding it to the levels of municipalities
- Ensuring the enforcement of agreed standards of care, standards for the treatment of victims of trafficking who are justice collaborators, and the agreed SOPs for identification, referral and assistance
- Fostering the prevention of human trafficking through enhanced protective systems, the provision of socio-economic opportunities and other livelihood options, and raising awareness
- Strengthening the anti-trafficking framework at regional and local levels
- Enhancing cross-border and international cooperation
- Improving management of information and data on human trafficking, and establish a mechanism for the continuous monitoring, evaluation and review of the anti-trafficking response
- Monitoring and evaluating of the anti-trafficking response and its review in 2017
- Ensuring the financial and institutional sustainability of the anti-trafficking response
- Last but not least, vigorously preventing and combating child trafficking through the improvement of child protection issues and by enforcing existing standards and SOPs

3. VISION, PRINCIPLES AND STRATEGIC GOALS

VISION

The vision underlying this strategy is as follows:

Human trafficking is prevented effectively through the social and economic empowerment of vulnerable persons and groups and the population at large, and through effective law enforcement and punishment of perpetrators. It is also effectively accomplished if every victim of human trafficking is identified and provided with the assistance, protection and support he or she needs not only to recover but also to restore their lives. Other elements include legal redress and compensation.

PRINCIPLES ON WHICH THE STRATEGY IS BASED:

The Strategy and Action Plan to Combat Trafficking in Persons is a cross-cutting strategy at the core of which is the Republic of Albania's National Security Strategy adopted by Law no. 103/2014. This Strategy and Action Plan to Combat Trafficking in Persons is built on the following guiding principles, which form the conceptual framework for the anti-trafficking response:

The Responsibility of the Government

Although being the result of a coordinated effort of the Government, civil society and international partners, the responsibility for this Strategy and its accompanying Action Plan is vested in the Government and its institutions. The Government also bears the responsibility for ensuring its implementation and for monitoring its implementation, in cooperation with all anti-trafficking actors.

Accordingly, the Government commits to mobilizing the necessary human and financial resources funds for implementation primarily from own sources.

Civil society participation and multi-agency approach

It is recognized that the participation of civil society is indispensable in achieving the aims of this strategy, i.e. to prevent and combat human trafficking, and identifying and assisting the victims of this crime. All relevant governmental and non-governmental actors including civil society are involved in designing and implementing the anti-trafficking response, in monitoring its implementation and in its regular review. Civil society organizations, and in particular NGOs, play a crucial role in the fight against trafficking, and thus are actively involved in decision-making. Their views and opinions are adequately reflected in the design and implementation of this Strategy and NAP.

Human rights-based approach and treatment of victims

This strategy takes a human rights-based approach, recognizing the obligation of states to protect the rights of individuals to exercise their human rights, the obligation to investigate alleged violations of human rights, to punish perpetrators and to provide effective remedies to victims. In so doing, the rights of those who have been trafficked must be at the centre of all anti-trafficking measures¹¹, and anti-trafficking measures must not adversely affect the human rights of trafficked persons. This primary concern must be balanced with the wish and need to investigate, prosecute and convict the offenders. Comprehensive assistance and protection to potential victims of trafficking and victims of trafficking, irrespective and independent of the willingness or ability of the victim to testify in court are at the core

11 Recommended Principles and Guidelines on Human Rights and Human Trafficking; Report of the UNHCR to the Economic and Social Council – E/2002/68/Add/1, p. 3

of the response. Offering trafficked persons the chance to recover from the crime they have suffered and enabling them to restart normal lives, is not only a humanitarian obligation of states, but also a prevention measure against re-trafficking. This prevents victims from becoming traffickers and it enhances the prosecution and conviction rate as it raises the willingness of potential victims of trafficking to come forward and co-operate.

Protection of the rights of the child

This strategy specifically takes into consideration the particular obligations of the state with regard to children, notably the protection of children's rights, as contained in the United Nations Convention on the Rights of the Child (1989), and their entitlement to special and non-victimizing treatment, in line with their special rights and special needs, according to the best interests of the child, the right to non-discrimination, the right to information, the right to confidentiality, the respect for the views of the child, and the right to be protected. In order to guarantee these, the Action Plan contains a section on child trafficking, highlighting the measures needed to ensure the special protection needs of children.

Protection of the rights of women

The Strategy has been drafted fully in compliance and coherence with Article 6 of the UN Convention for the Elimination of All Forms of Discrimination against Women (CEDAW), which was adopted in 1980 and entered into force in 1981: "States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women." The recommendations of the Convention Committee are also included, such as legislative measures, effective prevention, the intensification of the fight against internal trafficking and the re-trafficking of victims, free legal aid, social and health care support, rehabilitation and re-integration and the improvement of the monitoring system. Interdisciplinary coordination and cross-sector responses at government level, and among Government, NGOs and IOs

Taking into account the complexity of human trafficking, the anti-trafficking response must work in an "interdisciplinary" manner, i.e. by pooling the knowledge and expertise of different disciplines and by designing "cross-cutting" interventions covering all sectors of society (including law enforcement, judiciary, labour markets, education, etc.)

Systematic evaluation and sustainability

The strategy aims at creating a sustainable and institutionalized response to human trafficking, which is increasingly financed by the government (by way of regular state budget allocations for the financing of the anti-trafficking coordination structures and key activities, etc.) and other national funding sources; and to creatively adapt to changing conditions, through monitoring, (self-)evaluation and reviews.

STRATEGIC GOALS AND SPECIFIC OBJECTIVES:

The strategy falls into five areas, notably:

1. Prosecution
2. Protection
3. Prevention
4. Coordination
5. Children

The strategic goals as well as the specific objectives through which the strategic goals will be attained are as follows (by area of intervention):

1. PROSECUTION

1. Strategic Goal: Increase the number of successful criminal cases (investigations, prosecutions, convictions and appropriate sentences for all forms of human trafficking) through fair and victim-sensitive investigations and court procedures that guarantee the rights of Victims of Trafficking.

SPECIFIC OBJECTIVES:

1. (a) Increase in number of pro-active investigations and pro-active identifications of victims of trafficking both domestically and abroad (including financial and money laundering investigations)
1. (b) Ensuring compliance of the national legal and regulatory base on human trafficking in all its forms to European and international standards and practices (European Union, Council of Europe, United Nations) by amending legislation as necessary and enhancing their implementation
1. (c) Enhance professional skills and capacities of police and prosecutors to improve cooperation and coordination between Police and Prosecution, resulting in improved anti-trafficking investigations
1. (d) Improving cooperation and co-ordination among the Police, the General Prosecutor's Office and criminal justice institutions; creating a unified information and data management and reporting system
1. (e) Improvement of bilateral, regional and international legal, judicial and law enforcement cooperation in the fight against THB
1. (f) Respecting and fostering the rights of trafficked persons (PVoTs and VoTs) and ensuring fair and non-discriminatory treatment of by law enforcement and judicial authorities
2. Strategic Goal: Ensure the compensation of and legal redress to victims of trafficking
3. Strategic Goal: Ensure the physical safety and protection of all trafficked persons and the special protection of victims appearing as witnesses in the witness protection program

SPECIFIC OBJECTIVES:

3. (a) Ensure the physical safety and protection of all potential victims of trafficking, regardless of whether they are justice collaborators
3. (b) Ensure the special protection of all victims collaborating with justice in the course of criminal proceedings (pre-trial, during court and post-trial protection, including continuous risk assessment), thereby encouraging more trafficked persons to collaborate with law enforcement/judiciary
4. Strategic Goal: To reduce the involvement of law enforcement officials in human trafficking

2. PROTECTION

1. Strategic Goal: Ensure the early identification and referral of all minor and adult potential victims of trafficking and victims of trafficking for all exploitative purposes, and the immediate referral to appropriate assistance services, based on individual needs and in line with agreed SOPs

SPECIFIC OBJECTIVES:

1. (a) Enhancing the efficient functioning of the National Referral Mechanism and extending it to the regions, municipalities (through local coordination groups for preventative action and the identification of trafficked persons) in line with agreed standards and SOPs
1. (b) Strengthening the capacities of all structures/actors involved in the prevention, identification, referral and assistance to vulnerable persons and trafficked persons in accordance with the SOPs for identification and referral.
1. (c) Fostering the implementation of SOPs for the Identification and Referral of potential victims of trafficking and victims of trafficking through monitoring; ensuring their relevance through the review of standards and SOPs

1. (d) Increasing the early identification and referral of all victims of trafficking and potential victims of trafficking and for all forms of exploitation within the country, at the border, abroad, as well as increasing the self-identification of trafficked persons
2. Strategic Goal: Ensure access to comprehensive assistance, protection and services for all potential victims of trafficking and for all victims of trafficking, according to their individual needs and preferences (in shelters or community-based) and regardless of their willingness to cooperate with law enforcement

SPECIFIC OBJECTIVES:

2. (a) Provide immediate assistance, at the moment of identification, to all VoTs and PVoTs, in accordance with their individual needs
2. (b) Ensure and sustain the provision of comprehensive and adequate services to potential victims of trafficking and victims of trafficking in shelters or outside, including social, medical, psychological and legal assistance, and to ensure compliance with the defined national standards and SOPs
2. (c) To ensure the physical safety of all trafficked persons (PVoTs and VoTs)
3. Strategic Goal: Foster the return, re-integration and social inclusion of minor and adult trafficked persons (potential victims of trafficking and victims of trafficking); reduce the risk of trafficked persons being re-victimized and re-trafficked, or of turning into traffickers

SPECIFIC OBJECTIVES:

3. (a) To foster the voluntary return and re-integration of Albanian PVoTs and VoTs from abroad; and the return of foreign trafficked persons
3. (b) To strengthen the provision of long-term assistance programmes aimed at the re-integration and social inclusion of adult and minor potential victims of trafficking and victims of trafficking, in accordance with their individual needs and in line with SOPs
3. (c) Foster the implementation of SOPs for the voluntary return and re-integration/social inclusion of potential victims of trafficking and victims of trafficking through monitoring (in line with NRM/SOP on the monitoring on identification and referral)

3. PREVENTION

1. Strategic Goal: To raise public awareness on human trafficking in all its forms (internal trafficking, labour exploitation, child begging, etc.) and its social consequences

SPECIFIC OBJECTIVES:

1. (a) To raise the awareness of the public on human trafficking and its consequences, and to enhance the role of the media in preventing trafficking through public awareness
1. (b) To raise awareness human trafficking and its consequences/dangers among identified "at risk" groups
1. (c) To improve the awareness of children and youth about trafficking and its dangers/ consequences
1. (d) To raise the awareness of all state and non-state actors that work with "at risk" groups, including Public Health employees on the health professionals' contribution in relation to initial identification, health assistance and referral of VoTs/PVoTs; as well as clients/potential exploiters
2. Strategic Goal: to reduce vulnerability to human trafficking

SPECIFIC OBJECTIVES:

2. (a) To enhance economic and other livelihood options for vulnerable groups for potential victim groups (see the Social Inclusion Strategy)
2. (b) To improve the social inclusion of potential victim groups
3. Strategic Goal: to ensure preventative and protective mechanisms and provide assistance at municipalities, serving groups/individuals as well as potential victims of trafficking and victims of trafficking

SPECIFIC OBJECTIVES:

3. (a) To establish/strengthen a functional local level mechanism for prevention (identification of potential victims and making preventive and supportive interventions), as well as the identification, referral and assistance of trafficked persons
3. (b) To ensure appropriate psycho-social, legal, healthcare support to potential victims of trafficking and trafficked groups/persons for their re-integration in society, including crisis prevention services such as the use of social services, social assistance, housing, disseminating information to groups and persons in need
4. Strategic Goal: To deter potential trafficking in human beings and to eliminate actual exploitative trafficking situations through administrative measures

SPECIFIC OBJECTIVES:

4. (a) Ensure the regulation and monitoring of all sectors of society that can be affected by trafficking and prevention/identification through measures at the borders
4. (b) Enforce civil registration requirements (legal documentation for birth, citizenship and marriage) to facilitate social inclusion and access to the education system

4. COORDINATION

1. Strategic Goal: Ensure the co-ordination of all anti-trafficking measures and the effective co-operation among all actors involved in the anti-trafficking response in Albania and in particular with the Domestic Violence Mechanism and Violence against Children Mechanism

SPECIFIC OBJECTIVES:

1. (a) To ensure a continuous oversight of all actors involved in the fight against human trafficking and of the projects/measures implemented in the country; encourage information sharing among all partner organizations, state and non-state organizations
1. (b) to ensure the efficient functioning of the coordination and cooperation framework to enable policy and standard setting, monitoring and review, as well as effective case management mechanisms for the identification, referral, protection, assistance, integration and re-integration of trafficked persons (potential victims of trafficking and victims of trafficking) through the National Referral Mechanism (NRM) by clarifying the respective roles and responsibilities, and the division of tasks and cooperation and coordination mechanisms among all actors at national, regional and local level, and by strengthening the capacity of the coordination bodies.
1. (c) To strengthen the anti-trafficking response at regional level and at the level of municipalities.
1. (d) To raise awareness country-wide of the Anti-Trafficking Strategy and the NAP; guarantee that respective roles and responsibilities are clearly understood and foster the implementation of the Strategy/NAP
2. Strategic Goal: Ensure that all information and data relevant to scope human trafficking and to effectively prevent and counter it are available, accessible to all actors involved and exchanged regularly at both national and international levels

SPECIFIC OBJECTIVES:

2. (a) To establish information and data sharing mechanism in line with the Law on Personal Protection, according to agreed definitions and for defined key data
2. (b) To increase research on all forms of human trafficking and on all areas of the anti-trafficking response
3. Strategic Goal: To improve continuously the anti-trafficking response at strategic and operational levels and to adjust it to new requirements and changing circumstances by way of establishing/strengthening a system for the regular review, monitoring and evaluation of the Anti-trafficking Strategy and NAP

SPECIFIC OBJECTIVES:

3. (a) To ensure the systematic and continuous collection and analysis of all relevant information and data at the operational and strategic level in line with the Law on Personal Data Protection so as to create/strengthen a functional mechanism – at local level – for the prevention (identification of potential victims of trafficking and supporting and preventative measures), identification, referral and providing assistance to trafficked persons.
3. (b) To ensure the regular evaluation of all activities provided for in NAP
3. (c) To ensure the regular review of all activities provided for in NAP and to revise/update the Strategy/NAP 2014-17 in light of the review findings
4. Strategic Goal: To secure all resources necessary to implement the national Anti-trafficking Strategy and NAP, and to increase the share of government funding and other national funding sources in the overall funding for the implementation of the Strategy/NAP

5. CHILDREN

In recognition of the special challenges and obligations with regard to child trafficking and the treatment of children, the Strategy contains a section summarizing specific actions necessary to meet these. As mentioned earlier, the National Strategy and Action Plan against Trafficking in Human Beings 2014-17 relating to children is based on the main international instruments related to protection and treatment of children who are victims of trafficking, notably the 1989 United Nations Convention on the Rights of the Child (for more details please refer to the Principles section)

PROSECUTION

1. STRATEGIC AIM: To increase the number of successful prosecutions and appropriate sentences for all forms of child trafficking, and to ensure adequate, child-sensitive criminal proceedings guaranteeing the rights and the best interest of the child

SPECIFIC OBJECTIVES:

1. (a) To ensure compliance of the national legal and regulatory base on human trafficking in all its forms with European and international standards and practices (European Union, Council of Europe, United Nations) by amending legislation as necessary and to enhance the implementation of the existing law
1. (b) Implement standards and standard operating procedures (SOPs) for the sensitive treatment of child victims during investigations and criminal proceedings by specialization and enhancing skills of relevant officials, and guaranteeing the rights of the child to legal redress and compensation

PROTECTION:

1. Strategic Goal: Ensure identification, referral and the provision of protection and re-integration assistance to children at risk, and children potential victims of trafficking and victims of trafficking, in line with the SOPs on the treatment of children

SPECIFIC OBJECTIVES:

1. (a) Enhance the implementation of the SOPs on the treatment of potential child victims and child victims of trafficking, and closely monitor their implementation
1. (b) Ensure the identification of children potential victims of trafficking and victims of trafficking and their referral to appropriate services and protection
1. (c) Foster the re-integration and social inclusion of children potential victims of trafficking and victims of trafficking, and reduce the risk of re-victimization and re-trafficking, through the provision of specialized re-integration support, family-focused and based in the community in line with the agreed standards and SOPs

PREVENTION:

1. Strategic Goal: Ensure a protective and supportive environment for children and their families and the provision of targeted preventive, protective and rehabilitative assistance

POLICIES SUPPORTING THIS STRATEGY

Some of the aims of this strategy in relation to the prevention of human trafficking by reducing vulnerability and by way of protection of and reintegration assistance to trafficked persons are largely dependent on a range of sectors as well as cross-cutting policies, including education, employment, social inclusion and social protection, development and integration, gender, domestic violence, child protection, anti-discrimination, to name but a few. The expansion of social services, the effective inclusion of the Roma and Egyptian minorities, the strengthening of child protection and generally social protection systems, effective strategies to promote gender equality and the participation of women in the labour markets, the effective combating of domestic violence and support for violated women are also essential for the attainment of the goals of this Strategy, in particular with regard to prevention and the reintegration of trafficked persons. In the framework of social services reforms, the Ministry of Social Welfare and Youth (MoSWY) is cooperating with UNICEF to set up a system of integrated social services at a decentralized level so as to address issues relating to children, women and vulnerable groups. Whilst there is a need at the moment to develop specific measures on prevention and assistance by addressing the needs of current at-risk or trafficked persons, the anti-trafficking response is envisaged to be mainstreamed into these policies and programs of state actors, in particular social assistance and protection systems.

DEFINITIONS USED IN THE STRATEGY

For the purpose of this strategy:

Trafficking in persons shall mean “the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, as a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services” (Article 3 (a) of the Palermo Protocol)¹², within or outside the country.

12 United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons especially Women and Children, supplementing the UN Convention against Trans-national Organized Crime (2000), [Article 3 (a)]; as well as Article 110.a as well as Article 114.b of the Criminal Code of the Republic of Albania

The recruitment, transportation, transfer, harboring or receipt of a child for the purpose of exploitation shall be considered “Trafficking persons” even if this does not involve any of the means set forth in subparagraph (a) of Article 3 of the Palermo Protocol (see Paragraph 1). Furthermore, the consent of the child victim to the intended exploitation is irrelevant, even if none of the means set forth in subparagraph (a) of Article 3¹³ have been used. Child shall mean any person under the age of eighteen.¹⁴

Victim of trafficking refers to any person who is subject to trafficking in human beings, in accordance with the above-mentioned definition¹⁵; and to trafficked persons formally identified by the Group/Structure responsible for Formal Identification of the National Referral Mechanism (NRM) of Albania, in line with the ‘Standard Operating Procedures for the Identification and Referral of Victims of Trafficking and Potential Victims of Trafficking’.¹⁶

Potential Victim of Trafficking refers to any person that the Agencies/Institutions responsible for initial identification by the National Referral Mechanism (NRM) deem to have been trafficked.¹⁷

An unaccompanied child is any child travelling without his/her parents or a legal guardian.¹⁸

The terms vulnerable persons/groups, and persons/groups at-risk of trafficking refer to a wider group of persons with a higher likelihood or risk of being trafficked, based on the existence of certain risk factors such as unemployment, poverty, domestic violence, single parent family, family size, etc. These criteria will to be defined by ONAC with relevant actors.

The international and domestic legal and regulatory base on trafficking in human beings and on child trafficking can be found in the Annex.

13 see also UNICEF Guidelines for Protection of the Rights of Child Victims of Trafficking in SE Europe (2003)/ other relevant UN and international instruments.

14 Article 3 (d) of the Palermo Protocol

15 see Palermo Protocol, Council of Europe Convention on Action Against Human Trafficking, Article 4 (e); Law No. 9642 of 20 November 2006, “On the ratification of the Council of Europe Convention”, Article 4 (e).

16 Standard Operating Procedures for the Identification and Referral of Victims of Trafficking and Potential Victims of Trafficking, Ministry of the Interior, Office of the National Coordinator on Combating Trafficking in Persons, Tirana 2011.

17 Ibid.

18 Article 3.11, Law No. 9959 dated 17.7.2008.

4. FINANCING

The Government of Albania acknowledges the responsibility for the implementation of this strategy aimed at preventing and combating human trafficking, and thus also for ensuring the necessary funding for its implementation.

At present, external donor funding still accounts for a considerable portion of resources needed for the implementation of key measures under this Strategy and NAP relating to the identification of trafficked persons and the provision of services and long-term reintegration assistance. As donor funding is gradually phasing out, an immediate aim of this strategy is to work vigorously on developing a sustainable funding base for these activities, through state budget and other national funding sources. The Strategy has been drafted in full compliance and coherence with the medium-term budget plan, which provides for a timeline of 2014-2017.

By way of adopting this Strategy and Action Plan 2014-2017, all actors commit themselves to ensuring the implementation of the tasks contained in this document and under their respective responsibility, including the provision of the required resources. Measures are, therefore, foreseen in the NAP both to ensure the inclusion of anti-trafficking measures in the individual budgets of the respective state agencies, and to foresee special budget provisions, for instance, for activities that they may outsource or for which additional non-routine resources are needed.

The attached Action Plan contains the budget source alone, rather than the exact cost of each measure. Full budget and expenditure reports are to be drafted in 2015 so to develop sustainable funding models for anti-trafficking actions, including the Special Fund created from seized assets which may be used both for the compensation of victims of trafficking and for the provision of services to trafficked persons.

