



**REPUBLIC OF ALBANIA  
MINISTRY OF INTERIOR  
OFFICE OF THE NATIONAL COORDINATOR ON  
COMBATING TRAFFICKING IN PERSONS**

**NATIONAL STRATEGY ON COMBATING  
TRAFFICKING IN PERSONS**

**2008-2010**

## TABLE OF CONTENTS

<b><i>Strategic Frame</i></b> .....	3
Introduction .....	3
<b><i>Chapter I</i></b> – Overall situation analysis .....	4
Background .....	4
Current achievements .....	5
Remaining challenges .....	6
<b><i>Chapter II</i></b> – Vision, priorities and goals .....	7
<b><i>Chapter III</i></b> – Policies to be undertaken .....	8
Legal Definitions on which the Trafficking Strategy is based: .....	9
Domestic Legislative Framework on which Strategy is based: .....	10
<b><i>Chapter IV</i></b> – Budgeting .....	12
<b><i>Chapter V</i></b> – Monitoring and evaluation .....	12
<b><i>Annex:</i></b> Outline of the envisaged national framework for co-operation and co-ordination on anti-trafficking: .....	14
National Co-ordination Structure for Anti-Trafficking Prevention, Assistance and Protection - preliminary division of tasks .....	15
National Level: .....	15
Regional Level actors: .....	16
Municipality/Commune Level: .....	17
<b><i>Glossary of Abbreviations</i></b> .....	18
<b><i>Operational Framework</i></b> .....	20
I. PROSECUTION and CRIMINAL JUSTICE .....	20
II. PROTECTION .....	39
III. PREVENTION .....	63
IV. COORDINATION .....	90

## *Strategic Frame*

### **Introduction**

While constituting a serious crime issue, trafficking in human beings is first and foremost a violation of 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 also non-state actors from a variety of fields and backgrounds.

The present anti-trafficking Strategy and Action Plan is 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 coordination and cooperation between all actors, their respective roles and responsibilities, in order to achieve an efficient and concerted approach. In that manner, it is hoped, the Strategy and Action Plan will also be instrumental in ensuring the political as well as financial support necessary for the implementation of the measures foreseen therein.

The Strategy and Action Plan 2008 - 2010 was drafted in a consultative process with all involved state, non-state, as well as international actors. A series of consultative meetings and workshops on specific items of the Strategy and Action Plan were held during February to April 2008 and input and suggestions were collected from all stakeholders. Furthermore, relevant studies and evaluation reports were also taken in consideration. A draft Strategy and Action Plan was validated at a preliminary national workshop held on 14 May 2008, and finalized with the input received.

The Strategy and Action Plan 2008-2010 was endorsed in principle by the State Committee for the Fight against Human Trafficking at its meeting on 30 May 2008, and it was officially launched at the National Conference held on the same day. It thus enjoys the full support and commitment of all involved.

The Office of the National Coordinator, during this process of drafting was continuously assisted by two experts with experience in the development of strategies in general and child trafficking and protection in particular. In this process, the Office received the support of the UN Office on Drugs and Crime, UNICEF, the Organization for Security and Co-operation in Europe (OSCE) and the International Centre for Migration Policy Development (ICMPD).

### **Guiding principles on which this strategy is built:**

The 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:

- Government ownership,
- Civil society participation,
- Human rights based treatment of victims

- Interdisciplinary coordination and cross-sector responses at government level, and between Government, IOs and NGOs;
- Systematic evaluation and sustainability.

## *Chapter I – Overall situation analysis*

### **Background**

Not least due to the concerted efforts of all national state- and non-state actors, as well as the international organisations and donors, the situation regarding human trafficking has generally improved, or at least has become stable, with the numbers of victims of trafficking on the decline.

Rather than being a transit or destination country for foreign victims, Albania has predominantly turned into a country of origin for international trafficking in women and children; women are mainly trafficked for sexual exploitation and forced labor, whereas children are for the most part sent begging and utilized in forced labor. Main destination countries for Albanian women are Greece, Italy, Macedonia, Kosovo as well as EU countries (also as final destination region). Recruitment increasingly tends to occur through fraud, by persons known to the victims, who make false job offers or marriage promises. Children continue to be primarily trafficked to Greece, and increasingly by their parents or other family members.

A disconcerting increase in internal trafficking of women and children has been noted, mainly for prostitution or labour exploitation, and especially in the new informal areas of the urban centres. The full scope of the problem is yet to be assessed, and mechanisms for the identification, referral and reporting of such cases are beginning to be put in place. The same applies to trafficking for labour exploitation, from Albania, into Albania and within Albania.

The Roma and Balkan-Egyptian communities remain among the groups most at risk of being trafficked, as are the new informal areas, other marginalized communities, women and children in the poor, rural areas of the country and persons without a family safety net. These vulnerable groups and persons are easy prey for traffickers and those who tend to exploit others.

Over the past years the involvement of organized crime groups and trafficking rings seems to have been on the decline, not least due to their engagement in other, more lucrative, forms of illicit trade (drugs and weapons). As mentioned before, the recruiters tend to be family members (of minor victims) or persons known to the victims, psychological manipulation and blackmailing, as opposed to outright physical violence predominantly used years ago.

The present Strategy and Action Plan contains policies and measures to address these new phenomena.

## Current achievements

The Government of Albania has acknowledged the issue and has made it a top priority. The great commitment among all actors concerned has resulted in tangible progress towards the eradication of human trafficking. During the period 2005 - 2007, very important achievements have been made, including<sup>1</sup>:

- Establishment of the Antitrafficking Unit in the Ministry of Interior<sup>2</sup> acting under the authority of the National Coordinator on Combating Trafficking in Human Beings/Deputy Minister of Interior, charged with monitoring and coordinating the activities of all national and international actors involved, among other, in the implementation of the National Strategy on Combating Trafficking in Human Beings and the Action Plan 2005 – 2007. Furthermore, the Antitrafficking Unit drafted periodic reports on the trafficking situation in Albania, including the Evaluation Report on the Implementation of the National Strategy on Combating Trafficking in Human Beings 2005 – 2007, and acted as Technical Secretariat of the Inter-Ministerial State Committee for the Fight against Trafficking in Human Beings. The Unit has been the initiator for the materialization of the below mentioned activities.
- Amendments to the legal framework (Penal Code) included the criminalization of smuggling of persons, in line with the UN protocol, as well as a series of legal amendments in relation to the trafficking of children,
- The signature and ratification, of 14 agreements and conventions of international and regional cooperation in the areas of justice, police cooperation, legal assistance against trafficking and organized crime, protection of child victims of trafficking, readmission of persons, illicit trafficking of narcotic drugs, parental responsibility and civil aspects of the international child abduction; these include the ratification of a bilateral agreement with Greece (yet to be ratified by Greece) on co-operation on the identification, protection, rehabilitation and safe return of Albanian children from Greece<sup>3</sup>
- The establishment of the database on trafficked victims, to become fully operational in 2008
- Guidelines and instructions to enhance the identification of trafficked persons at the border, and sensitization of a range of actors that may come in touch with trafficked persons
- The conclusion of the “Cooperation agreement to establish a National Referral Mechanism for the enhanced identification of and assistance to victims of human trafficking” (NRM