ACCOUNTABILITY

Implementation

The State Committee on Combating Human Trafficking bears the overall responsibility for the anti-trafficking response, through the National Task Force on Trafficking in Persons (TIP) (comprising all anti-trafficking state and non-state stakeholders) and under the coordination of the Office of the National Anti-Trafficking Co-ordinator (consisting of the National Coordinator and the Anti-Trafficking Unit).

All state and non-state actors mentioned in the Strategy and Action Plan are, in turn, responsible for the implementation of their respective NAP activities. The regional and local government bodies will assume a crucial role in strengthening the anti-trafficking response at the local level, ensuring the availability of support and assistance measures foreseen in this NAP (through regional planning and action plans on TIP) and by making sure that trafficked persons will, in actual fact, be identified, assisted and protected, and that they shall receive the necessary support to enable their re-integration into the Albanian society. The process of implementation will be oriented toward accomplishing the strategic goals, objectives and activities set forth in this document.

Monitoring and Evaluation

It is a declared priority of the present strategy to enhance accountability by introducing a system for monitoring the implementation of the Anti-trafficking Strategy and Action Plan. Concrete measures to monitor the implementation of standards and procedures on the treatment of trafficked persons on the one hand, and on the overall strategy/NAP on the other form an integral part of this strategy/NAP. An existing monitoring system will help keep the implementation on track and is also a precondition for regular assessments, (self-) evaluations and for the review of the anti-trafficking response.

Responsibility for monitoring the implementation of this National Strategy and Action Plan for the Fight against Trafficking in Human Beings lies with the State Committee for Combating Trafficking in Human Beings through the Office of the National Co-ordinator, and with the involvement of the TIP National Task Force.

A plan for the monitoring and evaluation of the Strategy and the Action Plan will be drafted by the Office of the National Coordinator (ONAC), with the support of the TIP National Task Force, and with due consideration to the existing guidelines for the monitoring of cross-cutting strategies¹⁹. The monitoring process will be based upon output/outcome indicators (as per NAP), against a baseline set by the TIP National Task Force, based on the planned nation-wide situation assessment. The Task Force will draft the terms of reference for the monitoring of the Strategy. The Office of the National Co-ordinator will draft annual reports having gathered information from state and non-state structures operating in the anti-trafficking sector.

According to the Strategy, all state or non-state actors that have obligations/tasks to fulfil, will report quarterly to the ONAC on their performance for the implementation of the NAP, based on their individual work plans and monitoring plans (covering all activities of that Ministry/Agency, including performance indicators), in line with agreed monitoring templates.

¹⁹ See PM's Order No. 137, dated 1.7.2010 "On the Implementation of the Monitoring Process of the Sectoral and Cross-cutting Strategies".

In addition, there will also be an evaluation of the implementation of the Strategy/NAP by way of an independent assessor/evaluator and/or by conducting a self-evaluation (TIP National Task Force).

Review of Strategy

The Strategy will last until and including 2017, and it will be reviewed by the end of 2017 so as to determine its success by measuring progress vis-à-vis its envisaged strategic goals and specific objectives. A revised Strategy/NAP will be prepared based on the findings of the review.

6. Annex: Legal and Regulatory Framework

Legal acts

- Law no. 7895, dated 27.01.1995 "On the Criminal Code of the Republic of Albania"
- Law no. 8920, dated 11.7.2002 "On the ratification of the United Nations Convention against Transnational Organized Crime and its two supplementing protocols"
- Law no. 9188, dated 12.02.2004, additions to the Criminal Code have introduced the criminal offence of trafficking in women and trafficking in minors. The law introduces new definitions for trafficking offences in line with the Palermo Trafficking Protocol
- Law no. 9187, dated 12.02.2004 "On Amendments to the Criminal Procedure Code regarding the use of the special investigative means such as interceptions, infiltrated agents, etc., used for the investigation of organized crime including trafficking in persons"
- Law no. 9284, dated 30.9.2004 "On Preventing and Striking at Organized Crime", which provides criminal sanctions as well as the asset confiscation of the criminals
- Law no. 9355, dated 10.03.2005 "On Social Assistance and Services". By this law, the municipalities have the authority to finance NGO services with revenues from the state budget
- Law no. 9544, dated 29.05.2006 "On the ratification of the Agreement between the Council of Ministers of the Republic of Albania and the Government of the Republic of Greece, on the Protection and Assistance of Children Victims of Trafficking"
- Law no. 9642, dated 20.11.2006 "On ratification of the Council of Europe Convention 'On Action against Trafficking in Human Beings'";
- Law no. 9668, dated 18.12.06, "On Migration of Albanian Citizens for Motives of Employment". Several articles of this law deal with the prevention of trafficking in human beings and facilitate re-integration in the labor market
- Law no. 9686, dated 26.02.2007 "On Amendment to Article 298 of the Criminal code" on Assistance for Illegal Border Crossing"
- Law no. 9833, dated 22.11.2007 "On Albania's adhering to the Optional Protocol to the UN Convention on the Rights of the Child on the involvement of children in armed conflict"
- Law no. 9834, dated 22.11.2007 "On Albania's adhering to the Optional Protocol to the UN Convention on the Rights of the Child on the sale of children, child prostitution and child pornography"
- Law no. 9749, dated 04. 06. 2007 "On the State Police"
 - Law no. 9859, dated 21.01.2008 "On some Additions and Amendments to the Criminal Code, the articles added are Article 124/b, "Ill-treatment of children" which, inter alia, criminalizes the phenomenon of child exploitation for forced labour, begging, and other forced services; the paragraph that was added to Article 117 "Pornography" regarding the pornography of minors; Adding Article 128/b "Trafficking in children" which criminalizes the recruitment, hiding, taking and the sale of children;
- Law no. 10129, dated 11.5.2009 "On the Civil Status"

- Law no. 10192, dated 03.12.2009 on the Prevention of and Fight against Organized Crime and Trafficking through preventive measures against Assets
- Law no. 10173, dated 22.10.2009 "On the Protection of Witnesses and Persons collaborating with Justice (system)"
- Law no. 10347, dated 04.11.2010 "On the Protection of Children's Rights"
- Law no. 10301, dated 15.07.2010 "On the Organization and Functioning of Judicial Police (as amended by Law no. 9241, dated 10.06.2004)
- Law no. 108/2013 "On Foreigners"
- Law no. 144/2013, dated 02.05.2013 "On certain Amendments to Law no.7895, dated 27.11.1995 'On the Criminal Code of the Republic of Albania'"
 - Article 114/a of the Criminal Code (CC) on exploitation of prostitution under aggravating circumstances and article 114/b "Trafficking in Women" were abrogated by the above-mentioned law, and are, therefore, no longer in line with trafficking articles.
 - Article 110/a of the CC "Trafficking in persons" – the name was changed to "Trafficking of Adults". The amended article distinguishes internal trafficking from cross-border trafficking, therefore putting an end to the legal disputes concerning the applicability of this article for internal trafficking.
 - Addition of a new article guaranteeing the non-prosecution of victims of trafficking for their involvement in criminal activities, which they have been compelled to commit as a direct consequence of being subjected to trafficking [Article 52/a Paragraph (II)].
 - Addition of article 110/b of the CC on "Benefiting from or the use of services provided by trafficked persons" – Benefiting from or the use of services provided by trafficked persons or of services that are subject to exploitation from trafficking by having knowledge of the fact that the person is trafficked, is punishable by imprisonment between 2 to 5 years.
 - Addition of article 110/c of the CC on "Actions facilitating trafficking" stipulating that the forgery, possession or provision of identity cards, passports, visas or other travel documents, or their retaining, removal, hiding, damaging or destruction in order to enable trafficking of persons over 18 years of age but without being aware of this fact shall constitute a criminal offence and shall be punishable by two to five years' imprisonment.
- Law no. 143/2013 of May 2013 "On Amendments to the Law no. 10039 dated 22.12.2008 'On Legal Aid'" regulating and facilitating the granting of free legal aid to victims of domestic violence and victims of trafficking.
- Law no. 103/2014 "On the Adoption of the National Security Strategy of the Republic of Albania"

Sub-legal acts

- Council of Ministers' Decision no. 171, dated 11.02.2005 "On the Approval of the National Strategy against Trafficking in Children and the Protection of Child Victims of Trafficking"
- Council of Ministers' Decision no. 564 dated 12.08.2005 "On Licensing Social Service Providers"
- Council of Ministers Order no. 25, dated 22.02.2005 "On the Approval of the 2005-2007 Plan of Action in compliance with the National Strategy for the Fight Against Trafficking in Human Beings"
- Council of Ministers' Order no. 203, dated 19.12.2005 "On the Functioning of the Anti trafficking Unit"
- The Minister of Interior's Order no. 282 dated 13. 02. 2006 "On Installation of a Toll-free Phone Number for Denouncing Corruption and the Procedures for Carrying out this Activity in the structures of the Ministry of Interior for the Directorate of Internal Control"
- Ministry of Education and Science Instruction no. 6, dated 29.03.2006 "On the Registration of Roma children at school who do not have birth certificates"

- Prime Minister's Order no. 139, dated 19.06.2006 "On the Establishment of Regional Anti-trafficking Committees"
- Joint Order no. 1192, dated 19.05.2006 of the Minister of Interior, Minister of Foreign Affairs and Minister of Labour, Social Affairs and Equal Opportunities "On the Establishment of Responsible Authority for the National Referral Mechanism"
- Memorandum of Understanding of the Joint Technical Team, 20.09.2006 "On Children's Rights" between representatives of state institutions (Ministry of Interior, MoLSAEO, Ministry of Education and Science and the Ombudsman), NGOs and donors committed to the protection and respect of children's rights
- Decision no. 632 of the Council of Ministers dated 18.9.2003 "On the Employment Promotion Program of unemployed job-seeking Women"
- Order no. 645 dated 20.03.2006 "On Priorities of the 2006 Employment Promotion Program"
- Order no. 782, dated 04.04.2006 "On Tariffs of Vocational Training System";
- According to this Order, certain groups of people, including trafficked women and girls, are exempt from paying registration tariffs to attend vocational training courses for unemployed jobseekers registered in employment offices
- Order no. 714, dated 03.11.2006 of the General Director of Police "On Procedures to be followed for Albanian and foreign citizens returned from other countries".
- The Order outlines the duties of Border and Migration Police officers and staff of the Sector for the Fight against Illegal Trafficking in handling returned persons who are identified as victims of trafficking, and the measures to be taken thereafter
- Council of Ministers' Decision no. 195, dated 11.04.2007, "On the Adoption of Social Services Standards for Trafficking Victims or Persons at Risk of Trafficking in Residential Care"
- Order no. 871, dated 27.12.2007 of the General Directorate of Police "On the Procedures to be followed when interviewing foreign and Albanian nationals returned from other countries"
- Order no. 865, dated 26.12.2007 of the General Directorate of Police "On entering data on the database for victims of trafficking"
- Memorandum of Understanding dated 15.6.2012 on the Functioning of the National Referral Mechanism for Victims of Trafficking and Potential Victims of Trafficking between the Ministry of Interior, the Ministry of Foreign Affairs, the Ministry of Education and Science, the Ministry of Labour, Social Affairs and Equal Opportunities, the Office of the Prosecutor General, the International Organization for Migration (IOM), Tirana, international organization "World Vision", non-for-profit organization Arsis, non-for-profit organisation Different and Equal, the National Reception Centre for Victims of Trafficking, non-for-profit organization Psycho-Social Centre "Vatra", Vlorë, non-for-profit organization "Another Vision", Elbasan.
- Order no. 179, dated 19.6.2014 "On the Establishment of the State Committee against Trafficking in Persons"
- Joint Instruction no. 3799, dated 8.7.2014 "On the Establishment of the Responsible Authority for the Identification, Referral, Protection and Re-integration of Victims of Trafficking".

ALBANIAN NATIONAL ACTION PLAN FOR THE FIGHT AGAINST TRAFFICKING AGAINST HUMAN BEINGS

OPERATIONAL FRAMEWORK 2014-2017

PROSECUTION

1. STRATEGIC AIM:

Increase number of successful criminal cases (investigations, prosecutions, convictions for all forms of human trafficking) through fair and victim-sensitive investigations and court procedures that guarantee the rights of VoTs.

Indicators: Number of criminal cases (arrests, prosecutions, convictions) by form of exploitation; percent of arrests that lead to convictions; percentage of victims appearing as witnesses.

Target: Increase number of criminal cases by 30 %

1. (a) SPECIFIC OBJECTIVE

Increase in number of pro-active investigations and pro-active identifications of victims of trafficking both domestically and externally (abroad) (including. financial and money laundering investigations)

Indicators: Number of potential victims of trafficking and victims of trafficking identified, number of criminal cases and number/per cent of anti-trafficking prosecutions initiated based on the evidence gathered from pro-active investigations; number and percent of convictions based on pro-active evidence.

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency) first)	Timeline	Output Indicators/ Targets	Resources
1.(a).1	Continuous training on proactive investigation techniques , for anti-trafficking police officers and prosecutors	Prosecution Office, State Police, Police Academy, School of Magistrates, IOs, NGOs	Continuously	Indicators: Number of law enforcement officers professionally trained on the application of intelligence-led investigation techniques Target: at least one police officer in each Regional Police Directorate is familiar with pro-active investigation techniques Number of joint trainings and trainees	Prosecution Office ASP School of Magistrates

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency) first)	Timeline	Output Indicators/ Targets	Resources
1.(a).2.	Ensure training on low-level intelligence gathering for police (at generalist level) as part of entry level and refresher training courses Continuous training of NIS officers on information gathering	Police Academy	Continuously	Number and per cent of police officers that are trained in low level intelligence gathering for THB cases	ASP
1.(a).3	Continue exchange of experience with foreign law enforcement agencies, through trainings, study tours, participation in regional /international projects etc. Exchange of experience of NIS officers with partner services through trainings, study tours, participation in regional /international projects etc.	State Police/Mol, General Prosecution Office (GPO) NIS	Continuously	Indicators: Number of persons benefiting from trainings, seminars, workshops, study tours and regional/ international activities	State Police/ Mol, GPO, through TAIEX, EUROPOL, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency) first)	Timeline	Output Indicators/Targets	Resources
1.(a).4	Enhance utilization of financial investigations in anti- trafficking investigations (money laundering, as well as confiscation, freezing and seizure of assets), cooperation with NIS	Ministry of Finance/ General Directorate against Money Laundering, GPO, ASP/Anti- economic Crime Directorate, Customs, NIS	Ongoing	Number and percent of anti-trafficking cases including financial investigations; Number/ quantity of assets confiscated and frozen; number of convictions for money laundering	Ministry of Finance, DML, GPO, ASP, NIS

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(a).4.1.	Strengthen cooperation on anti- trafficking financial investigations between the Financial Intelligence Unit, the GPO, and the ASP Economic Crimes Unit through development of SOPs and joint trainings. NIS contribution in preliminary information on THB-related offences so as to assist prosecution.	Ministry of Finance in cooperation with the GPO, ASP/ Anti-economic Crime Directorate NIS	First half of 2015	Existence of SOPs Training sessions organised Regular meetings held	Ministry of Finance GPASP NIS
1.(a).5	Strengthen cooperation between Police, the State Labour Inspectorate (SLI) and the Tax Department SEE ALSO UNDER PROTECTION 1. (d). 4	ASP, SLI, MoF with OSCE support	2014 - 2015	Regular meetings Trainings held, personnel trained	ASP, SLI, MOF, OSCE

1.(b) SPECIFIC OBJECTIVE:

Ensure compliance of national legal and regulatory framework on human trafficking in all its forms with European and international standards and practices (European Union, Council of Europe, United Nations) by amending legislation as necessary and enforcing their implementation.

Indicators: number and per cent of anti-trafficking investigators, prosecutors and judges that are familiar with trafficking, smuggling, labour exploitation, internal trafficking, and can describe them; number of convictions for trafficking for forced labour;

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(b).1	Ensure respect of the non-punishment clause for trafficked persons: Amendment of Article 52/a of the Criminal Code to comply with the CoE Convention's Non- Punishment Clause for VoTs Issuing implementation guidelines to investigators, prosecutors and judges	ASP, GOP, Serious Crime Court ONAC, ASP, GOP, MoJ, partners	2015	Indicators: Article 52/a amended; Entry into force of amended article Number of reported cases of PVoTs and VoTs re-victimised, detained, prosecuted or charged	Administrative costs
1.(b).2	Amendment of Article 128/b on trafficking in minors to explicitly cover internal trafficking.	ONAC, Ministry of Justice, ASP, GOP, partners	2015	Indicators: Article amended; Entry into force of amended article	Administrative costs

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(b).3	Amendment of Criminal Procedures Code to guarantee access to justice and protection of the rights of VoTs/ PVoTs in criminal proceedings.	ONAC, MoJ, ASP, GOP, partners	2015	Indicator: Amended legislation foresees: Free legal counselling for victims, VoTs as party in criminal proceedings the presence of a social worker/ psychologist for interviewing VoTs/ PVoTs during investigation and trial Obligation of law enforcement to inform the VoT of his/her rights at the earliest possible stage investigations. Number of VoTs who receive free legal counselling Number of VoT interviews with/ without presence of social worker/ psychologist	Administrative costs

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(b).4	Amending the Criminal Procedure Code to ensure victim compensation	ONAC, GPO, MoJ, partner organizations	2015	Criminal Procedure Code amended, entry into force of amended legislation, number of compensation orders	Administrative costs
1.(b).5	Amendment of Article 114 (2) of Criminal Code concerning exploitation of minors for prostitution to ensure harmonization with CoE Convention on Human Trafficking	ONAC, MoJ, ASP, partners	2015	Indicators: Abrogation of paragraph 2 in Article 114 of CC. Article 114/2 enforced.	Administrative costs
1.(b).6	Amendment of the Law on State Police to ensure protection of potential victims of trafficking and victims of trafficking.	Ministry of Justice, ASP, ONAC	2014	State Police Law amended. Law on State Police foresees entitlement to protection for VoTs and PVoTs by defining them as persons who enjoy the right to physical protection.	Administrative costs

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(b).7	Issuing instructions to police officers of the illegal trafficking sections, prosecutors and judges on the above-mentioned legal amendments and in particular the difference between trafficking in persons vs smuggling, trafficking for labour exploitation vs smuggling and illegal work, and between internal and cross-border trafficking. Training the trainers of police officers working at the illegal trafficking sections by the Prosecutors of the Serious Crime Prosecution and GPO; Training the trainers of police officers working at the illegal trafficking sections by ASP officers.	General Prosecutor's Office, ASP, Supreme Court of Justice, and ONAC	End of 2015	Guidelines/instructions developed and distributed Organising a two-day internal training; number of ASP officers trained per trainer; and the number of ASP officers trained	Administrative costs GPO, ASP, ONAC

1. (c) SPECIFIC OBJECTIVE:

Enhance professional skills and capacities of police and prosecutors to improve cooperation and coordination between police and prosecution, resulting in improved anti-trafficking investigations

Indicators: number of full-time and qualified anti-human trafficking police officers (male/female) at central and regional levels, staff turnover/retention of anti-trafficking officers, number of trained anti-trafficking prosecutors and Serious Crime Court Judges; Number and quality of investigation files developed by the Judicial Police Officers (JPOs); Nr. of convictions vs. nr of prosecutions vs. number of arrests, in absolute numbers and in per cent;

Target: Improvement of the quality of acts developed by Judicial Police Officers (JPOs). By mid 2015, an increase in the number and quality of investigation files, successful prosecutions and convictions, and a higher number of arrests resulting in prosecutions and convictions.

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(c).1	Ensure the professionalism and capacity of the Anti- Trafficking Sector at central and at regional level by way of sufficient and qualified/trained staff, and an increased number of qualified female police officers	ASP General Directorate Police Academy with ASP Anti-Trafficking Sector, GPO with international partners	Continuous	Indicators: No of specialized and full time police officers dealing with human trafficking at central level and at regional level Target: At least one trained female anti-trafficking police officer is assigned to each regional anti-trafficking unit and major border crossing points	ASP
1.(c).2	Provide necessary equipment to anti-trafficking police units	ASP Directorate General, partners	Continuously	Necessary equipment is available	ASP, partners
1.(c).3	Ensure close co- operation and regular coordination and information sharing between anti-trafficking sectors as well as minors protection and domestic violence sections through the establishment of routine meetings (on certain days)	ASP	Continuously	Minutes of routine meetings Number of THB cases initiated through the Sections on Minors Protection and Domestic Violence	ASP
1.(c).4	Implement police recruitment policies to secure the retention of specialized anti- trafficking police officers for at least three years.	ASP General Directorate	Continuously	Personnel records show an average staff retention in central and specialized anti-trafficking police units of at least 3 years	ASP

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(c).5	Continue basic awareness training for all future prosecutors and judges and regular specialized joint training for anti-trafficking police, prosecutors and Serious Crime Court Judges	School of Magistrates, GPO, Police Academy, with partners	Continuously	No of entry level trainees (per annum) Number of joint training sessions (per annum), participant breakdown	School of Magistrates, GPO, Police Academy, with partners
1.(c).6	Foster the implementation of standard operating procedures for the entire anti-trafficking investigation process through training sessions and monitoring	General Prosecutor's Office (GPO), ASP	Ongoing	No of trainings in SOPs, Template and quality standards for investigative file Number of Monitoring Reports and percent of relevant actors who know and implement the SOPs	GPO ASP

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(c).7	Review the special anti-trafficking investigation manual/toolkit for judicial police officers (JPOs) and specialized police units and dissemination the updated version to the Judicial Police Officers and other specialized police units Prepare updates at regular intervals Internal JPO Training on best investigation practices	General Prosecution Office, ASP	By 2014 2016 Continuously	Availability of updated manual Launch/ information meetings held No of judicial police officers and other specialized police units that are familiar with contents of the updated manual and implement it Next update prepared in 2016 No of training sessions organised Number of trained staff	Administrative costs
1.(c).8	Conduct continuous trainings regarding implementation of CPC requirements for development of investigation files (acts) and gathering of evidence by JPOs	GPO, Police Academy	Continuously	Indicator: Number of acts in compliance with SOPs and CPC provisions or requirements developed and referred by JPOs. No and percentage of trained JPOs	Administrative costs

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(c).9	Coordination of actions between JPOs – Serious Crimes Prosecutors and between District Prosecutors – Serious Crimes Prosecutors	General Prosecution Office (GPO), Serious Crimes Prosecution (SCP)	Continuously	Number of cases referred by District Prosecution Offices to the SCP Office. Regular meetings held	Administrative costs

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(c).10	Improve the Database on PVoTs and VoTs in view of data analysis and reporting	ONAC	30 days from the adoption of the Anti-trafficking Action Plan	The improvement work is conducted Review with recommendations for system improvement disseminated for information and action	ONAC
1.(c).11	Maintaining a unified data system on criminal cases of trafficking (to track all criminal cases through prosecution, conviction and sentencing, to be used jointly by prosecution and police (the latter shall have limited access))	MoJ, GPO Albanian State Police	2015	Operational database on criminal cases is available for prosecutors and specialized police Availability of reports	MoJ, GPO, ASP

1. (d) SPECIFIC OBJECTIVE:

Improve cooperation and co-ordination between police, the General Prosecutor's Office and criminal justice institutions and create a unified information and data management and reporting system

Indicators: Existence of joint inter-agency statistical and assessment reports, including number of investigations, prosecutions and convictions

Target: Improved cooperation between police, prosecutors and courts in the sharing, compilation, and analysis of arrest, prosecution and conviction data, and in joint assessment of data; Interagency statistics for sustainable arrests, prosecutions, convictions, sentences and appeals in trafficking cases, including data on number, gender, age, nationality and status of victims available

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Time-line	Output Indicators/Targets	Resources
1.(d).1	Establishment of the Task Force for the Integrated Analysis of Closed Cases of Human Trafficking to guarantee a multi-institutional approach for a detailed examination and a qualitative improvement of anti-trafficking response.	ONAC ASP, SCPO, First Instance Serious Crime Court, partners	Last quarter of 2014	Indicators: Established Task Force No of meetings Task Force Meeting Reports including recommendations	Administrative costs

No.	Activities and Sub-- Activities	Responsible agencies (Lead Agency first)	Time-line	Output Indicators/Targets	Resources
1.(d).1.1.	Conducting an integrated analysis of closed cases of human trafficking	Task Force, Advisory Group of the Task Force	Up until mid 2015	<p>A drafted and adopted document with terms of reference (ToR) ONAC, SCPO, ASP, MoJ, GOP</p> <p>A drafted and adopted document with the matrix of the examination of cases by the Case Examination Group, as per Terms of References</p> <p>12 examined cases and reports, prepared, adopted and disseminated (one case analysis per calendar month) up until mid 2015.</p>	Administrative costs and contribution of experts from PAMECA, ICITAP
1.(d).2.	Develop and maintain the unified statistical data and information management system among police, prosecutors and criminal justice institutions, for collecting, analyzing and disseminating unified statistical data among all actors based on agreed definitions, including arrests, prosecutions, convictions, and sentences and issuing quarterly reports	Inter-Agency Working Group under the leadership of the Ministry of Justice, GPO, ASP, ONAC, Civil society	By end 2015	Indicators: Existence of quarterly inter-agency unified statistical data and analytical reports	

1. (e) SPECIFIC OBJECTIVE:

Improvement of bilateral, regional and international legal, judicial and law enforcement cooperation in the fight against THB

Indicators: No of extraditions; no of successful/unsuccessful requests for mutual legal assistance, no of new protocols on police co-operation, no of joint operations, no of arrests and prosecutions resulting from cross-border or international cooperation

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(e).1	Foster the implementation of protocols of the Council of Europe Convention on mutual legal assistance and extraditions and monitor their implementation Draft new Protocols as necessary	Ministry of Justice, GPO	Continuously	Indicators: Monitoring reports	MoJ, GPO
1.(e).2.	Strengthen bilateral and international law enforcement co-operation on THB (prevention of THB, the trans-national victim identification, referral and protection and prosecution) and in particular the cooperation on various categories of accompanied or unaccompanied children (potential victims of trafficking, victims of trafficking, children at high risk, migrant children with false documents, or undocumented) SEE ALSO PROTECTION	ASP/Mol, MoFA involving Albanian NGOs and partner state- and non-state actors in destination countries	Ongoing	Number of regular meetings and joint exercises held Existence of contact roster Existence on trans-national prosecution, and on standards and SOPs for the identification, referral and protection/assistance to PVoTs and VoTs Existence of special agreements and SOPs regarding children	ASP or Mol, MoFA (involving Albanian NGOs and partner state- and non-state actors in destination countries)

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(e).2.1	Conclude and/or implement Agreements/ Protocols on data exchange and common investigations with Montenegro, Greece, Kosovo, Macedonia and Serbia, Italy, UK and other EU countries as necessary. hold regular meetings and joint exercises.	ASP/Mol, MoFA	2015	Agreements/Protocols signed with Montenegro, Greece, Kosovo, Macedonia, Serbia, Italy, UK Regular meetings and joint exercises held Target: at least one joint exercise/liaison visit organized annually with each partner country	ASP/Mol, MoFA

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(e).2.2	Continue to participate in regional/international anti-trafficking exercises of the SECI Crime Fighting Centre as well as Interpol	ASP	Ongoing	Number and frequency of joint investigation operations	ASP

1. (f) SPECIFIC OBJECTIVE:

Respecting and fostering the rights of trafficked persons (PVoTs and VoTs) and ensuring fair and non-discriminatory treatment of by law enforcement and judicial authorities

Indicators: Number of trafficked persons who report a discriminatory treatment; Number and percentage of trafficked persons having received legal counselling and legal representation

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(f).1	Conduct continuous training of key officials (police officers, prosecutors, serious crime court, judges) on sensitive treatment,	School of Magistrates, Police Academy, Serious Crime Court, ONAC,	2014	No and percentage of trained relevant officials Distribution of guidance material/ SOPs on victim-sensitive	School of Magistrates, Police Academy, Serious Crime Court, ONAC

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
	protection and assistance of victims during entire criminal proceedings (investigation, pre-trial and post-trial), on the ethical treatment of victim/witnesses in court, on SOPs for co-operation and referral between law enforcement, prosecution, the judiciary and the victim assistance services, and on the victims' right to information Monitor the implementation regularly	Court, ONAC, NGOs		treatment Regular monitoring reports Ratio of relevant officials (courts, GPO, specialized police units) and NGOs that are familiar with standards and SOPs and the victims' right to information and free legal counselling/ representation	NGOs

	<p>Introduce mandatory training for the specific standards and treatment of children, as a prerequisite for all law enforcement and criminal justice actors that come in touch with children</p> <p>Monitor their implementation more strictly</p>	MOI, ASP, MoJ	Beginning of 2015	<p>No and percentage of trained relevant officials</p> <p>Existence and distribution of guidance material/ SOPs on the treatment of children</p> <p>Ratio of relevant officials (courts, GPO, specialized police units) and NGOs that are familiar with standards and SOPs on children</p> <p>Case protocols</p>	MOI, ASP, MoJ
1.(f).2	<p>Continue to foster implementation of the guidelines on sensitive interviewing of VoT/ PVoTs and for sensitive interviewing techniques and interrogation techniques</p> <p>Foster implementation of child-specific interview guidelines</p>	<p>GPO, State Police/Police Academy, IOs/ NGOs</p> <p>ASP, SSS, GPO,</p>	Continuously	<p>Indicators: Guidelines distributed and no of actors trained;</p> <p>Ratio of relevant officials that are aware of the guidelines, and of child-specific guidelines and can describe the victim-sensitive interviewing approach</p> <p>Interview protocols</p> <p>Presence of accredited social worker/ psychologist during interview</p>	GPO, State Police/ Police Academy, IOs/NGOs
1.(f).3	Provide roster of accredited social workers/ psychologists for PVoTs /VoTs interviews, and specialists for child PVoTs and VoTs	Min of Social Welfare and Youth	End 2015	<p>Existence of roster of social workers/ psychologists;</p> <p>Existence of roster of specialists for children</p>	MoSWY
1.(f).4	<p>Allocation of a special fund for Border Police and for Police Sector for the Fight against Illegal Trafficking so as to cover the needs of victims of trafficking/potential victims of trafficking in regional police directorates and Border Police</p> <p>SEE ALSO PROTECTION</p>	ASP, Ministry of Finance, partner organisations	2015	<p>Indicators:</p> <p>Special fund available and accessible upon request</p> <p>Number of Victims of trafficking/potential victims of trafficking who benefit from the special fund</p> <p>Files of PVoTs that seek immediate assistance</p>	State Police

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(f).5	Creation of special rooms with proper conditions to conduct interviews with VoT and for their accommodation while waiting to be accommodated to a shelter/ family/other. Ensure special child- friendly facilities	MOI, State Police	By mid 2015	Availability of appropriate facilities for PVoTs and VoTs and child PVoTs and VoTs	State Police
1.(f).6	Ensure that trafficked persons (PVoTs, VoTs) receive information on their rights and the potential risks and benefits of criminal proceedings, through briefings and information material	ASP, SCP Office, ONAC, NGOs	Continuously	Indicators: Existence of information materials Number and percentage of VoTs having been informed and received the information material. Number/Percentage of VoTs that are aware of, and can describe their rights and the potential benefits/ risks related to criminal proceedings	ASP, SCP Office, ONAC, NGOs
1.(f).6	Implement the legal entitlement of victims to free legal advice and free legal representation. National Bar Association assign lawyers to ensure counselling and legal representation of VoT/PVoT Provide for the requisite funding	Legal Aid Committee	By end 2014 2015	Indicators/Target: Availability of roster of appointed lawyers for PVoTs and VoTs Legal advice and representation is budgeted for Number and percent of cases represented and counselled	Legal Aid Committee

2. STRATEGIC AIM:

Ensure compensation and legal redress of victims of trafficking

Indicators: Existence of the victim compensation fund; number and percent of victims who have received compensation, and amounts dispersed; of which cases of trafficking for labour exploitation; percentage of victims who are acquainted with the possibilities of compensation; no of automatic compensation orders issued; no of claims submitted to Court relating to compensation issues

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
2.1	To foster the implementation of Law no. 10192, of 11.11.2009 "On the prevention and fight against organized crime and trafficking through preventive measures on assets" and related sub-legal acts (Anti-Mafia Law)	MoF, Mol, State Police, Office of National Anti-Trafficking Coordinator, Ministry of Justice,	2015	Indicators: No of decisions of the Consultative Committee on the use of confiscated assets for the compensation and rehabilitation of the trafficking victims and amounts (absolute numbers and percentages of the total)	MoF
2.2.	To earmark in a percentage the Special Fund for the prevention of crime and legal education" to benefit the VoT/ PVoT, for the compensation and rehabilitation of trafficked persons and for service providers/VoT shelters working towards their rehabilitation	MoF, ONAC	2015	Indicator: Council of Minister decision on the utilization of a fixed portion of the Special Fund for the compensation and rehabilitation of PVoTs/ VoTs Target: at least 40 % of the amount is allocated for the compensation and rehabilitation of trafficking victims.	MoF
2.3.	Enforce the State Compensation Scheme for the compensation to and rehabilitation of victims of human trafficking, using both seized assets as well as government funding, and publicize the procedures for accessing it	MoF, ASP, in cooperation with GPO and MoJ, ONAC, other partners	End of 2015	Existence of State Compensation Scheme Procedures for accessing the Scheme are in place and made public Number of trafficked persons who have received compensation through this scheme	MoF
2.4.	Ensure early information to all trafficked persons about their right to compensation and how to access the compensation fund and provide free legal assistance and representation to help victims gain compensation through the Scheme	GPO, ASP, Ministry of Justice	Under way	Number and per cent of victims that have received information material and counselling on the possibilities of compensation Number of victims that have received legal assistance and representation	GPO, ASP

3. STRATEGIC AIM

Ensure the physical safety and protection of all victims and the special protection of victims appearing as witnesses in the witness protection programme

Indicators: Number of reported incidents against VoTs, No of VoTs receiving protection, Percentage of victim-witnesses who are taken care of by means of a special witness protection scheme for VoTs

Target: Increasing number/percentage of VoTs receiving protection, increasing number/percentage of VoTs under the witness protection programme

3. (a) SPECIFIC OBJECTIVE:

Ensure the physical safety and protection of all potential victims of trafficking, regardless of whether they are justice collaborators

Indicators: Number of reported incidents against PVoTs and VoTs, Number of VoTs receiving protection

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
3.(a).1	Develop and implement individual safety plans for all trafficked persons (potential VoTs)	Police in cooperation with shelters/local social workers	Beginning of 2016	Existence of individual safety plans, number and percentage of PVoTs receiving protection	ASP

3. (b) SPECIFIC OBJECTIVE

Ensure the special protection of all victims collaborating with justice in the course of criminal proceedings (pre-trial, during court and post-trial protection, including continuous risk assessment), thereby encouraging more trafficked persons to collaborate with law enforcement/judiciary

Indicators: Number of reported incidents against VoTs, Number and Percentage of victim-witnesses who receive special protection; number/percentage of victim-witnesses under the special witness protection scheme; number and percentage of victims of trafficking who are justice collaborators

Target: Increasing number/percentage of VoTs receiving protection, increasing number/percentage of VoTs under the witness protection programme

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
3.(b).1	Enhance the implementation of Law no. 10173 dated 22.10.2009 "On Protection of witnesses and justice collaborators": strengthen the Department on Protection of Witnesses and Collaborators of Justice conclude/implement Cooperation agreements for the relocation of victims/witnesses with partner structures abroad monitor the implementation of the special protection measures	GPO, ASP	Continuously	Indicator/Target: Number of relocated victims/witnesses Increase the number of victims of trafficking included in the Special Witness Protection Programme Monitoring reports	GPO, ASP

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
3.(b).2	Ensure protection of every victim appearing as witness (pre-trial, during court and post-trial protection, including continuous risk assessment) according to individual security/ protection plans and agreed protection standards	GPO, ASP – the Directorate for the Protection of Witnesses and Collaborators of Justice, Serious Crime Court, RA, NRM parties	Ongoing	Existence of protection standards and templates for individual protection plans Existence of case protocols with individual protection plans and regular risk assessments Existence of assigned focal point for Victim or witnesses to ensure all necessary measures including protection to the victim. Undertaking continuous risk assessments for all VoTs who cooperate with the justice system The number of VoTs/witnesses with protection measures	GPO, ASP
3.(b).3	Strengthen the role of the victim coordinator at the Serious Crimes Prosecution Office	SCPO, ONAC	Continuously	Number of victims of trafficking who have received assistance	SCPO

3.(b).4	Ensure security and protection of witnesses in the Serious Crime Court and other Courts, in GPO and in the Police (through guidelines, video link equipment, separate waiting areas etc.)	GPO, Serious Crime Court, ASP, SECI, Ministry of Justice, other partners.	Continuously	Technical security equipment in use and guidelines available Number of cases using these techniques Number and percent of prosecutors who are familiar with the contents of the guidelines and the Protection needs of victims of human trafficking.	GPO, SCC, ASP, MoJ, partner organizations
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4. STRATEGIC AIM

Strengthening the integrity of law enforcement officials in the fight against human trafficking and fighting corruption in their ranks

Indicators: number of dismissals, disciplinary/administrative sanctions and criminal prosecutions/convictions of police, prosecutors and other officials involved in trafficking; number of confidential information (phone calls etc.) on official complicity in trafficking registered by police, number of cases initiated upon confidential information received from the public

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
4.1	Ensure the prosecution and conviction of all police officers, judges, prosecutors and other public officials, who participate in or facilitate human trafficking	Directorate on Internal Control Service /Mol, MoJ in cooperation with the GPO	Ongoing	Number of prosecuted and convicted police officers, judges, prosecutors and other public officials	Existing
4.2.	Strengthen the Directorate on Internal Control Service to enhance the investigation of officials' complicity in human trafficking.	Mol, State Intelligence Service, Internal Control Directorate (ASP)	Ongoing	Number of successful investigations related to human trafficking performed by this Directorate	Mol

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
4.3	Implement existing legislation/regulation on the pre-assignment clearance of employees in the law enforcement structures (performance, ethical and moral integrity)	Mol, General Directorate of ASP, State Intelligence Service	Ongoing	Number of employees in the law enforcement structures assigned, promoted or dismissed subject to prior clearance (performance, ethical and moral integrity)	Existing

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
4.4.	<p>Continue to build public trust in the law enforcement actors and continue to encourage denouncement of corruption of officials:</p> <p>Continue the public campaign on zero tolerance policy on crime</p> <p>Continue the public anti-corruption hotline for reporting cases of official complicity/involvement</p> <p>Develop anonymous (internet-based) forms of reporting cases of complicity and inform public on anti-corruption actions taken and their results</p>	Mol, ONAC, General Directorate of ASP,	Ongoing	<p>Number of cases initiated on the basis of confidential information from the public</p> <p>Number of calls reporting official complicity in human trafficking and number of anonymous reports received</p> <p>Statistics on numbers of criminal prosecutions against corrupt officials made public</p>	Mol, ASP, ONAC

PROTECTION

1. STRATEGIC AIM: Ensure the early identification and referral of all minor and adult potential victims of trafficking and victims of trafficking for all exploitative purposes, and the immediate referral to appropriate assistance services, based on individual needs and in line with agreed SOPs

Indicators: number of total identifications overall, and the identification of internally trafficked persons, persons trafficked for labour exploitation purposes, as well as child trafficking in particular; average time of exploitation prior to identification, contents of case protocols (compliance with SOPs)

Target: Increase in the number of identified and assisted trafficked persons as per NRM standards and SOPs by 20 per cent annually, increase/achieve the degree of compliance with NRM standards

1. (a) SPECIFIC OBJECTIVE:

Enhancing the efficient functioning of the "National Referral Mechanism" and its outreach to the level of regions, municipalities and communes (through local coordination groups for preventative action and the identification of trafficked persons) in line with agreed standards and SOPs

Indicators: Number of potential victims of trafficking and victims of trafficking identified, referred, assisted by region/municipality/commune and by identifying actor; quality of case protocol (degree of compliance with SOPs), nr of active/functioning municipal/communal coordination groups for prevention and identification

Target:

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(a).1 same as Coop. 1.(a).2	Strengthen the capacity of Responsible Authority (RA) to fulfill its functions, mainly to coordinate and oversee the implementation of the NRM agreement and of the SOPs for the identification, referral to assistance and reintegration of trafficked persons, information management and reporting on PVoTs and VoTs (maintaining the case management database of referred PVoTs and VoTs): Provide one full time staff at the ONAC premises as RA Secretariat Define job profiles for members of the RA, and ensure inclusion of the RA related tasks in the regular job descriptions of the "mother agencies" of appointed RA focal points	ONAC, all NRM signatories, RA	By end 2014	Indicator/Target: One full time ONC staff is tasked with servicing the RA Existence of job profiles for RA signatory focal points Job descriptions for RA focal points include duties related to RA as part of their routine tasks	ONAC NRM
	Enhance the database on trafficked persons for recording, tracking and monitoring cases as well as reporting at the Responsible Authority/ONAC: <ul style="list-style-type: none"> ensure one full-time staff and technical support ensure regular reporting by all actors to the RA/ONAC according to the agreed formats 	ONAC, RA, IT	Continuously	Indicators: Full functionality of Victim Database A full-time official at ONAC Existence of analytical reports Regular data submission by all key actors according to agreed reporting format and modalities Regular (quarterly) reports are issued by the RA	MOI/ONAC staff and technical/IT support

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(a).2	Develop and implement annual NRM Work Plans in particular as regards the monitoring and review of the NRM SOPs, and hold regular NRM Group meetings	ONAC, NRM	End 2014 and end 2015 Continuously	Indicators: Existence of NRM annual work plans for 2015 and 2016 and of annual reports Number and minutes of NRM meetings	Existing
1.(a).3	Establish Municipality interdisciplinary mechanisms for prevention, identification, referral and assistance/ protection of PVoTs and VoTs ACTIVITIES SEE COORDINATION 1.(b).3	Municipalities and RATCs with the support of ONAC, RA, NRM members, and partners	By end 2015	Indicators: Existence of multi-disciplinary local-level co-ordination mechanisms on THB in entire country, including: Local coordination groups and coordination focal points Local SOPs for the identification, referral of and assistance to Potential Victims of Trafficking/Victims of Trafficking Case management system SOPs for the identification of and assistance to Potential Victims of Trafficking/ Victims of Trafficking Groups are integrated with, or work closely with, social assistance units, domestic violence/ gender groups and child protection systems/CPU	Local government, ONAC

1. (b) SPECIFIC OBJECTIVE:

Strengthen the capacities of all structures/actors involved in the prevention, identification, referral and assistance to potential victims of trafficking/victims of trafficking in accordance with the SOPs for identification and referral.

Indicators: number of persons identified and referred, quality of case protocols (degree of compliance with SOPs), number and per cent of relevant actors that are familiar with human trafficking indicators and their role in preventing/addressing it, in accordance with SOPs

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(b).1	Enhance familiarity with the standards and SOPs for the treatment of victims of trafficking and potential victims of trafficking, and with the specific SOPs for children - identification, referral, providing (reintegration) assistance and monitoring the reintegration process	ONAC, RA and NRM members, NGO/IO and partners	Continuously	Number and percentage of relevant actors trained, number and percentage of those who are familiar with the SOPs and quality standards of service	ONAC with the support of partners
1.(b).1.1	Draft agency-specific instructions and guidelines on the agency's duties in relation to the implementation of the SOPs for the treatment of PVoTs and VoTs and disseminate them	All NRM signatories, ONAC	End 2015	Existence of agency-specific instructions/ guidelines Number and percentage of stakeholders that are familiar with the instructions, the SOPs and their obligation as part of the NRM	NRM signatories and ONAC
1.(b).1.2	Offer (re-)training to all members of the Responsible Authority and NRM Group Members and establish a continuous training programme on the SOPs; and provision of copies of SOPs (tailored to individual actors)	ONAC, RA, Magistrates School, Diplomatic Academy, Police Academy, NGO, IO and international partners.	Continuous	Indicator: Existence of training modules tailored to individual actors and annual training plans Number of trainees (by agency/organization) SOPs for individual actors distributed; Percentage of relevant actors in possession of a copy of the SOPs	ONAC, Magistrates School, Diplomatic Academy, Police Academy and partners
1.(b).1.3	Train all regional and local stakeholders who offer services and are in contact with vulnerable groups on human trafficking and the SOPs, through joint multi-stakeholder trainings (in particular Regional Social Services, State Police, Child Protection and Domestic Violence Units, etc.) 1. Training of trainers in RATCs 2. RATCs to train local groups	ONAC, RA, RATCs NGO, IO and international partners.	2014 - 2016	Indicators: 1. Number of Train the Trainers seminars, and number of trained regional (RATC technical coordinators) trainers 2. Number of trainings for municipal/ commune actors, number of actors trained (by agency)	ONAC, RATC, partners

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(b).1.4.	Enable an exchange of experiences among service providers in various districts and regions	RATCs, ONAC, NRM	2015 -2017	Regular meeting of local groups/actors at regional level	NRM, RATC

1. (c) SPECIFIC OBJECTIVE: Foster the implementation of SOPs for the Identification and Referral of potential victims of trafficking and victims of trafficking through monitoring and ensure their relevance through the review of standards and SOPs

Indicators: Content of case protocols (degree of compliance with SOPs)

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(c).1	<p>Design and implement a monitoring mechanism to ensure the consistent application of the standards and SOPs at least biannual inspections/field visits by an independent entity in accordance with agreed monitoring indicators of the SOPs</p> <ol style="list-style-type: none"> 1. Identify independent monitoring/evaluation team 2. Continuous reporting as per agreed monitoring template 3. Establish guidelines on the monitoring methodology (in line with the Law no. 10433, dated 16.6.2011 "On Inspections in the Republic of Albania") 4. Train the monitoring team on THB and SOPs 5. Conduct field trips/ inspections, at least biannually 6. Reports and recommendations distributed to NRM members/stakeholders for information and action 	ONAC, RA, NRM, NRM Task Force, Line Ministries (Departments for Inspections)	<p>By end 2014</p> <p>Spring 2015</p> <p>End of 2015</p>	<p>Monitoring mechanism agreed including monitoring template</p> <p>Monitoring team identified, guidelines, inspection protocols and schedule established, and monitoring team trained within 3 months of Anti-trafficking Action Plan approval.</p> <p>1 inspection held and monitoring data received; first monitoring report approved and distributed to NRM participating members for information and action</p> <p>2 inspections conducted, monitoring report issued within one year of Anti-trafficking Action Plan approval</p>	NRM Task Force, Line Ministries

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(c).2	Design and implement a review mechanism to ensure the relevance of the NRM standards and SOPs, i.e. whether they are still adequate to achieve the aims of the NRM agreement, and to revise the SOPs when and as deemed necessary <ul style="list-style-type: none"> Identify review team and agree on Terms of Reference (ToRs) for review Conduct review, based on monitoring reports and additional review missions, if necessary Issue first review report, including recommendations for revisions of the NRM agreement and SOPs if necessary 	ONAC and NRM groups, signatories with assistance of the international community	Beginning of 2015 By mid 2015 2nd half of 2016	Indicators: Review team identified and trained Existence of agreed ToRs for the review First review, including recommendations for revision of the NRM and its SOPs, completed and adopted by NRM group by mid 2015 A further review conducted in the second half of 2016	ONATC, ASP, NRM NGOs, the assistance of the international community (IC)
	Revise the NRM standards and SOPs on the basis of the review Establish revision group Endorse revised SOPs and disseminate them, train all actors	ONAC, RA, NRM	By end of 2016	Existence of revised NRM SOPs	NRM, ONAC

1. (d) SPECIFIC OBJECTIVE:

Increase the early identification and referral of all victims of trafficking and potential victims of trafficking and for all forms of exploitation within the country, at the border, abroad, as well as increase the self-identification of trafficked persons

Target: Annual increase of identifications of victims of trafficking and potential victims of trafficking by 20%

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(d).1	Increase pro-active identifications of potential victims of trafficking and victim of trafficking in the country	ONAC, ASP, RATC, NRM signatories IOs, NGOs	Continuously	Indicators: Number and percent of trafficked persons identified by mobile units and by municipal/communal coordination groups Target: Number of identified PVoTs and VoTs to increase by 20% per annum	Existing, partner organisations

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(d).1.1	<p>Expand outreach work according to the mobile unit model:</p> <ol style="list-style-type: none"> 1. Settle the status of, and the roles and responsibilities of Mobile Units (MUs), and their coordination with the NRM and all relevant stakeholders, especially with the State Social Service and the State Police 2. Develop standards of service of mobile units in identifying and referring VoTs and PVoTs 3. Identify, train and equip 3 new mobile units 4. Develop an assessment tool to evaluate Mobile Team effectiveness and carry out regular reviews 5. Ensure sustainability of mobile units, by way of securing funds 	NRM Task Force, NGOs, IOs	<p>By mid 2014</p> <p>By mid 2015</p>	<p>Indicators:</p> <p>Three additional mobile units operational</p> <p>Status and role of MUs are clarified</p> <p>Memorandum of Understanding between ASP in regional level and MUs is approved</p> <p>Existence of ToRs and standards of service for MUs, as well as job profiles/ descriptions for MU members</p> <p>Evaluation of MUs as per agreed assessment tool takes place</p> <p>First review within a year of approval of the Anti-trafficking NAP</p> <p>Financing Secured for next years</p>	ASP, MoSWY, partners
1.(d).1.2	Foster identifications through the municipal/ communal coordination structures	ONAC, RATCs, NRM Task Force, NGOs, IOs and partners	By end 2015	<p>Existence of municipal/ communal groups with local SOPs, and child specific SOPs</p> <p>Number of identifications through the municipal structures</p>	Existing and partners
1.(d).2	<p>Increase pro-active identifications of Albanian potential victims of trafficking and victims of trafficking abroad and their voluntary return to Albania in line with SOPs</p> <p>Take special measures with regard to children</p>	MFA/Diplomatic staff, ASP/ Liaison Officers	Continuously	<p>Number of identifications from outside the country (and in per cent of all)</p> <p>Number and percentage of Albanian PVoTs and VoTs abroad assisted according to agreed trans-border SOPs, including pre-return notification, risk assessment, return plans, etc.</p>	MFA, ASP

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(d).2.2.	<p>Albanian diplomatic staff abroad will provide counselling, information materials and advice, as well as concrete assistance to Albanian nationals (potential victims of trafficking) abroad.</p> <p>Necessary Activities:</p> <ol style="list-style-type: none"> 1. Inclusion of duties emanating from the implementation of the NRM in job descriptions of consular staff 2. Draft guidelines in the implementation of the SOPs for the identification and referral of PVoTs and VoTs abroad 3. Include anti-trafficking awareness raising module into the curricula of the Diplomatic Academy and distribute guidelines on the SOPs for victim identification for consular staff 4. Ensure dissemination of up-to-date information material for Albanians abroad by diplomatic staff 5. Maintain active contact with Albanians, Albanian Associations and NGOs and other actors in contact with Albanians and PVoTs in destination countries 	<p>MFA, ONAC, ASP, NGOs, IOs and international partners</p> <p>MFA</p> <p>MFA</p> <p>MFA/Diplomatic Academy</p> <p>MFA/Consular staff</p>	<p>Continuously</p> <p>Continuously</p> <p>By mid 2015</p>	<p>Job descriptions of diplomatic staff contain their functions in implementing the NRM as per SOPs</p> <p>Number of trainings and trainees</p> <p>Existence of implementation guidelines</p> <p>Regular training for diplomatic staff held and written guidelines made available</p> <p>Number and percentage of diplomatic staff who are familiar with THB and their roles, according to the NRM SOPs, and who possess guidelines</p> <p>Diplomatic Academy Curriculum includes anti-trafficking module</p>	MFA

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(d).2.3	<p>Intensify bilateral and international cooperation on identification, referral and protection of, and assistance to PVoTs and VoTs, conclude/ implement agreements with neighbouring countries and other key destination countries (Greece, Macedonia Kosovo, Montenegro, France, England and Italy), focusing on:</p> <ul style="list-style-type: none"> Regular meetings and information exchange and resolving concrete cases Agree on transnational SOPs and implementation guidelines <p>SEE ALSO UNDER REINTEGRATION</p>	Mol, ONAC, Responsible Authority, NRM, MFA, and international Partners	Continuously	<p>Existence of contact roster of focal points</p> <p>Regular meetings held</p> <p>Existence of agreed SOPs and implementation guidelines on trans-national referral and protection of trafficked persons, and of children in particular, with key countries</p>	Mol, ASP, MFA, partners
1.(d).2.4	Negotiate/implement special agreements on the trans-border cooperation on children (migrant children, unaccompanied, children in constant movement, potential victims of trafficking and victims of trafficking)	Mol, ONAC, Responsible Authority, NRM, MFA, and international Partners	2015	Development of special cooperation arrangements, and specific SOPs on the treatment of children on the move	Mol, ASP, MFA, partners
1.(d).4	Increase the identifications of labour exploitation cases	RA, NRM Task Force	Continuously	Number and percentage of identified victims of trafficking for labour exploitation	Existing, partners
1.(d).4.1.	<p>Increase the awareness of labour inspectors about their role to identify trafficking for labour exploitation, by:</p> <ol style="list-style-type: none"> 1. Workshops with labour inspectors 2. Development of Guidelines on the inspection of labour exploitation, to be included in the inspection documentation 	State Labour and Social Services Inspectorate (SLSSI) with the support of the OSCE Presence in Albania	2014	<p>Workshops held, number of trainees,</p> <p>Guidelines are included in Labour Inspection documentation</p> <p>Number and percentage of labour inspectors who are familiar with THB and whose tasks include preventing THB and identifying trafficked persons</p>	SLSSI, OSCE PiA

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(d).4.2.	<p>Improve the cooperation between the State Labour and Social Services Inspectorate and the Police to enhance the identification of cases of trafficking for labour exploitation, by:</p> <ol style="list-style-type: none"> 1. Concluding a Memorandum of Understanding between the Police and SLSSI on the establishment of joint teams 2. Conducting joint operations, based on a schedule of actions in accordance with the Agreement. 	ASP, ONAC, SLSSI with OSCE PiA	End of 2014 – beginning of 2015	<p>MoU concluded by the end of 2014</p> <p>Existence of a schedule of actions, and number of joint inspections carried out</p> <p>Number of labour exploitation cases identified on account of these joint inspections</p>	ONAC, ASP, SLSSI, OSCE
1.(d).5.	Improve the identification of foreign PVoTs and VoTs among irregular migrants in/transiting through the territory of Albania, by trainings for the Border and Migration Police on screening irregular migrants, in accordance with SOPs approach.	Mol, Border and Migration Police, ASP, ONAC with partners		<p>Border Police training on THB contains modules on screening of irregular migrants</p> <p>Number and percentage of border and migration police officers who can name the difference between smuggling and trafficking</p> <p>Number of foreign PVoTs and VoTs identified</p>	Mol, ONAC, ASP, partners
1.(d).6.	Increase prevention and identification at borders by enhancing border staff capacities to identify at-risk persons and VoTs/ PVoTs (adults and children – accompanied or un-accompanied), in line with the SOPs for identification		2014 onwards	<p>Number of PVoTs and VoTs identified at the borders (including green borders, and during in-land controls)</p> <p>Quality of case protocols (degree of compliance with SOPs)</p> <p>Target: Number of identified PVoTs and VoTs to increase by 100% by the end of the academic year</p>	Mol, ASP

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(d).6.1	<p>Implement recurrent trainings for border and migration police on:</p> <p>THB in all current forms, including the new forms of THB as a consequence of visa liberalisation</p> <p>Border police role and actions to be taken in regard to prevention and in the identification of PVoTs and VoTs in line with the SOPs</p> <p>Sensitive interview techniques, and specific SOPs on children, i.e. the special obligations towards children (see section on children)</p> <p>Ensure availability of reference copies of the Guidelines for SOP implementation at all BCPs</p> <p>Mainstream THB training into entry-level and mid-career training for border and migration police</p>	<p>Border Police, ASP, ONAC</p> <p>Mol/Police Academy</p>	October 2015 onwards	<p>Indicators:</p> <p>Number of Border staff trained,</p> <p>Number of BCPs where SOP Guidelines are available</p> <p>Number and percentage of border police who are familiar with trafficking, the difference between smuggling and trafficking, and number and percentage of Border and Migration police officers who can describe their role in prevention and the SOPs for the early identification of VoTs/PVoTs</p> <p>Number of border police who know the special SOPs on children</p> <p>Training is integral part of entry-level and refresher training for border police</p>	Mol, ASP, ONAC, partners
1.(d).6.2	<p>Ensure the presence of a female police officer and a female social worker during the identification of a VoT/PVoT (adults and children) in BCPs; and adequate and child-friendly facilities for conducting the initial and formal interviews and for waiting for referral.</p>	Border and Migration Police, ASP	2015 onward	<p>Indicators: Number of BCPs with permanent presence of female police officers and a female social worker</p> <p>Availability of adequate and child-friendly interview/ waiting rooms</p> <p>Target fully achieved by 2015</p>	ASP

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(d).6.3	Provide information/training to border and migration staff on the new THB forms as a consequence of visa liberalization and measures to foster pro-active identification of potential victims of trafficking, victims of trafficking; including the distribution of information leaflets on THB and available help	Border and Migration Police, ASP, MoSWY, SSS, ONAC	End of 2014	Information/training included in regular THB training for border staff; number of training sessions/trainees Percentage of border staff aware of the new modi operandi and how to prevent/detect THB cases Number of identified Potential victims of trafficking/victims of trafficking cases, number of information materials distributed Target: Availability of information material at all BCPs	ASP, MoSWY, ONAC, SSS
1.(d).6.4	To prevent or identify trafficking in minors at the borders through: 1. Mandatory ID Check of all children 2. Registration in a BCP of any child entering or exiting Albania, accompanied or not, in compliance with TIMS, at the SIVET database and in accordance with child-specific SOPs.	Border and Migration Police/ASP, Illicit Trafficking Sector RA	Continuously	Indicators: Staff in all BCPs regularly register every child – accompanied or not, entering or exiting Albania. Number of children registered by category, number of child PVoTs and VoTs identified at borders Target: Every child entering or exiting Albania, accompanied or not, is regularly checked and registered in respective databases	ASP, RA
1.(d).7	Enhance the self-identification of PVoTs and of VoTs			Indicators: Number and per cent of self-identifications	
1.(d).7.1	Publicize the toll-free help-line 116-006 during 24/7 (see above)	ONAC, RATCs, local actors	Continuously		ONAC, RATCs, local government

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(d).7.2.	Implement targeted campaigns (based on assessments and determining effective channels of communication with the persons PVoTs) in the communities to increase the awareness on human trafficking, the services available to trafficked persons and how to access them.	Municipalities, local coordination focal point and group members, Social Assistance and Protection Units, NGOs, NRM, ONAC and international partners	Continuously	Information material and other PR material available for vulnerable communities Number and percentage of identified target groups reached by AR campaigns, and who are familiar with THB and services available	Local government, NGOs, international partners

2. STRATEGIC AIM:

Ensure access to comprehensive assistance, protection and services for all potential victims of trafficking and for all victims of trafficking, according to their individual needs and preferences (in shelters or community-based) and regardless of their willingness to cooperate with law enforcement

Indicators: Number of trafficked persons (PVoTs and VoTs) receiving assistance, by age/gender, type of assistance (sheltered/community-based), number of trafficked persons who are willing to testify and receive assistance, number of trafficked persons not testifying who receive assistance. Number of victims receiving support outside shelters

2. (a) SPECIFIC OBJECTIVE:

Provide immediate assistance, at the moment of identification, to all VoTs and PVoTs, in accordance with their individual needs

Indicators: number and percentage of potential victims of trafficking and victims of trafficking that have received immediate assistance (food, housing, sanitary items, clothes); average waiting time for immediate assistance/referral

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
2.(a).1	1. Prepare a resource plan enabling the provision of immediate assistance to PVoTs and VoTs by the border police and by mobile units 2. Identify immediate funding source 3. Make provisions in state budget for sustainable funding	ONAC, Border and Migration Police, ASP, MoSWY, IOM, MU	Oct 2014 By end 2014	Indicator/Target: Resource Plans for BCPs and Mobile Units exist Immediate funding secured Sustainable funding (through inclusion in regular state budget) secured within 6 months	ASP, MoSWY, IOM, partners

2. (b) SPECIFIC OBJECTIVE:

Ensure and sustain the provision of comprehensive and adequate services to potential victims of trafficking and victims of trafficking in shelters or outside, including social, medical, psychological and legal assistance, and to ensure compliance with the defined national standards and SOPs

Indicators: Number of PVoTs and VoTs being assisted; and the type of assistance received (medical, legal, physical protection); number of trafficked persons that refuse assistance in residential care, number/percentage that receive community-based assistance, contents of case records; perceived satisfaction with services according to trafficked persons surveyed; long-term funding of shelters/community-based support to trafficked persons secured

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
2.(b).1	Establish a Working Group to assess the remaining gaps in the assistance to PVoTs and VoTs and propose a plan of action for remedial action, including on the provision of free medical assistance, free legal aid, economic aid for all PVoTs, also outside shelters, and more generally community-based protection, support and services for PVoTs not willing to be sheltered (for re-integration assistance see strategic aim below)	ONAC, NRM, MoSWY, SSS, National Coalition of Shelters, other relevant state and non-state service providers, IOs	Sept 2014 End of 2014 Mid 2015	Indicator/Target: Working Group established Report on gaps in PVoT and VoT assistance and services, as well as a plan of action for remedial action approved, and disseminated for information and action Target: All PVoTs and VoTs benefit from free medical and legal aid	ONAC, MoSWY, SSS, IOs, NCATS
2.(b).2	Develop and implement assistance standards and assistance and protection schemes for VoTs outside shelters/ for those who do not wish to go to a shelter (focusing especially on internal trafficking and labour exploitation cases)	ONAC, NRM, MoSWY, SSS, NCATS, other relevant state and non-state service providers, IOs	Mid 2015 By end 2015	Existence of standards of community-based assistance and protection; and of concrete assistance schemes; Number of PVoTs and VoTs benefitting from them	MoSWY, SSS, ONAC, NCATS

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
2.(b).3	Monitor the consistent application of agreed standards of care for PVoTs and VoTs	MoSWY, ONAC, RA and NRM Task Force with the assistance of the international community	Sept 2014 mid 2015	Indicators: Existence of monitoring plan; trained monitoring team, monitoring protocol and schedule Target: At last 5 inspections conducted; monitoring reports approved and distributed to NRM participating members for information and action	
2.(b).4	To review the standards of care based on the results of the monitoring inspections, involving trafficked persons	MoSWY, SSS, RA, NRM, ONAC	By mid 2015 By end 2015	Working Group on review/revision of standards is operational Existence of revised standards	MoSWY, ONAC, SSS, NRM, RA
2.(b).5	Ensure medium-term and long-term operation of shelters and public and non-public service providers according to agreed standards of service	MoSWY, SSS, ONAC, NCATS with international partners	By end 2014 By mid 2015	Resource needs and corresponding resource mobilization plan for continued operation of the shelters developed Longer term financing from national resources secured	MoSWY, SSS, NCATS, partners

2. (c) SPECIFIC OBJECTIVE:

To ensure the physical safety of all trafficked persons (PVoTs and VoTs)

Indicators: Number of reported incidents against VoTs, existence of an individual safety plan for all PVoTs and VoTs, Existence of case protocols with individual protection plans

Please refer also to the section on Prosecution, for special protection of victims of trafficking who are justice collaborators

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
2.(c).1	Ensure protection for all potential victims of trafficking and victims of trafficking	ASP, RA	Continuously	Contents of case protocol: individual risk assessments and safety plans (for PVoTs and VoTs outside or who wish to leave the shelters) Number and percentage of PVoTs receiving special protection	ASP, RA

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
2.(c).1.1	Provide protection in shelters	ASP	Continuously		ASP
2.(c).1.2	Conduct pre-return risk assessments prior to returning of PVoTs and VoTs to their communities, in line with SOPs	ASP/Regional Police Directorates, Regional State Social Services	Continuously	Existence of individual risk assessments and safety plans	ASP, SSS
2.(c).1.3	Develop and implement individual safety plans for all trafficked persons (potential VoTs and VoTs) outside shelters	ASP, Regional State Social Services	Continuously	Contents of case protocols Police reports of protection measures	ASP, SSS

3. STRATEGIC AIM:

Foster the return and re-integration and social inclusion of minor and adult trafficked persons (potential victims of trafficking and victims of trafficking) and reduce the risk of trafficked persons to be re-victimised and re-trafficked, or to turn into traffickers

Indicators: Percentage of trafficked persons who have a job and/or a functioning social network one year after return/resettlement in community;

Number and percentage of trafficked persons who have been trafficked more than once; number and percentage of traffickers who were before trafficked;

Number of potential victims of trafficking and victims of trafficking who returned to Albania, and who were assisted in their return from Albania.

Targets:

3. (a) SPECIFIC OBJECTIVE:

To foster the voluntary return and re-integration of Albanian PVoTs and VoTs from abroad; and the return of foreign trafficked persons

Indicators: Number of Albanian trafficked persons that received information / counselling abroad; number of victims of trafficking who have returned to Albania; percentage of all for whom advance notice was received and post-return assistance plan and re-integration progress reports exists.

Number of victims who returned from Albania, percentage of returned foreign victims who received return/reintegration assistance

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
3.(a).1	Strengthen the implementation of existing NRM SOPs for the voluntary return and reintegration of Albanian PVoTs and VoTs from abroad Strengthen the implementation of child-specific SOPs	ONAC, MFA, RA	Continuously	Number and percentage of PVoTs and VoTs (adults, minors) assisted in line with SOPs Number and percentage of trans-national case protocols including pre-return notification, risk assessment, safety plan (if indicated), post-return re-integration assistance plan, responsible case manager, and regular reports on assistance received and reintegration process	MFA, ONAC, RA
3.(a).2	Regular training on SOPs and monitoring their implementation (as part of SOP trainings and monitoring)	ONAC, RA, partners	Continuously	Number and percentage of trained actors Monitoring reports	ONAC, partners
3.(a).3	Ensure the provision of counselling, information materials and advice, as well as concrete assistance to Albanian nationals (trafficked persons or at risk persons) abroad, through the Albanian consular offices abroad (see identification above)	MFA/Consular staff, ONAC, IOs, NGOs and other relevant actors abroad	Continuously	Number of Albanian nationals abroad counselled, number of Albanian PVoTs and VoTs abroad assisted	MFA, ONAC, IOs, NGOs
3.(a).4	Enhance bilateral and international cooperation on the prevention of, and identification and return/re-integration of trafficked persons, with identified key destination countries, especially Greece, Italy, UK, France, Serbia, Macedonia, Montenegro and Kosovo, by way of: Police Cooperation Agreements and joint operations Cooperation with partner organizations/NRMs and service providers, including regular information sharing Development of trans-national SOPs for referral and assistance, risk assessment etc. Regular meetings, for joint 'problem solving' Conclude/implement special agreements on children	MoI/ASP, Responsible Authority, Ministry of Foreign Affairs, ONAC, ASP with NGO and international Partners	Continuously	Existence of contact roster Existence of agreed SOPs on trans-national referral and protection of trafficked persons in key destination countries Existence on agreed SOPs on trans-national referral of and assistance to children Number of meetings, minutes Existence of joint cross-border police operations Number and percentage of trafficked persons assisted according to agreed trans-border SOPs	MoI, ASP, MFA, ONAC, IOs, NGOs

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
3.(a).4	Provide re-integration packages to PVoTs and VoTs in the context of special projects long-term through existing state schemes SEE ALSO BELOW 3 (b)	International partners, NGOs, MoSWY	2014-2015 by end 2015	Existence of donor-supported reintegration packages Existence of state schemes for reintegration	Donors, State Budget
3.(a).5	Implement the SOPs on assisting the voluntary return of foreign VoTs in Albania, and provide for the necessary funds for travel/ reintegration costs	MFA, ONAC, RA, partners	Continuously	Number and percentage of foreign PVoTs and VoTs assisted in line with SOPs Availability of funding	MFA, ONAC, RA, IOs, NGOs, partners

3. (b) SPECIFIC OBJECTIVE:

To strengthen the provision of long-term assistance programmes aimed at the re-integration and social inclusion of adult and minor potential victims of trafficking and victims of trafficking, in accordance with their individual needs and in line with SOPs

Indicators: Number and percentage of PVoTs and VoTs assisted in line with SOPs; contents of case protocols;

Number and percentage of case protocols including risk assessment, safety plan, post-return re-integration assistance plan, responsible case manager, and regular case manager reports on assistance received and reintegration process

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
3.(b).1	Strict implementation of SOPs for the provision of re-integration assistance, including long-term monitoring and support, facilitating access to accommodation, counselling, health and legal services, and employment or vocational and life skills training; through continuous training and monitoring	MoSWY, SSS, RA, ONAC, NRM Task Force, RATC and partners	Continuously	Number and percentage of relevant actors familiar with SOPs and their responsibilities (training sessions held, guidelines prepared and distributed) Monitoring Reports	MoSWY, SSS, ONAC, RATC
3.(b).2	Strengthen reintegration programmes for PVoTs and VoTs in shelters (also domestic violence shelters), to including measures to improve employability, counselling, job placement services and facilitation of self-employment of PVoTs and VoTs	MoSWY, SSS, NRM, RATC, reception centres, local government with assistance of IOs and partners	2014-2015	Strengthened capacities of shelters to offer long-term reintegration support, and to enhance employability of VoTs and PVoTs	MoSWY, SSS, NRM, RATC, IOs, local and central government, partners

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
3.(b).3	Improve community services for reintegration of PVoTs and VoTs at local level	MoSWY, SSS, NRM, RATC, reception centres, local government with the assistance of IOs and partners	Continuously	Increase community-based services	Existing and partners
3.(b).3.1	Define standards for community based services to support the re-integration of PVoTs and VoTs	MoSWY, ONAC, NRM with International Partners	2015	Existence of standards of reintegration assistance	Existing and partners
3.(b).3.2	Creation of a basic Reintegration Scheme with specialized services for PVoTs and VoTs at community level, including privileged access to housing, health services and counselling, social/economic aid, and to employment programmes or vocational/ life skill training schemes Reintegration Schemes to be included in "Regional Strategies on Anti-Trafficking Prevention and Assistance" SEE under PREVENTION	MoSWY, MoUDT, MoH, IHCI, RATC, in particular Regional Employment Offices, Training Centres, Health Directorates with international partners	2015	Existence of basic reintegration packages in line with agreed standards Privileged access to housing, health services, employment programmes or vocational/life skill training is secured; socio-economic aid for PVoTs and VoTs in communities is secured Number and percentage of PVoTs and VoTs benefiting from these packages Schemes are included in the Regional Strategies on THB	MoSWY, MoUDT, MoH, IHCI, RATC
3.(b).3.3	Strengthen inter-agency Cooperation among public and non-public service provider at the local level through the establishment of Municipality/Commune level mechanisms for prevention, identification, referral and assistance/protection of potential victims of trafficking and victims of trafficking (PVoTs and VoTs) - SEE ABOVE	Central institutions Local government	Continuously	Existence of roster of service providers and services Existence and regular meetings of municipal/communal multi-disciplinary coordination groups gathering all relevant service providers	Existing Partners Local government

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
3.(b).3.4	Develop/strengthen cooperation between public and non-public service providers and the business community with a view to creating training or employment opportunities for PVoTs and VoTs	NCATs and shelters, MoSWY, local service providers, Chambers of Commerce	2015	Existence of cooperation agreements/MoUs Number of training sessions/education/ employment opportunities, and free services for PVoTs/VoTs identified Number of PVoTs and VoTs beneficiaries	MoSWY, private enterprise, NGOs, partners
3.(b).3.5	Raising awareness of private sector employers for the identification of potential victims of trafficking	ONAC, MoSWY, National Employment Office	2015-2017	Number of victims of trafficking identified by the private sector	ONAC, NRM, private sector, partners
3.(b).3.6	Develop a multi-sectoral action plan for the socio-economic integration and reintegration of female victims of trafficking, based on a situation analysis and incorporating successful models of current pilot schemes	MoSWY, NRM Task Force, RATC, NCATS, with the support of UNW and IOM	Mid 2016	Existence of multi-sectoral Action Plan on Re-integration of Women PVoTs and VoTs	MoSWY, NCATS, partners
3.(b).3.7	Establish special facilities for the re-integration of children, especially day-care centres/ facilities for children	MoSWY, RATCs, Local Government, IOs	2017	Existence of special child-friendly facilities foreseen in Regional Strategies for 2015	MoSWY, IOs, local government

3. (c) SPECIFIC OBJECTIVE:

Foster the implementation of SOPs for the assisted voluntary return and re-integration/social inclusion of potential victims of trafficking and victims of trafficking through monitoring (in compliance with NRM/SOP monitoring on identification and referral)

Indicator: Contents of case protocols (degree of compliance with set SOPs), monitoring reports

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
3.(c).1	The monitoring of the implementation of the SOPs on assisted voluntary return, the provision of re-integration assistance and the monitoring of assistance for potential victims of trafficking, victims of trafficking as part of the overall monitoring of SOPs SEE SPECIFIC OBJECTIVE 1.(C) ABOVE	ONAC, RA, NRM, Line Ministries (Departments for Inspections)	2015	The monitoring mechanism and inspections of SOPs include the monitoring of the implementation of the SOPs on assisted voluntary return, the provision of re-integration assistance and the monitoring of assistance in communities	Existing, Partners

PREVENTION

1. STRATEGIC AIM

To raise the public awareness on human trafficking in all its forms (internal trafficking, labour exploitation, child begging etc.) and its social consequences

Indicators: percentage of the population at large, and among potential victims groups in particular, who can describe human trafficking, can name the main purposes for which people are trafficked, the social consequences and the main ways in which people are recruited;

1. (a) SPECIFIC OBJECTIVE

To raise the awareness towards human trafficking and its consequences among the general public through door-to-door activities and enhancing the role of the media in preventing trafficking through public awareness

Indicators: Percentage of the population that can define human trafficking and who can name the main purposes for which people are trafficked, and the main forms of recruitment; and what to do in case of suspicion of TIP; number and quality of media coverage on TIP; Number of public hints of suspected trafficking

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(a).1	To continuously implement awareness raising activities aimed at the general public on human trafficking in all its forms (internal/ international trafficking, trafficking for sexual, labour exploitation, other forms), including the consequences, but also highlighting available economic, educational or vocational alternatives and available assistance; and suggesting to be a "TIP fighter" i.e. for every citizen to act upon the suspicion of TIP on one hand, and for affected persons where to turn for help	ONAC, RATCs, NRM, NCAT, with all anti-trafficking stakeholders	Continuously	Indicators: Existence of awareness raising campaigns and materials covering all forms of TIP Awareness-raising materials available at strategic public places No of airings of commercials in TV media, radio stations and social media. Percentage of general public that is aware of causes, methods and forms of TIP (adults and children), as one of the forms of serious crimes and of the violation of basic human rights, and knows where to turn in case of suspicion Per cent of self-identified PVoTs and VoTs on account of awareness-raising campaigns/materials	ONATC RATC, NRM, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
	Activities shall include: TV Public Service Announcements (PSAs), TV/Radio programmes, Internet Announcements, on the Mol official website and social networks. TV discussions with, or messages from state and non-state actors dealing with TIP Information Brochures/ flyers/ graphic novels, etc. Implementing annual 'anti-trafficking week' Utilize other awareness days on e.g. human rights, minority rights, children. Ensure relevance effectiveness of awareness raising campaigns through regular monitoring and evaluations				
1.(a).2	Implement awareness training for	ONAC	2015 and in	Indicators: Number of trainings for	ONAC,
	journalists on the role of the media in preventing	NRM Task Force RA, Union of Journalists	continuation	representatives of the printed and visual media, number of journalists trained,	Journalists, Institute of Media, RA, Donors
	TIP/internal trafficking, for all	Journalists , Institute of			

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
	forms of trafficking in adults or children (sexual exploitation, exploitation for forced labour/slavery, begging, etc.)	Media, NGO, IO and partners		Number and quality of press articles	
1.(a).3.	Establish cooperation with the media to ensure professional, accurate and sensitive reporting on human trafficking and violence against women, and on specific cases, according to an agreed code of ethics. Activities include: Development of a Code of Ethics and Manual for journalists Training of journalists and distribution of manuals. Ensure adherence to the code of ethics through monitoring Sponsoring of an annual prize for most professional reported cases of violence and trafficking	ONAC, RA, Union of Journalists, Institute of Media, State Agency for the Protection of Children's Rights, AMA, NGOs, IOs and international partners	Continuously	Target: Improved knowledge on TIP and sensitive, non-stigmatizing reporting of national media (TV and radio) staff; resulting in a higher number and a higher quality of media/TV coverage No of journalists trained and manuals with agreed Code of Ethics distributed No and quality of media reports Existence of monitoring report with recommendations	ONAC, Union of Journalists, Institute of Media, AMA, Donors
1.(a).4	Operate the toll-free help line 116-006 during 24/7, enabling reporting on suspicions of human trafficking by call from land line or mobile phone;	Mol, ONAC, ASP, RA, NGOs	Continuously	Help line is operational 24/7; with qualified (trained) hotline staff; (Increase in) Number of calls received; from persons at risk of or impacted by trafficking, or from general public.	Mol, ONAC, ASP, RA, donors

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
	Hotline Operators shall be trained and qualified and they will be provided guidelines for treatment and referral of cases; and promote the hotline publicly			Per cent of the general public that is aware of the toll-free helpline	

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(a).5	Implement nationally the currently piloted smart phone app "Report and Save", aimed at raising public awareness on TIP, facilitating early identification and providing rapid access to information on available assistance.	ONAC, World Vision in partnership with the Vodafone Albania Foundation	By end 2014	National availability of smart phone app Number of hits Number of reported suspected cases	ONAC, World Vision in partnership with the Vodafone Albania Foundation
	Continue awareness campaign against all forms of child trafficking.	Mol, ONAC, ASP, RA, NGO, IOs and international partners	Continuously	Number of persons familiar with information on human trafficking and its various forms	Mol, ONAC, ASP, NRM, RA, RATC Donors

1. (b) SPECIFIC OBJECTIVE

To raise the awareness towards human trafficking and its consequences/dangers among identified "at risk" groups

Indicators: Percentage of the "at risk" groups that can define human trafficking and who can name the main purposes for which people are trafficked, and the main forms of trafficking.

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resource s
1.(b).1.	Implement continuous awareness raising campaigns at municipal level Including information on	RATCs, Local government (coordination groups/focal points at municipality/ commune level), with ONAC, NGOs and international partners	Continuously	Existence of national/regional assessments of potential victims groups (see Coordination)	ONAC, Line Ministries, Donors.

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resource s
	Tailored awareness raising campaigns designed and implemented <ul style="list-style-type: none"> minority communities (Roma and Balkan-Egyptian minority communities etc.) - including training to community leaders and/or religious leaders to 			Tailored awareness raising campaigns designed and implemented Percentage increase in target populations who can name the main purposes for which people are	

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
	encourage their provision of anti- trafficking and economic alternatives/safe-migration training <ul style="list-style-type: none"> • poor rural communities, • the new informal districts of Tirana, • And targeting sex workers • Other identified potential victims groups/ communities 			trafficked, and the main ways in which people are recruited, and where to receive help	

1. (c) SPECIFIC OBJECTIVE:

Enhancement of the awareness of children and youth about trafficking and its dangers/consequences
 Indicators: percentage of schools (by school type) with anti-trafficking modules mainstreamed/implemented; percentage (increase) in school personnel and in pupils (by school type/age) who can name the main purposes for which people are trafficked, and the main ways and conditions in which people are recruited and some preventions methods

Target: at least 50% of school children are reached by anti-trafficking awareness training

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(c).1	1. Including mainstream anti-trafficking training into the core curriculum at pre-university education, primarily in the subject of Civic Education, and as part of cross- and extra-curricular activities, Anti-trafficking education shall be integrated with other forms of education, such as education on democratic values, human rights education and children's rights in particular, gender education, education against domestic violence, education against violence in schools, etc, sexual education, global education, education on peace, education on conflict resolution, etc. 2. Continuous training of school personnel, teachers, the school psycho-social service (psychologists, social workers) and school doctors,	Ministry of Education and Sports, Regional Education Directorates, RATCs	2015-2017	Indicators: TIP module included in curricula of all primary and secondary and other pre-university schools Class register book/lesson plans, number of TIP lessons/school Number and percentage of school personnel and of school-aged children (of all respective levels) that have knowledge about TIP phenomenon, its risks and causes, necessary contacts for signalling and receiving assistance.	Ministry of Education and Sports, Regional Education Authorities, RA, Donors

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
	3. on TIP-related subjects, its aims, recruitment conditions and methods and ways to prevent them, so that they are capable of: Identifying Potential trafficking cases in their school community and further afield, Detecting children at potential risk of trafficking, and detecting possible way of eliminating possible aspects that foster potential trafficking in the school environment and further afield.			Target: At least one person/school has undergone training and professionally implements the TIP module by the end of May 2015.	
1.(c).2	Organize class discussions on TIP with the involvement of anti-trafficking actors dealing with PVoTs and VoTs	Teachers, Anti-trafficking stakeholders	Academic years 2014 - 2017	Indicator: No of class discussions with responsible anti-TIP stakeholders	MES, ONAC, donors
1.(c).3	Include anti-trafficking awareness training in the life skill/education/vocational training programs for school dropouts	Ministry of Education,	End of 2015	Indicator: Curricula contain mandatory TIP awareness training; class lesson plans	Ministry of Education, ONAC, NRM, RA

(d) SPECIFIC OBJECTIVE

Raising the awareness of all state and non-state actors that work with “at risk’ groups, including the Public Health employees on the health professionals’ contribution in relation to initial identification, health assistance and referral of VoTs/PVoTs; as well as clients/potential exploiters

Indicators: Number and percentage of Public Health workers and family doctors that are aware of TIP and know what to do in case of suspicion of TIP; Number of potential victims/persons and potential TIP cases referred

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(d).1	Awareness-raising of public health staff/ family doctors on TIP, through informational materials and short training sessions, on measures for the prevention and referral of potential TIP cases (adults and children) during health treatment	Ministry of Health, ONAC, NRM Group	Last quarter of 2014 – 2017	Indicators: Percentage of health staff/family doctors that are trained and understand their role as active stakeholders in TIP preventive efforts (adults and children) Number of referrals of potential victims persons and of potential TIP cases Target: At least 50% of health staff trained and aware of their active role in the efforts to prevent TIP (adults and children)	Ministry of Health, ONAC, RA, partners

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(d).2	Introduce job descriptions for health staff that include the obligation to contribute to preventing and/or ending human trafficking during the exercise of their medical duties, and the necessity to obtain the relevant knowledge/skills to do so	Ministry of Health	2015-2017	Indicators: Job descriptions of health staff include their role/responsibility as active stakeholders in the prevention of TIP (adults and children) during the exercise of their everyday tasks.	Ministry of Health

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(d).3	Development of informational materials/ brochures for health staff in order to be aware and to implement as active and contributing stakeholders to the preventive efforts against TIP (adults and children).	Ministry of Health	2015	Indicators: Existence and dissemination of brochures Target: all health workers/ registered family doctors receive information materials/brochures	Ministry of Health, ONAC, partners
1.(d).4	Implement awareness raising campaigns to be targeted at groups/persons working with potential victims populations (all actors that may come across TIP at risk groups or persons (including. child protection units, school psycho-social services, domestic violence and social assistance units, labour offices) Training, Guidelines and information brochures are foreseen in the context of training of local multi-disciplinary coordination groups	ONAC, NRM, RA, RATC, NGOs	Continuously	Indicator : Percentage of people working with 'potential victims' groups who can describe human trafficking (forms of recruitment, exploitation, etc.), the indicators of human trafficking, and ways of identifying (through recognizing indicators and interview guidelines) and referral, as need be Number of referrals by actor	ONAC, NRM, RA, RATCs, Donors
1.(d).5	Implement campaigns targeting demand for forced labour and for sexual exploitation, including Campaigns targeting clients of sex workers, to raise awareness on	ONAC, with partners (IOs and NGOs)	2015-2017	Existence of campaigns Number of victims identified by clients	ONAC, RA, partners

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
	trafficking, how to identify a trafficked persons and how to assist them Campaigns explaining that the use of trafficked persons for sexual exploitation, or other forms of trafficking for labour purposes is illegal and punishable				
1.(d).6	Awareness raising	Ministry of	Prior to deployment	Percentage of Albanian soldiers trained prior to deployment abroad	Ministry of
	and training on	Defence,			Defence,
	human trafficking of	ONAC with			ONAC,
	Albanian soldiers	partners			partners
	before being sent on				
	military and peace-keeping missions				
	abroad				

2. STRATEGIC AIM:

To reduce the vulnerability to human trafficking

Indicators: Labour market participation of men and women, and potential victims groups, average income differences men/women and potential victims groups, average educational attainments of men/women and potential victims groups, and for minority groups

2. (a) SPECIFIC OBJECTIVE:

To enhance economic and other livelihood options for potential victims groups (coordinated with National Social Inclusion Strategy and the National Strategy on Gender-based Violence and Domestic Violence 2011-2015)

Indicators: including labour market participation of men/women, and of other potential victims groups; average net income per household of potential victims groups; number and per cent of identified at risk persons that found employment or are engaged in income generating activities (per annum)

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resource s
2.(a).1	Increase employment opportunities and	MoSWY, RATCs, Regional Labour Offices, ONAC	End of 2014 - 2017	Availability of employment programs for	MoSWY, ONAC, Donors.

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resource s
	job placements for female, male job seekers and for other potential victims groups			women and for potential victims groups Number of employed or self-employed persons of potential victims groups	

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resource s
2.(a).1.2	To prioritize the participation of potential victims groups, and persons identified to be at risk of trafficking, and/or create special programs for: Employment or self-employment, incl. micro- credits (small loans)	MoSWY, National Service for Employment, Regional and local government, partners	Continuously	Programs provide for priority participation of persons 'at risk' and trafficked persons Number of persons from "at risk" groups having benefited from employment/self-employment programs; number of beneficiaries of vocational/job skill training	MoSWY, ONAC, Partners
2.(a).1.3	To task regional/local labour offices to actively deal with potential victims and trafficked persons and provide the necessary information	MoSWY, National Employment Offices, RA	Continuously	Existence of ToRs for labour offices referring to priority of job placements for identified 'at risk' persons/groups, guidelines issued Number of job placements for potential victims persons and Trafficked persons through the labour offices (per annum)	MoSWY, ONAC, Partners
2.(a).2	To foster safe & legal migration possibilities and raise awareness of what at risk groups can do to lower the risk harmonising actions with Migration Strategy	MoSWY (Migration Directorate), MFA, Mol, ASP (Border and Migration Directorate)	Continuously	Indicator: Number of beneficiaries employed through legal migration programs	MoSWY, Mol, Partners

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resource s
2.(a).2.	To create more	MoSWY/Migration	Continuously	Existence of	
1	legal job	Directorate,		seasonal worker	MoSWY,
	opportunities	MFA, Border and		agreements with	MES,
	abroad through	Migration		Italy, Greece, and	Donors
	seasonal worker	Directorate (ASP)		with other EU	
	agreements (in line	and partners,		states	
	with the National	ONAC			
	Strategy for			Target: Increase in	
	Migration) with			number of jobs	
	European and			available through	
	other countries;			guest worker	
	and ensure			agreements	
	provisions for the				
	protection of and				
	rights for the				
	migrant workers				
	(especially that				
	work permits are				
	not tied to a single				
	employer)				
2.(a).2. 2	Maintain a job vetting and information hotline on job openings, and continue providing safe migration information on government websites (MFA and the Mol), and publicize these among potential victims groups.	MoSWY, Mol, MFA, RATC, Local Coordination Groups, ONAC, NGO Partners	Continuously	Existence of job vetting and information hotlines, safe migration information sites on the internet, Information on hotline and safe migration website links available at places frequented by potential victims groups Percentage of those 'at risk' who know how to verify job offers and other ways of protecting themselves prior to departure	MoSWY, MFA, ONAC, Partners
2.(a).2.	Provision of labour	MFA (Consular	Continuously	Information	MoSWY, MFAMFA
3	legislation	Service) , MoSWY,		material	MFAn
	information and	(Migration		distributed	ONAC
	advice for	Directorate,		Number of persons	
	Albanian nationals	National Service		informed/counselled	

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	working abroad through the Albanian diplomatic/ consular staff, incl. information on labour legislation and rights and assistance in recognizing fictitious work contracts	of Employment) ONAC		Number of identified cases of labour exploitation of Albanian nationals in destination countries	

(b) SPECIFIC OBJECTIVE:

Enhancement of social inclusion of potential victims groups (streamlining actions with the Roma Decade NAP 2010-15 and the National Social Inclusion Strategy).

Indicators: School drop-out rate among potential victims groups; level of educational/vocational/life skill attainment for boys, girls, minority group

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
2.(a).	To empower	MoSWY, State	2014 -	Schemes for social	MoSWY, ONAC,
2	all potential	Social Services	2017	assistance for	Partners
	victims'			household in need	
	families by			exists	
	way of				
	providing			Number of	
	targeted			beneficiaries	
	socio- and				
	economic				
	support				
2.(b).	To increase	Mol, Civil Register	Continuo	Percentage of Roma	Mol, ONAC, NRM, RA, partners
3	Civil registry	Directorate	usly	children and street	
	registrations,			children registered	
	especially of			with civil registry	
	Roma and			and enrolled in school	
	Street				
	children, as a				
	basis for				
	School				
	Enrolment				
	and social				
	Inclusion				
	(see below)				
2.(b).	To raise the	MES, MoSWY,	2014 -	School attendance	MoSWY, ONAC,
4	level of	Partners	2017	rate of potential	Partners

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	educational/ vocational/ life skills of potential victims groups through the promotion of school attendance and programs offering remedial education and vocational training for school dropouts, especially young women and men (based on the model of "Second Chance")			victims groups Existence of special programs for school dropouts in the entire country Number and percentage of school drop outs (male/female) participating in the programs	
2.(b).	To promote	MoSWY, RATCs,	2015 -	Existence of active	MoSWY, RATC,
5	Community development and enrichment	Municipalities Community leaders	2017	Community Based Organizations (CBOs)/Community	Qarks, Municipalities,
	And empowerment			Counselling	Donors
	Groups and			Groups (CCGs) in	
	Communities at			Roma and	
	Risk, through the			Egyptian	
	Strengthening of			communities and	
	Community-based			included in local	
	Organisation or			child protection	
	counselling			systems and	
	Groups			referral	
	(in coordination			mechanisms	
	With the National				
	Social Inclusion				
	Strategy)				

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
2.(b). 5.1	Implementation of targeted community development and support programs and activities, comprising: education and psychosocial activities (kindergarten, summer camps, cultural activities) awareness sessions vocational training and job placement support income generating activities for mothers micro- credit schemes social assistance personal empowerment programs for women and youth (incl. human rights and life skills	MES, Regional Educational Directorates, MoSWY, Social Services, RATCs, Municipalities, ONAC, NGOs and international partners	2014 - 2017	Availability of community development programs in all identified potential victims communities, Longer-term funding of CBOs and community-level activities is secured	MES, MoSWY, RATCs, ONAC, Partners

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
2.(b). 6	To continue to strengthen protective environments for children, through setting up/ strengthening local child protection and referral groups for children potential victims of trafficking , comprising: 1. child protection units, 2. psycho-social services at schools/ school protector s', and 3. community-based organiza- tions or counselling groups as focal points for their communities	MoSWY, Regional and Municipal/ Local government, IO/NGO and partners	Continuously	Number of municipal protection and referral groups Number of cases identified and assisted by the child protection groups, incl. Number of children at risk Number of children PVoTs and VoTs	MoSWY, Mol, ONAC, Partners
2.(b). 7	The capacity buildings of Child Protection Units (CPU) to identify PV/VoT through trainings, information sharing etc.	MoSWY, ONAC, NGO-s, International Partners	Beginning 2015	Target: full national coverage with CPUs by MoSWY. Existence of job profiles for child protection workers, licensed social workers; CPUs will be integral part of planned social protection and assistance structures	MoSWY , ONAC, Partners

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
2.(b).	Institutionalize	MES (Regional	2015 -	Number of child	MES, ONAC,
8	'child	Education	2016	protection systems	Partners
	Protection	Departments),		at least in most	
	systems' in	NGOs/IO and		affected schools (as	
	schools, by	partners		per assessment);	
	establishing			with at least one	
	a trained			trained contact	
	School			point/psychologist	
	psychologist			/social worker,	
	and social			linked to local	
	worker as			referral group	
	'child				
	protector' in				
	each school;				
	Thereby				
	Increasing				
	support and				
	Counselling				
	To				
	children/yo				
	uth, to detect				
	Potential				
	VoT cases				
	and take				
	remedies,				
	with local				
	Child				
	Protection				
	units.				
2.(c).	Increasing	ONAC, MoSWY,	2015-2017	Number of victims of	ONAC, NRM,
2	Awareness-raising	National Employment		Victims of trafficking	Private sector,
	of employers	Office		Identified by the	Partners
	in the private			Private sector	
	sectors for the				
	identification of				
	potential victims				
	of trafficking				

3. STRATEGIC AIM:

To ensure preventive and protective mechanisms and the provision of assistance at the level of municipalities, servicing potential victims groups/individuals as well as potential victims of trafficking and victims of trafficking

Indicators: Number of identified and assisted potential victims persons, and number of identified, referred, assisted potential victims of trafficking, by age, sex, region, municipality; number of functioning municipal/communal coordination/referral mechanisms contents of case protocols

3. (a) SPECIFIC OBJECTIVE:

To establish/strengthen a local-level mechanism for prevention (identification of potential victims persons and making preventive and supportive interventions), as well as the identification, referral and assistance of trafficked persons

Indicators: number of identified and assisted at risk persons, by age, sex, region, municipality; number of functioning municipal/communal coordination/referral mechanisms, number and percentage of local actors aware of TIP and recognizing the signs.

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
3.(a)	To integrate local child protection and referral groups for children potential VoTs and VoTs into the municipal Coordination Groups (see above)	SSS, Local Government (CPU), RATC	End of 2015	Existence of integrated local coordination groups	Local Government, ONAC, Partners

(b) SPECIFIC OBJECTIVE:

To ensure availability of psycho-social, legal, health and appropriate services and support for potential victims and trafficked groups/individuals, for their re-integration in society, including crisis prevention services, such as the facilitation of the use of social services, social aid, housing, life skills, disseminating information to groups or persons in need.

Indicators: Number of individuals from identified potential victims categories/groups, who benefit from assistance services, average waiting time before being admitted to assistance programs, Number of potential victims adults/minors, trafficked victims benefiting from crisis services

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
3.(b).	RATCs will:	RATCs,	Continuously	Availability of	MoSWY
1	Carry out regular	Municipalities/		regional	, ONAC,

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeli ne	Output Indicators/ Targ ets	Resourc es
	regional situation assessments including the identification of potential victims groups/ categories of persons, and the corresponding needs for services and specific programs Based on regional situation assessments, draft multi-sectorial Action Plan on Anti-Trafficking, including specific TIP prevention programs, and assistance/rehabilitation programs/services for Assistance Plans on anti- trafficking (preventive and reactive/ rehabilitative services) Monitor their implementation	RATC, Municipalities, MoSWY, State Social Service, Regional Labour Offices, ONAC with the support of partners		situation assessments Existence of regular (biannual) situation assessments Existence of first annual multi-sectorial regional strategies on anti-trafficking for 2015, including specific prevention and assistance programs/schemes for potential victims and trafficked persons and groups Annual strategies 2016 Necessary services and assistance schemes are planned/available Monitoring reports	RATC, ONAC, MoSWY, Partners
3.(b).	To facilitate access to	RATC members with	Conti-	Instructions	Line
2	social services (incl. social assistance, housing, health care services, education, vocational/life skill training, (self-) employment schemes) for potential victims groups and persons 'at risk' of trafficking, as well as	Line Ministries (esp. MES, MoSWY, MoH) through their Regional Offices, Municipalities ONAC with partners	nuously	issues Existence of list of available services for target groups Number of persons identified to be	Ministries Partners

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeli ne	Output Indicators/ Targ ets	Resources
	trafficked persons Issue and enforce instructions to all public service providers to prioritize 'at risk' groups/individuals Disseminate information to groups/ individuals in need			'at risk' who benefit from these Number and percent of target groups who know about the social assistance and services at their disposal	

4. STRATEGIC AIM:

To deter potential trafficking in Persons and to terminate actual exploitative trafficking situations through administrative measures

Indicators: Number of trafficking cases prevented, number and percentage of trafficking cases identified and terminated, through administrative control measures

4. (a) SPECIFIC OBJECTIVE:

Ensure the regulation and monitoring of all sectors of society that can be affected by trafficking and prevention/identification through measures at the borders

Indicators: Reduction in the number and percentage of identified trafficking victims who report being recruited through private employment agencies, travel and tourism agencies, marriage and adoption agencies; number of at risk persons and trafficked persons identified at Border Crossing Points

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Target s	Resources
4.(a). 1	To continue licensing and closely monitoring private employment agencies	MoSWY/ State Labour Inspectorate; Forum of Private Employment Agencies	Continuously	Existence of monitoring plan and of periodic monitoring reports Number of reported cases of non-compliance and sanctions Number/ Percentage of Private Employment Agencies/ staff who are trained and who know the Code of Ethics	MoSWY, Partners
4.(a).	To enhance the role of	MoSWY, Association		Code of Ethics as	MoSWY, ONAC,

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Target s	Resources
2	the bona fide Private Employment Agencies Publish the Code of Ethics and all licensed Private Employment Agencies on the MoSWY website, the website of the Association of Private Employment Agencies, and to train PEA staff on preventing/ detecting TIP	of Private Employment Agencies, Partners	Continuously	well as all licensed Private Employment Agencies published Work of Private Employment Agencies is advertised PEA staff trained Number of (increase in) annual job placements through PEAs in general, and of potential victims persons	Partners

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Target s	Resources
4.(a). 3	To promote the Code of Ethics in Tourism and train all tourism/hotel staff on their role in preventing and detecting TIP; and to monitor its implementation by having sanctions up to removing an agency's licence in repeated cases of non-compliance with the Code of Ethics	Ministry of Urban Development and Tourism, ASP, ONAC, OSCE, tourist agencies, hotels/motels, tour operators, Albanian Tourism Association	Continuously	First monitoring report by mid 2015 Periodic monitoring reports Number of reported cases of non-compliance and sanctions Number of trained staff	Ministry of Urban Development and Tourism, ASP, ONAC, Donors
4.(a). 4	To implement licensing and monitoring systems and encourage Code of Ethics also for other industries (travel, transport, agriculture, construction, marriage and adoption agencies); as well as to draft and implement a Code of Conduct for Businesses highlighting the prohibition of exploitation of child labour	MoSWY, Labour Inspectorate, Ministry of Economy, and other relevant line ministries, with the support of partners	2015	Existence of licensing and monitoring systems for all mentioned industries Existence of a Code of Conduct for Businesses Staff trained on Code of Conduct and TIP Existence of monitoring systems and monitoring reports	MoSWY, Ministry of Economy, and other relevant line ministries, donors
4.(a). 5	To continuously monitor the media and the internet's job announcements/ advertisement to detect hidden efforts for recruitment for trafficking purposes of recruitment	ONAC, State Police /Sector Illegal Trafficking	Continuously	Existence of monitoring reports Number of detected cases	ONAC, ASP

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Target s	Resources
4.(a). 6	To strengthen Labour Inspectorates to enforce labour rights and labour standards and to prevent or detect cases of labour exploitation and trafficking (SEE UNDER IDENTIFICATION)	MoSWY, SLI, ASP (Border and Migration Police) with the support of partners	Continuously	Number of potential victims identified and cases referred for investigation	MoSWY, ASP, ONAC, PAMECA IV

4.(a). 7	To train Border and Migration Police : to identify migrants entering or exiting Albania who may be potential victims to provide them information on their rights ; and how to seek assistance abroad/ in Albania. (SEE UNDER IDENTIFICATION)	Mol, ASP, NGOs/IOs and partners	Last quarter of 2014 -2015	Border and Migration Police trained Availability of posters and brochures at all border crossing areas Information material distributed to potential victims of trafficking	Mol, ASP, PAMECA IV
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4. (b) SPECIFIC OBJECTIVE:

Enforce civil registration requirements (legal documentation for birth, citizenship and marriage) to facilitate social inclusion and access to education and other social services

Indicator: Percentage of population registered, and holding legal documentation

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
4.(b).1	To improve the registration of births, by way of a combination of incentive systems, ensuring free-of-charge registration of low-income families, improving the co- operation between health institutions and the Civil Registry Office and close collaboration with NGOs.	Mol, MoH, NGOs, other partners	Continuously	Target: Increase in the number and percentage of population registered at birth	Mol, MoH, donors
4.(b).2	Ensure registration of births at embassies abroad (simplify the procedures of registration)	MFA, Mol, NGOs, other partners	2015	Simplified procedures available (Increase in the) number of birth registrations	MFA, Mol, partners

COORDINATION

1. STRATEGIC AIM:

Ensure the co-ordination of all anti-trafficking measures and the effective co-operation between all actors involved in the anti-trafficking response in Albania in particular with the Domestic Violence Mechanism and the Violence against Children Mechanism

Indicators: perceived effectiveness of co-operation according to all actors involved; satisfaction with the co-ordination of all actors involved

1. (a) SPECIFIC OBJECTIVE

Ensure a continuous overview of all actors involved in the fights against human trafficking and of the projects/measures implemented in the country and to encourage information sharing between all partner organizations, state and non-state organizations

Indicators: availability of a regularly-updated roster of NGOs, governmental institutions, international organizations, and an overview of measures taken in the area of anti-trafficking, ONAC website contains up to date information, regular newsletters issued

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resource s
1.(a). 1	Maintain an up to date roster of anti-trafficking actors and activities accessible via the ONAC website	ONAC	Continuously	Existence of regularly updated roster of actors and list of projects/measures ONAC Website regularly updated	Mol ONAC
1.(a). 2	Ensure regular information exchange among all relevant actors by way of ONAC website Regular news bulletins Regular meetings with National Task Force on TIP, international organization, donors, etc.	ONAC	Continuously	ONAC Website regularly updated Regular meetings held Existence of biannual and annual situation and activity reports on anti-trafficking	Mol ONAC
1.(a). 3	All implementing agencies report regularly (biannually) to ONAC on their ongoing and planned activities and work plans for next half of the year (see also monitoring below)	All implementing agencies	Continuously	Number and per cent of actors that report biannually Existence of up-to-date roster	All agencies

1. (b) SPECIFIC OBJECTIVE

Ensure the efficient functioning of the coordination and cooperation framework to enable policy and standard setting, monitoring and review, as well as effective case management mechanisms for the identification, referral, protection, assistance, integration and re-integration of trafficked persons (potential victims of trafficking and victims of trafficking) through the National Referral Mechanism (NRM) by clarifying the respective roles and responsibilities, and the division of tasks and cooperation and coordination mechanisms between all actors at national, regional and local level, and by strengthening the capacity of the coordination bodies.

Indicators: Existence of agreed TORs for all actors and SOPs for co-operation and co-ordination

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(b).1	Reinforce the capacities of the Office of the National Coordinator (ONAC) to assume its functions in coordinating and supporting the implementation of the NAP, in particular: Policy-formulation and standard-setting, and monitoring their implementation Monitoring and review of anti- trafficking response/ NAP Ensuring efficient functioning of the coordination framework on anti-	Mol ONAC	Continuously	Indicators/ Target: Improved coordination and support for implementation of NAP Increased human and financial resources of the ONAC	

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
	<p>trafficking at national, regional and local level, including clear TORs for all structures, and actors/staff involved</p> <p>Informing/training all anti-trafficking actors on their TORs, standards and SOPs, and provision of guiding packages as necessary</p> <p>Chairing and supporting RA/NRM in its duties, and maintaining the database on potential victims of trafficking and victims of trafficking</p> <p>National information and data management, situation assessments</p> <p>Reporting</p> <p>Communication with all involved actors</p> <p>Communication with donors and mobilizing resources</p> <p>Maintaining an updated list with actors and/or</p> <p>Activities</p> <p>Organizing activities to raise awareness on anti-trafficking and start/implement other key NAP activities. To achieve the above, the following must be accomplished:</p> <p>Strengthen human resources with terms of references and job descriptions that are clear; appropriate and sufficient premises for offices are secured; along with financial resources</p> <p>Annual work plans are drafted and implemented.</p>			<p>Target: at least 4 additional staff, ONAC budget increase by 10% annually</p> <p>Existence of adequate office infrastructure and facilities</p> <p>Existence of (annual) work plans</p> <p>Existence of individual job descriptions of ONAC staff</p> <p>Existence of annual ONAC activity report</p>	

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(b).2	Strengthen the capacity of Responsible Authority (RA) to fulfil its functions, mainly to coordinate and oversee the implementation of the NRM agreement and of the SOPs for the identification, referral to assistance and reintegration of trafficked persons, information management and reporting on PVoTs and VoTs (maintaining the case management database of referred PVoTs and VoTs): Provide one full time staff at the ONAC premises as RA Secretariat Define job profiles for members of the RA, and ensure inclusion of the RA related tasks in the regular job descriptions of the "mother agencies" of appointed RA focal points	ONAC, all NRM signatories	End of 2014	Indicators/Aims: One full time ONAC staff is tasked with servicing the RA Existence of job profiles for RA signatory focal points Job descriptions for RA focal points include duties related to RA as part of their routine tasks	ONAC NRM signatories
1.(b).3	Clarify and consolidate the coordination framework, the mandates, division of tasks among, and respective roles and responsibilities of all actors involved: Appoint an inter-institutional working group with key actors and experts to review the current framework and streamline/revise if necessary: Confirm or revise TORs of ONAC, RA, NRM, National Task Force on TIP, RATCs, municipal coordination groups, et al. Confirm or transfer of the responsibilities for the definition of overall policies, monitoring and review of anti- trafficking response to the National Task Force on TIP Formalize Consultative Group of anti-trafficking civil society organizations, tasked with providing recommendations to ONAC, and independent evaluations;	ONAC with respective stakeholders	November 2014 January 2015	Existence Inter-institutional Working Group Framework for co-ordination agreed upon by National Task Force on TIP Existence of updated TORs for all national, regional and local level bodies involved Existence of job profiles for focal points of all coordinating structures, and individual Terms of References Job descriptions of all focal points include TIP related duties as part of their regular duties in "mother agencies" Responsibility for policy-setting, monitoring and review of anti- trafficking response Consultative	Mol RACT NRM RA Civil society donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
	Define job profiles and TORs for appointed focal points of all coordinating bodies, and ensure inclusion of the TIP related tasks in the regular job			Group of anti-trafficking civil society organizations formalized	
1.(b).4	Ensure that the division of tasks, roles and responsibilities are clearly understood and agreed upon by all actors concerned, through conducting information/ training sessions on respective Terms of Reference and the functions and tasks of focal points; providing also information on relevant standards and SOPs; and through the provision of tailored guidance packages for all actors	ONAC, RATCs for municipal/ commune level actors, with ONAC support	First quarter of 2015	Percentage of actors/ focal points that are familiar with their roles and responsibilities Number of training/ information sessions held Existence of tailored guidance packages for all key anti-trafficking actors	Mol NRM RATC donors

1. (c) SPECIFIC OBJECTIVE

To strengthen the anti-trafficking response at regional level and at the level of municipalities

Indicators: Existence of multi-disciplinary municipal/communal coordination mechanism, number and percentage of at-risk persons identified/assisted by local coordination groups; number and percentage of potential victims of trafficking and victims of trafficking identified and assisted by local coordination groups, by regions.

No.	Activities and Sub-Activities	Responsible le agencies (Lead Agency first)	Time-line	Output Indicators/ Targets	Resources
1.(c). 1	Strengthen Regional Anti-Trafficking Committees, to fulfil their tasks, in close coordination with other Regional Committees/ Tables on child protection and gender/domestic violence including conducting regular regional situation assessments, regional anti-trafficking strategies, provision of local government funding, coordination, monitoring and backstopping of municipal actors, fostering information and experience exchange within the region (qark): 1. Develop Terms of references for regional committees and technical tables, and ensuring membership of all relevant actors	ONAC, Regional Councils, RATC NRM	Second quarter of 2015 Continuously	Existence of full-time RATC coordinators, Existence of a full-time Anti-trafficking Coordinator at technical level in all regional anti-trafficking committee, who ideally should coordinate with regional taskforces for the protection of children, domestic violence, gender-related issues and organize joint meetings of all regional meetings	Mol RATC NRM Donors partners

No.	Activities and Sub-Activities	Responsible le agencies (Lead Agency first)	Time-line	Output Indicators/ Targets	Resources
	<p>2. Enlarge membership of RATCs (including members of the regional council, deputy-prefect's office, chairman of regional council, regional border and migration departments, and NGOs)</p> <p>3. Assignment of a full-time coordinator at technical level for the Technical Tables of the RATCs (ideally one staff also responsible for other above-mentioned regional tables)</p> <p>4. Conduct trainings/workshops with Regional Committees to design work plans of RCAT and Technical Tables in line with new Terms of references, and provide guidance packages</p> <p>5. Develop and implement annual work plans</p> <p>Hold regular meetings of RATCs, of RATCs with other Regional Tables, and of RATCs with all municipal/ communal actors in the region</p>			<p>Number of RATC coordinators trained</p> <p>Existence of a guiding package for RATC</p> <p>Existence of annual work plans for all RATC</p> <p>Annual reports for RATC activities</p> <p>Regular meetings of RATCs</p> <p>Number and percentage of joint meetings of regional and technical anti-trafficking round tables, gender issues, domestic violence, and the protection and of Children</p> <p>Organizing regular regional meetings with focal points/ coordinating groups in municipalities</p> <p>Minutes of the above-mentioned meetings</p>	
1.(c).	Ensure adjustment of regional anti-	ONAC,	Contin	Regular	ONAC NRM MoSWY Donors
2.	trafficking structures in line with	MoSWY,	uously	consultations	
	administrative-territorial reform	RATC		Held	
	and social service reform, at time	Representa-		Adjustment of	
	of entry into force of new	tives		TIP structures	
	territorial division			initiated when	
	Prepare eventual merging of			clear time line	
	RATCs with other regional tables			for enactment of	
	into integrated regional social			Territorial	
	protection and assistance			reform is	
	committees			Available	
1.(c).	Establish Municipality interdisciplinary mechanisms for prevention, identification, referral and assistance/ protection of at-risk groups and individuals and of trafficked persons (PVoTs and VoTs), comprising:	Municipalities, RA TCs with the support of ONAC, RA, NRM members and	2015 onwards	Indicators: Number of multi-disciplinary local-level coordination mechanisms on TIP	ONAC Regional Governme nt Local Governme nt
	Local Coordination Groups	international		Existence of	
	involving all state and non-	partners		Terms of Reference	
	state stakeholders in contact			Local	
	with vulnerable/trafficked			Coordination	

persons/groups, i.e. educators,			mechanism		
child protectors at schools,					
health workers, doctors, police,			Existence of		
local labour offices, labour			local standards/		
inspectors, community based			SOPs for the		
organizations etc.; ideally			treatment of		
mechanisms or at least focal			potential and		
points are identical with			Trafficked		
mechanisms addressing related			Persons		
social issues (Social Assistance			Existence of		
and Protection, Child					
Protection, Gender/Domestic			TORs of local		
Violence etc) and the			Level		
mechanisms cooperate closely			coordination		
			focal points		
Local Coordination Focal points,					
for coordination, referral and			Job descriptions		
case management, and					
coordinating with, and reporting to RATCs and RA			of all members		
As below			include anti- trafficking tasks		
			Number and		
			percentage of		
			Mechanism		
			Members		
			trained and that		
			are aware of		
			TIP, can name		
			The		
			indicators/signs		
			and know the		
			SOPs		
			Local coordination focal		
Points appointed by municipal					
council					
Job description include TIP					
Related tasks					
1.(c). 3.1	Develop Terms of references for the mechanism, the member organisations and the coordination focal points, and establish clear co-ordination, co-operation and reporting mechanisms to national and regional levels	ONAC, RA, RATCs	2015	Existence of TORs	ONAC, NRM RATCs Donors
1.(c). 3.2	Develop Terms of reference for all members/focal points of the mechanism ensuring that anti- trafficking efforts are part of regular terms of reference.	See above	2015	Job descriptions of relevant local actors include TIP related tasks	ONAC RATC

1.(c). 3.3	Implement standards and SOPs to address individual cases in line with NRM and SOP standards		Continuously		ONAC NRM RATC donors
1.(c). 3.4	Nominate local coordination focal points, i.e. existing technical staff at communal/ municipal level will be assigned this task, as part of their regular job routine, and train them	See above	2015		ONAC RATC local government
1.(c). 3.5	Train the multidisciplinary groups at municipal/commune level on the SOPs of identification		Continuous		ONAC Partners International organisations
1.(c). 4	Ensure adjustment of municipal anti-trafficking structures in line with administrative-territorial reform and social service reform, at time of entry into force of new territorial division	ONAC, MoSWY, RATCs municipal council and actors	Conti- nuously	Regular consultations held Adjustment of TIP structures initiated when clear time line for enactment of territorial reform is available	Mol,ONAC, MoSWY, RATC
	Prepare eventual merging of local groups dealing with human trafficking with other local groups into integrated regional social protection and assistance committees; including an integrated case and data management system (possibly on the model of domestic violence)				

(d) SPECIFIC OBJECTIVE:

Ensure country-wide knowledge of the Anti-Trafficking Strategy and the National Action Plan and that the respective roles and responsibilities are clearly understood and foster the implementation of the strategy/NAP

Indicators: percentage of relevant actors that are familiar with the strategy, and their respective tasks; percentage of activities foreseen in the NAP that are implemented

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(d).1	Promote the new Strategy and NAP widely throughout the country by disseminating copies of the Strategy and NAP via the official launch and other channels	ONAC	November 2014	Strategy launched and disseminated to all key actors Number and percentage of national, regional and local actors who are familiar with the new Strategy/NAP	ONAC Mol

1.(d).2	Organize workshops/ meetings with all actors involved in the implementation of the NAP, to: 1. Present the Strategy/ NAP, to discuss/clarify respective tasks and responsibilities 2. Provide information and guidance on the requirement to draft (annual) Work Plans with Resource Plans and Monitoring Plans for each anti- trafficking entity	ONAC	End of 2014/ Beginning of 2015	Workshops held with all national and regional actors Existence of annual work plans and resource plans, as well as monitoring plans for key bodies and actors	Mol ONAC All actors
1.(d).3	Hold regular meetings with National Task Force on TIP to discuss implementation progress or gaps, as per monitoring reports (see below), and agree on remedial action needed	ONAC, National Coordination Group	Continuously	No of meetings Minutes of meetings distributed for information and action	Mol ONAC NRM

2. STRATEGIC AIM:

Ensure that all information and data relevant to scope human trafficking and to effectively prevent and counter it are available, accessible to all actors involved and exchanged regularly at both national and international levels

Indicators: percent of defined key data for which full actual data are available, existence of regular reports with key data; existence of regular situation mappings and assessment reports

Target: Existence of regional and national baseline situation assessments on human trafficking by end 2014

2. (a) SPECIFIC OBJECTIVE:

To establish information and data sharing mechanism according to personal data protection, agreed definitions and for defined key data

Indicators: Percentage of actors that understand, and comply with, agreed mechanism, existence of TIP assessment reports

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Target s	Resource s
2.(a).1	Agree on list of key information and data (figures/statistical categories) on human trafficking, socio- economic and other relevant data, to be systematically collected and monitored	ONAC, NTF TIP, RATCs, researchers, relevant other actors, international partners/experts	2015 and onwards	Workshop with key actors held Existence of list of relevant data and information on human trafficking and related fields, to be collected and monitored nationally	Mol NTF TIP RATC All donors

2.(a).2	Institutionalize the mechanism for the collection, analysis and disseminated of the identified data/information: Agree on reporting format and modalities for data to be collected at national level (ONAC) and regional/ local level (RATCs)	ONAC, NTF TIP, RATCs, all actors involved	End of 2014	Existence of agreed information exchange modalities (template, and frequency of reporting) Onset of data collection Existence of regular reports with key data; distribution lists	Mol ONAC, RATCs, Donors
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2.(a).2. 1	Prepare regular (bi-annual) trafficking situation assessments in all Qarks, based on the data collected regionally (from municipalities) and validated by regional Anti-Trafficking actors	RATCs in cooperation with municipalities with support of ONAC, NGOs, IOs	End of 2014-mid 2015	Existence of situation assessments for each qark as baseline for the Anti-Trafficking NAP review Existence of regular situation assessment reports (bi- annual)	ONAC RATCs IOs NGOs donors
2.(a).2. 2	ONAC to compile national TIP assessment reports, based on regional assessment reports as well as additional national level data and research, and validated by national Ant trafficking actors disseminate nationally and internationally	ONAC, NTF TIP	End of Every year	Existence of validated national situation assessment as baseline for future review Existence of regular (bi- annual) situation assessment reports	ONAC NRM

2. (b) SPECIFIC OBJECTIVE:

To increase research on all forms of human trafficking and on all areas of the anti-trafficking response
Indicators: Total financial volume of research projects on human trafficking; percentage of national research budget spent on research related to human trafficking

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
2.(b).1	Establish a network of national researchers on trafficking in Persons and related issues, and hold periodic round table with all researchers and research institutes, including meetings between	ONAC with partner research institutes/ universities	2015	Network of national researchers/research institutes Number of Round Tables held	Mol ONAC, IOs Donors

	researchers and anti- trafficking practitioners				
2.(b).2	Implement Cooperation programmes with universities to foster master's theses and dissertations on TIP issues	ONAC, universities	Continuously	Existence of cooperation programs with Universities Number of theses/ dissertations written on TIP	ONAC, Donors
2.(b).3	Commission specific research on identified priority issues (as per assessment reports), including research into the root causes of TIP push/pull factors favouring trafficking, so as to inform future preventive efforts	ONAC, other actors	Continuously	Priorities identified following situation assessments and stakeholder discussions Existence of studies on identified priority topics	ONAC, external donors

3. STRATEGIC AIM:

To improve continuously the anti-trafficking response at strategic and operational levels and to adjust it to new requirements and changing circumstances by way of establishing/strengthening a system for the regular review, monitoring and evaluation of the anti-trafficking strategy and NAP

Indicators: availability of TORs for monitoring, evaluation and review, existence of an updated Anti-trafficking Strategy and NAP by the end of 2016; existence of mid-term progress report with short-term adjustments to NAP as necessary;

3. (a) SPECIFIC OBJECTIVE:

To ensure the systematic and continuous collection and analysis of all relevant information and data at the operational and strategic level fully in line with the Law on Personal Data Protection by way of establishing/strengthening a functional monitoring system at the local level for prevention (identification of potential victims of trafficking, as well as preventative and support interventions) and the identification, referral and assistance to traffickers persons.

Indicator: Existence of TORs for monitoring; monitoring foreseen in NAP; existence of regular monitoring reports; as well as mid-term progress report; percentage of activities undertaken within the context of the NAP for which a written monitoring report is available

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
3.(a). 1	Design and implement a monitoring and review mechanism of the National Referral Mechanism to ensure the consistent application of the standards and SOPs for the treatment of trafficked persons (see PROTECTION)	ONAC, RA, NRM Group, Line Ministries (Departments for Inspections)	2015	Monitoring report issued within one year of approval Of the National Action Plan	Mol ONAC All actors ONAC NRM Line ministries
3.(a). 2	Establish Terms of Reference for monitoring, as part of the "Plan for monitoring, evaluation and review"; Determining the monitoring agency (ONAC and/or independent body) and Draft a monitoring plan for all anti-trafficking actors and activities according to the	ONAC, NTF TIP, NRM, RATCs, international partners	December 2014	Existence of TORS for monitoring; Monitoring plan endorsed by all relevant actors (via National Task Force on TIP), including the data sources for measuring the indicators, baseline, targets, monitoring templates, frequency and communication channels; Workshop on monitoring held with all implementing partners; Number and percentage of actors familiar with and compliant with monitoring plan and reporting requirements	Mol ONAC NRM RATC
	terms of reference including drafting of specific protocols for all involved members/ officials with clear job descriptions and indicators so as to monitor everyone's work progress (see 1.(c).2 below) All actors start reporting quarterly to the monitoring body, as per the agreed monitoring template				

3.(a). 3	Issue regular monitoring progress reports and hold regular meetings with the National Task Force on TIP to discuss implementation progress with all stakeholders and agree on remedial measures and short-term NAP adjustments, as necessary	ONAC and/or monitoring agency, National Task Force on TIP	End 2014/ spring 2015	Existence and endorsement of first quarterly monitoring progress report Meeting quarterly Minutes of meetings with agreed remedial measures distributed for information and action	ONAC All actors
3.(a). 4	Hold regular (annual) meetings with the State Committee against Trafficking to discuss implementation status and proposed corrective action	ONAC with NRM and State Committee	Starting in mid 2015	Regular (annual) meetings with the State Committee held Minutes of the meetings	Mol State Committee

3. (b) SPECIFIC OBJECTIVE:

To ensure the regular evaluation of all activities foreseen in NAP

Indicators: Existence of TORs for evaluation; evaluation foreseen in NAP; percentage of activities undertaken within the context of the NAP for which a written evaluation report is available, availability of mid-term and/or final evaluation reports;

Target: At least 50% of activities foreseen in the NAP are evaluated

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
3.(b).1	Introduce evaluation requirement for all actors and measures foreseen in the NAP	ONAC with NTF TIP	By end 2015 - mid 2016	Number and percentage of actors that are familiar with evaluation requirements Existence of evaluation reports	ONAC NRM
3.(b).2	Conduct independent evaluations of parts or all of the NAP	Consultative Group of anti- trafficking civil society organizations, other actors	Mid 2016	Existence of independent evaluation report of parts/all of the NAP	ONAC and donors

3. (c) SPECIFIC OBJECTIVE:

To ensure the regular review of all activities foreseen in NAP and to revise/update the strategy/NAP 2014-17 based on the review findings

Indicators/Target: Existence of Terms of reference for review; review foreseen in NAP; availability of written review of the anti-trafficking response by mid 2016; availability of revised/updated strategy/NAP by end 2016

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
3.(c). 1	Implement the monitoring and review of the National Referral Mechanism and its SOPs (see PROTECTION)	RA, NRM	2015		RA, NRM,
3.(c). 2	Draft a "Plan for monitoring, evaluation and review" and agree on outcome and impact indicators (for measuring strategic goals and specific objectives) and on baseline data (based on first situation assessment reports), including the Terms of Reference for the review	ONAC with NTF TIP, expert on monitoring and Review	End of 2014	"Plan for monitoring, evaluation and review" endorsed Existence of agreed baseline data outcome and impact indicators Existence of TORs for Review	ONAC and Monitoring and review or evaluation experts
3.(c). 3	Carry out the Review of the Strategy/NAP 2014-2017 (with the exception of the NRM and SOPs) as per the agreed TORs and on the basis of monitoring and evaluation reports Establish a working group for NAP review (members of the National Task Force on TIP or independent experts) Discussion and endorsement of review and by National Task Force on TIP	ONAC, NTF TIP, with the support of external experts and national/international partners	Mid 2016	Review Working Group identified and trained Existence of written review Review endorsed by National Task Force on TIP	ONAC, experts
3.(c). 4	Based on review, drafting of revised Strategy/NAP and endorsement by the State Committee/government	ONAC, NTF TIP, State Committee	By end 2016	Existence of new Strategy/NAP and endorsement by State Committee/Government	ONAC State Committee

4. STRATEGIC AIM

To secure all resources necessary to implement the national anti-trafficking strategy and NAP, and to increase the share of government funding and other national funding sources in the overall funding for the implementation of the strategy/NAP

Indicators: coverage in percentage of necessary resources for the implementation of the NAP (yearly); percentage of government funding (regular and special funding) as part of overall funding for strategy/NAP (yearly); percentage of national vs. international funding for the strategy/NAP;

Target: continuous increase of national funding of the Strategy/NAP with the aim of achieving 25% in 2017

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
4. (a).1	To have an overview of total costs (material and financial) for the implementation of the NAP: Introduce a financial reporting and controlling scheme for all actors at local, regional and national levels with a view to increasing available resources	ONAC with all agencies/actors that are assigned tasks under this NAP	October 2014	Guidelines/Instructions shared with all state and non-state actors Existence of annual resource plans and expenditure reports for the implementation of the strategy/NAP	ONAC, and all actors
4.(a). 2	All actors prepare individual work plans and budgets (annually) as per instructions, and submit it to ONAC	All actors involved in the implementation of the Strategy/NAP	By end of 2014, and by March of each subsequent year	Existence of work plans with resource plan of all actors involved in the implementation of the NAP	All actors
4.(a). 3	Establish Total Annual Resource Plans for all measures foreseen in the NAP, including the funding shortfall	ONAC, with input from all actors	October 2014	Existence of Total Resource Plan (annual), including regular, and extraordinary government funding, external donor funding and funding shortfall	All actors
4.(a). 4	All actors provide to the ONAC year-end annual expenditure reports for the implementation of their tasks in the NAP, according to the guidelines issued by the ONAC	All actors	By June of each year for the previous years	Expenditure reports available	ONAC All actors

4.(b).	Elaborate	ONAC, all	October 2014	25% Percent of the NAP	ONAC
1	resource	actors		funding will be	All actors
	mobilization			covered by national	
	plans, and			funding sources up until	
	gradually			2017	
	increase national				
	funding over				
	anticipated				
	international				
	funding for the				
	Strategy/NAP				
4.(b).	Hold regular	ONAC with	Continuously	Regular meetings held	ONAC
2	meetings with	key		Funding from	All actors
	international	stakeholders		international	
	organizations,			donors/EU in absolute	
	agencies and			figures, and as percentage	
	donors to seek			of total finances	
	support for				
	strategy/NAP				
	implementation				
4. (b).3	All state actors ensure the inclusion of their funding requirements for NAP implementation into the GoA Budget Plans, in regular budget or as special funding	All state actors	End of 2014, and by March of each subsequent year	Percentage of foreseen expenditures that are included in the Ministry's submission to the Government Budget Plan Target: gradual increase	All governmental actors at national, regional and local level
4. (b).4	Identify and secure other sources of national funding for NAP implementation: Albanian private sector/businesses Albanian foundations Special fund from seized assets Other	ONAC with partners	Continuously	Funding sources identified Percent of NAP implementation funding stemming from non-governmental national sources	ONAC State institutions Private sector businesses and entrepreneurs

CHILDREN

1. STRATEGIC AIM

To increase the number of successful prosecutions and appropriate sentences for all forms of child trafficking, and to ensure adequate, child-sensitive criminal proceedings guaranteeing the rights and the best interest of the child

Indicators: Number of arrests, prosecutions and convictions for child trafficking; Number of criminal cases of child trafficking (arrests, prosecutions, convictions) by form of trafficking; percent of arrests that lead to convictions; percentage of child victims appearing as witnesses; number of child victims that report a discriminatory treatment;

Target: Increase the number of criminal cases by 30%

1. (a) Specific Objective:

To ensure compliance of the national legal and regulatory base on human trafficking in all its forms with European and international standards and practices (European Union, Council of Europe, United Nations) by amending legislation as necessary and to enhance the implementation of the existing law

Indicators: number and percentage of anti-trafficking investigators, prosecutors and judges that are familiar with all forms of child trafficking, including internal trafficking, number of cases of internal trafficking; number of prosecutions/convictions regarding cases of Albanian children trafficked

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1. (a).1	For a comprehensive list of suggested legal amendments affecting children please refer to the main strategy - Prosecution 1. (b)	Ministry of Justice	2015	See main strategy	

1. (b) Specific Objective:

Implement standards and standard operating procedures (SOPs) for the sensitive treatment of child victims during investigations and criminal proceedings by specialization and enhancing skills of relevant officials, and guaranteeing the rights of the child to legal redress and compensation

Indicators: number and per cent of anti-trafficking investigators, prosecutors and judges that are familiar with all forms of child trafficking and the appropriate treatment of children potential victims of trafficking and victims of trafficking; number and percent of children victims of trafficking appearing as witnesses, number of compensations granted to children victims of trafficking, number of reported security incidents involving trafficked children

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Target s	Resources
1.(b).1	Systematic and recurrent specialist training for law enforcement and judiciary on child trafficking and special treatment for children.	MoJ, MOI, Police Academy, Courts NRM NGOs IOs	Continuously	Recurrent training scheme on children trafficking and child-specific standards on treatment Annual training plans Number and percentage of relevant officials trained	Mol, MoJ, Police Academy, Magistrates School, Donors

1.(b). 2	Implement guidelines on interviewing and evidence gathering from child victims of trafficking to guarantee the UN/ national standards, incl. such as s/he should be asked in the presence of the legal custodian; assured assistance from the social worker and/or specialized psychologist, asked in a manner appropriate to his/her age and state; communication should be to the child's best interest; the child's dignity should be respected, s/he should be informed of his rights in the process, the data and testimony should be taken by avoiding hurting the child; avoiding direct confrontations in court or repetition of testimony through video recordings of testimonies.	Ministry of Justice, General Prosecution, Police General Directorate, Courts, NRM group, as well as NGOs and IOs	Continuously	Existence of guidelines (standards and procedures) on interviewing and evidence gathering from child victims, in compliance with the Convention of the United Nations on the Rights of the Child and national child protection legislation Number and percent of relevant officials who are familiar with these guidelines Content of case protocols Number and percentage of child VoTs treated in accordance with these guidelines	MoJ, GPO, ASP, Court, NRM group, Donors
1.(b).	Create a roster of licensed		2016	Existence of roster	
3	child psychologists for			of licensed child	MoSWY, ASP
	support during criminal proceedings	MoSWY ASP		psychologists for court	
1.(b).	Appoint specialized	GPO,	End of 2016	Contents of case	GPO,

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Target s	Resources
4	social workers and psychologists for all criminal cases involving children	MoSWY		Protocols	MoSWY donors
1.(b). 5	Ensure and maintain a child-friendly Environment for Interviewing children Potential VoT, VoTs at BCPs; And specialized social centers/shelters available 24/7, where children under the age of 18 are accompanied, treated and supported (and for police interviews/interrogations)	Mol/Border and Migration Police; Ministry of Social Welfare & Youth	By mid-2016	Existence of child-Friendly facilities at BCPs; Existence of specialized social centers/shelters For children PVoT and VoT (remodeling Services of the NRC in Linza), and of a special Fund for Immediate Assistance needs to children/adult PVoTs and VoTs	ASP, MoSWY, donors
1.(b). 6	Ensure close cooperation on THB between different Police Structures within the i.e. Sections on the protection of minors and domestic violence and those for illicit trafficking, cybercrime sector, asset investigation, and all sectors investigating Criminal offences. Increase their capacities, through joint training Sessions to identify and refer children PVoTs and VoTs (see also main strategy)	ASP/ Directorate For Narcotics and Trafficking/ Sector for Illicit Trafficking, NGOs, IOs and International partners	Continuously	Number of regular meetings Number of joint training sessions on the the identification of Potential victims of trafficking and victims of trafficking	ASP, ONAC, Donors

1.(b).	Ensure full implementation	Ministry of	2016	Target: All children	MoJ,
7	of the Law on Free Legal Aid	Justice		PVoTs and VoTs	Donors
	For children VoTs,	NGOs/IO		Receive child	
	offering legal support and	And		Appropriate free	
	Representation during criminal	International		legal aid	
	proceedings, as well as	partners		Budgetary means	

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Target s	Resources
	providing legal support in obtaining compensation (support for the civil law suit); provide the necessary budgetary means (for further measures to ensure compensation to all trafficked persons pls. refer to the main strategy)			Foreseen in the state budget Availability of roster of appointed lawyers for children PVoTs and VoTs Number and percentage of cases represented and counseled Number of civil court verdicts on compensation of (child) VoTs; Number of child VoTs having received compensation	
1.(b).	Ensure the physical	See main	Continuously	See main strategy	MOI/ASP,
8	safety and protection of	strategy		Number of children	MoSWY,
	all children victims of			PVoTs and VoTs	SSS,
	trafficking, (see main			under protection	Donors
	strategy)			Measures	

II. MEASURES RELATED TO PROTECTION

1. Strategic Goal:

Ensure identification, referral and the provision of protection and re-integration assistance to children at risk, and children potential victims of trafficking and victims of trafficking, in line with the SOPs on the treatment of children

Indicators: Number of total identifications overall, and the identification of internally trafficked children for all exploitation purposes, average time of exploitation prior to identification, contents of case protocols (compliance with SOPs);

Target: Increase in the number of identified and assisted trafficked children by 20 per cent annually; increase compliance with child-specific SOPs

1. (a) Specific Objective:

Enhance the implementation of the SOPs on the treatment of potential child victims and child victims of trafficking, and closely monitor their implementation

Indicators/Target: Contents of case protocols; existence of regular monitoring/case progress reports; all cases of child trafficking are handled in compliance with the SOPs; Number and percentage of case protocols including risk assessment, safety plan, post-return re-integration assistance plan, responsible case manager, and regular case manager reports on assistance received and reintegration process

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resource s
1.	Inclusion of child specific	ONAC, RA	2015	Job descriptions of all	ONAC,
(a).	duties in the TORs of the	signatories,		actors/duty bearers	RA,
1	NRM's Responsible	RATC focal		With regard to	RATC
	Authority members, as	points		Implementing the	
	well as all other actors			SOPs members	
	with specific duties in the			include mention of	
	implementation of SOPs			their child-specific	
	(see also main strategy)			duties	
1. (a). 2	Ensure a functional mechanism to implement the SOPs for the identification and protection of, and re-integration assistance to children Potential Victims of Trafficking and Victims of Trafficking, as well as returned children, and for monitoring their re-integration process, covering: Registration and assessment of all children returned at the border, regardless of reports whether they are PVoTs or VoTs Referral of cases of children PVoTs and VoTs, as well as returned children, to the respective structures through the cases referral procedure of border staff Ensure escorting of all children to their respective residences Ensure continuous monitoring and review	Mol, MoSWY, MoH, MES, NGOs, IOs and partners.	2015	Existence of overall and actor-specific guidelines for the implementation of SOPs Municipal multi-disciplinary coordination groups on adult and child trafficking identified and trained on SOPs Municipal coordination focal points identified and trained All actors are trained at local, regional and national levels	Mol, MoSWY, MoH, MES Donors
			2015	Target: by the end of 2015 there is a functional case management and documentation system, incl. continuous monitoring of all PVoTs and VoTs Contents of case	

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resource s	
	of cases of returned children, children PVoTs and VoTs, by case management employees/ focal points in local multi-disciplinary coordination groups, in cooperation with the RSSS, and <ul style="list-style-type: none">Periodic reporting (quarterly) by Child Protection Employees/RSSS on the progress of cases of children returned to the RS/RATC (as per SOPs)			files, existence of regular monitoring reports Number and percentage of case protocols in full compliance with SOPs		
1. (a). 3	Implement a recurrent training scheme, incl. basic training package and guidelines on the implementation of SOPs on children and train all relevant actors at national (RA, NRM Group), regional (RATC members) and local levels (coordination focal points and groups, all actors likely to be in contact with children Potential Victims of Trafficking and Victims of Trafficking	ONAC, RA, NRM, RATC, with child organizations	Continuously	Existence of training/ guidance packages on child trafficking, number of training sessions Annual training plans Number of trainees by background/expertise	ONAC, RA, NRM, RATC	
1. (a). 4	Implement a close monitoring mechanism on the implementation of child-specific SOPs (as part of the monitoring of SOPs)	See under main strategy	By mid 2015	Number of monitoring missions and of case audits Target: at least two monitoring reports per annum	ONAC, Donors	
1. (a). 5	Conduct a system review, based on findings/recommendations of the monitoring and revise the case the SOP implementation mechanism accordingly	See also under main strategy		By end 2015	Existence of review Existence of revised implementation mechanism	ONAC, NRM, RA, Donors

1. (b) Specific Objective:

Ensure the identification of children potential victims of trafficking and victims of trafficking and their referral to appropriate services and protection

Indicators: Number of children Potential Victims of Trafficking or trafficked children identified and referred according to the SOPs, inside the country (by identifying source), at border crossing points or abroad.

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Target s	Resources
1.(b). 1	Identification and referral inside the country	Mol, ASP, MoSWY, CPU, RACT	Continuously	Number of PVoTs or trafficked children identified inside the country (by identifying actor)	ASP, SSS, CPU, NGOs
1.(b). 1.1	Increase the number of field units of state police and state social workers for the identification and protection of children PVoT and VoT, and train them also on child trafficking identification and SOPs for referrals	ONAC, ASP, RA, NGOs, IOs And international partners	2015- 2016	No of trained field units No/percentage of Field unit staff Familiar with Child trafficking and SOPs	ONAC, RA, NGOs, IOs, Donors
1.(b). 1.2	Strengthen "child protection groups" (CPUs, CRUs, School psycho-Social services, Municipality focal points, health staff etc.) and link them With the local coordination Groups on trafficking; train Them on child Trafficking and child-specific SOPs (See also main strategy)	RATCs, Municipal councils, MoSWY, ONAC	2015	Number of Municipal coordination mechanisms/groups on THB (adult and minor) Number of local multi-disciplinary Training sessions Number/percentage of of relevant local professionals that are familiar with the child-specific SOPs	ONAC, RATC, NRM, NGOs, Donors
1.(b). 1.3	Identify focal points on children PVoTs and child trafficking (child protection workers, identical	Qark and municipal councils, MoSWY, RATCs, ONAC	2015	Number of focal points No of trainings held on SOPs Target: by mid 2015 there are	Municipal councils MoSWY, RATCs, ONAC

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Target s	Resources
	with, or working closely with focal points on adult trafficking) in each municipality/ commune, for coordinating action, case management, documentation and monitoring of child trafficking cases in cooperation with the Regional State Social Workers, and train them			coordination mechanisms (groups/ focal points) on child and adult trafficking in each municipality or commune	
1.(b). 1.4	Regular meetings of all local coordination focal points at the regional level (RATCs) to discuss all issues related to Trafficking and the protection of children, foster cooperation, identification of and resolving of cases, experience exchange, and regional assessments/ planning	RATCs, Municipal actors	Continuously	No of meetings held by regional level Target: regional meetings held twice a year	RATC, Actors involved
1.(b). 1.5	Prepare and Disseminate information on child trafficking, tailored for professionals, parents and the community and Children	RATCs, ONAC, SSS, NGO/IO, international partners	Every year	Existence of information materials for the target groups	ONAC, SSS, RATC, Donors
1.(b). 2	Enhance identification of and immediate assistance to	ASP/BMP/Anti Trafficking structures, SSS	Continuously	Number of children PVoT (including migrant children) And trafficked	ASP, SSS, Donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Target s	Resources
	children PVoT and trafficked children at the border, and their escorted referral to structures for reintegration assistance			children identified at BCPs Number of cases handled in line with the SOPs (case protocols)	
1.(b).	Improve existing	MOI, ONAC,	By end	Existence of BCP-	ONAC, ASP, AP
2.1	SOPs for Border	ASP/Border	2015	specific SOPs on	
	CrossingPoints	and Migration		the treatment of	
	(BCPs) on the	Police, RA		children at risk	
	identification of,			and trafficked	
	Immediate			children	
	assistance to and				
	referral of children				
	PVoTs and VoTs				
	and other children				
	(accompanied or				
	unaccompanied)				
	who are				
	considered 'at				
	high risk' due to				
	movement, and in				
	need of				
	protection);				
	including clear				
	procedures for				
	escorting the				
	children to their				
	residences/shelters				
1.(b).	Implement	MOI/Border	Continuously	Existence of child-	ONAC, RA,
2.2	specialized	and Migration		specific training	Donors
	training of border	Police, Police		module	
	and migration	Academy,		Number and percent of	
	employees on the	ONAC, RA, NGOs		border police	
	treatment of	and IOs		trained, and who	
	children in need of			are familiar with	
	protection and the			the child-specific	
	SOPs on Children			SOPs	
	PVoTs and VoTs			Instructions are	
				issued	
1.(b).	Ensure	MOI/Border	Continuously	Target: every	ASP/Border and

2.3	registration of	and Migration		child is checked,	Migration Police, RA
	every child	Police		and registered in	
	crossing the			the TIMS system ;	
	border, entering			And further	
	(or being			treatment as per	

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Target s	Resources
	returned), or leaving, regardless of whether they have been reported as PVoTs by neighboring countries, and provide them with immediate assistance, protection and referral to structures in charge of re-integration assistance (see also main strategy)			SOPs Contents of case protocols	
1.(b).	Creation of a	Mol/Border	2015	Existence of child-	ASP/Border and Migration Police, Donors
2.4	child-friendly	and Migration		friendly	
	Complaint system	Police		complaint system	
	Reporting			Number of complaints	
	incidents or any other types of concern to the children PVoTs and VoTs at BCPs				
1.(b).	Creation and strict	Mol, ONAC,	2015	Existence of tight	MOI, ONAC, RA, NRM, NRM Task Force, Donors
2.5	implementation	RA, NRM, NRM		monitoring	
	of a monitoring	Task Force		system, and	
	system for the			regular	
	implementation of the SOPs for children PVoTs and VoTs in BCPs, through a special inspection team by RA/NRM			monitoring Missions and reports Target: every BCP is inspected annually	
1.(b).	Enhancethe	MFA/Diplomatic	Continuously	No and percentage of	MFA, Mol/ASP, Donors
3	identification and	Staff		Children	
	referral of children	ASP/Liaison		identified,	
	PVoT and VoT	officers		referred, assisted	
	abroad.			according to the agreed trans-national SOPs	

1.(b).	Inclusion of child	MFA, RA,	2016	Child-specific	ONAC, MFA,
3.1	specific duties in the ToRs of the RA, esp. the MFA (consular staff abroad)	ONAC		duties included in The RA signatories' job description, esp. MFA	RA

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Target s	Resources
1.(b).	Ensure that	MFA,	2015	Training for	MFA,
3.2	training of	Diplomatic		diplomatic staff	Diplomatic
	diplomatic staff	Academy,		includes child	Academy,
	on THB and SOPs	ONAC, RA as		trafficking	ONAC, RA,
	also contains a	Per main		module	Donors
	specific module on	strategy		Number of diplomatic	
	children PVoT			staff trained and	
	and VoT, incl.			familiar with their	
	following the			tasks in relation to	
	situation of			children PVoTs	
	Albanian children			and VoTs abroad	
	abroad, facilitating				
	their relations with				
	the families in				
	Albania, etc.				
1.(b).	Signing and/	Mol, MFA, ONAC,	2015	Existence of	Mol, MFA, ONAC,
3.3	or implementing	NGOs, IOs and		(stand-alone or	international
	cooperation	international partners		integrated) agreements	partners, Donors
	agreements with			with Greece, Macedonia,	
	key neighboring/			Kosovo, Montenegro,	
	destination countries			France, United Kingdom	
	on children PVoT and			and Italy on	
	VoT			cooperation regarding	
	(including also			children PVoT and VT	
	children on constant				
	movement, and			Existence of contact	
	unaccompanied			roster of RA, police and	
	migrant			social workers	
	children with			Number of meetings	
	irregular documents),			held	
	covering:				
	Assigning RA/contact			Existence of trans-	
	persons for each party,			national referral	
	incl. border police,			mechanisms and SOPs	
	anti- trafficking police			and	
	and social workers			guidelines for the	
	Development of			identification of and	
	standards and SOPs			protection to, children	
	and guidelines (agreed			PVoT and VoT	
				(including	

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Target s	Resources
	templates, timeframes, contact points and responsible authorities) for a timely exchange of information on, and referral of cases between signatory countries, to include not only children PVoTs/VoTs, but also cases of migrant children who are unaccompanied or have irregular documents Organization of joint cross-border and international trainings, regular information exchange for Border Police officers and Social Services staff of signatory parties			migrant children) Number of cross-border or international training events Numbe of cases identified, referred and assisted children at risk, children PVoTs or VoTs, and children otherwise in need, by country	
1.(b).	Ensure the	ASP, RSSS,	Continuously	SOPs in place for	ASP, RSSS,
3.4	transportation of children to their homes or to structures offering protection and support to them; accompanied by a Social worker/specialized shelter staff and by a police officer if there is a potential threat against a child VoT.	NGOs/shelter staff, IOs		Escorting children Number and Percentage of children transported according to these SOPs	NGOs/shelter staff, IOs

1. (c) Specific Objective:

Foster the re-integration and social inclusion of children potential victims of trafficking and victims of trafficking, and reducing the risk of re-victimization and re-trafficking, through the provision of specialized re-integration support, family-focused and based in the community in line with the agreed standards and SOPs

Indicators: Percentage of trafficked children who live with their family or other protected environments and attend school regularly one year after return/resettlement in community; number and percentage of trafficked children who have been trafficked more than once;

Number and percent of children PVoTs and VoTs assisted in line with SOPs; Number and percent of case protocols including risk assessment, safety plan, post-return re-integration assistance plan, responsible case manager, and regular case manager reports on assistance received and reintegration process

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1. (c).1	Ensure a functional mechanism for the provision of re- integration assistance to children PVoTs and VoTs and for monitoring their re- integration process (see 1.(a).2 above)	As per 1.(a).2 above	Continuously	As per 1.(a).2 above	
1.(c).2	Provide basic community services for the protection and re-integration of children PVoTs and VoTs as well as returned children and children in constant movement, to include legal assistance, civil registry registration, shelter, housing, economic assistance, health services and school registration as well as employment assistance for the parents, for distribution by child protection workers/local actors	MoSWY, regional and local actors, CPU, CRU	End 2015	Existence of privileged access to basic community services for children PVoTs and VoTs and their family	MoSWY, regional and local actors, CPU, CRU

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.(c).3	Establish a basic assistance package for returned children, children PVoTs and VoTs as well as their families, to address urgent needs during the first re- integration phase.	MoSWY, regional and local actors, CPU, NGO, IO	End of 2014	Existence of fully funded immediate assistance packages for PVoTs and VoTs Number of beneficiaries	MoSWY, regional and local actors, CPU, NGO, IO
1.(c).4	Establish longer term assistance programs for the re- integration of returned children, children in constant movement and their families at the local level; targeting the children and their families	MoSWY, regional and local actors, CPU, NGO, IO	2015	Existence of longer- term support programs for PVoTs and VoTs Number of beneficiaries	MoSWY, regional and local actors, CPU, NGO, IO

1.(c).5	Create specialized protection and support models for children to support a multi-stage intervention process starting from preventive and empowering interventions in the child's present system, close to the system, and with the last stage bring residential care; including: Day centers	MoSWY, Regional Councils, ONAC, NRM, NGOs, IO and international partners	2015 -2017	Existence of Protection and assistance models, including facilities and services to support multi-stage intervention process Availability of day (drop-in) centers for children/families Availability of family shelters and semi-independent living	MoSWY, SSS, Regional Councils, ONAC, NRM, NGOs, IOs and international partners
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No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
	(drop-in) for children/families <ul style="list-style-type: none"> family shelters semi-independent living emergency shelters and long-term residential care 			Existence of a specialized shelter for children (emergency and long-term residential care)	
1.(c).6	Ensure the Availability of emergency housing/ service for children PVoTs and VoTs; and create a mechanism for 'administrative guardianship' to enable social workers to make immediate interventions	MoSWY, Regional Councils, ONAC, NRM, NGO, IOs and other partners	2016	Existence of emergency housing and services Number of emergency cases	MoSWY, ONAC, SSS, NGOs, IOs and other partners

III. MEASURES RELATED TO PREVENTION

1. Strategic Goal:

Ensure a protective and supportive environment for children and their families and the provision of targeted preventive, protective and rehabilitative assistance

Indicators: Number of at-risk children identified by CPUs, school psycho-social services, health staff/ family doctors, community-based organizations, others; number of assisted children, type of assistance

No.	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
1.1	Foster multi-disciplinary child rights protection groups ('safety nets') at	MoSWY, MES, MoH, Regional Councils,	Continuously	National coverage of CPUs, and clear division of tasks among involved	MoSWY, MES, MoH, Regional Councils,

No .	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/ Targets	Resources
	<p>the level of municipalities and integrate, or link them with local coordination mechanisms on THB prevention, identification, referral and assistance</p> <ul style="list-style-type: none">clarify respective roles and responsibilities of all involved actors (regional and local social services, CRUs, and CPUs)strengthen CPUs (capacity building for c a s e management, street work, standards of service, enable access to services/welfare for child clients) and monitoring themenhance school psycho-social servicesfoster community-based organizations and involve them in the protective netfoster preventive role of health staff/family doctors (see also main strategy)	Municipalities, NGO, IO		<p>Actors Capacities of CPUs are strengthened, and access to welfare and other services for identified as children PVoT and VoT and families improved; Capacities of ‘School protectors’ are enhanced</p> <p>Health staff/family doctors are tasked with the prevention /identification/referral of trafficked children and adults and familiar with SOPs</p> <p>Child protection groups are integral part of local coordination groups on THB</p>	Municipalities, NGO, IO
1.2	Ensure the availability	MoSWY,	Continuously	Availability of local	MoSWY,
.	Of local level	regional/		level services	ONAC,
	Prevention and	local		Number of children and	NRM,
	Protection support	Government, NGOs, IOs		Their families	regional/
	services for all children			assisted, by	Local
	PVoT and VoT and in			Municipality by type	Government
need of support and protection	assistance				

No .	Activities and Sub- Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.3	Harmonize actions with the Action Plan on Children in Street Situation (including primary and secondary intervention programs for street children)	MoSWY, ONAC, RA, NGO, IO and partners	2014-2016	As per Action Plan on Children in Street Situation	All actors involved

2. Please see also the prevention part of the main strategy for other preventive activities targeting children:

Awareness -raising for children and youth, and for actors who come in contact with children at risk of, or impacted by THB

Implementation of Code of Conduct for Tourism and other Businesses, including the implementation of labour standards, and the strict monitoring and disruption of child labour

Measures to foster social inclusion by way of enhancing education, life skill acquisition, community development

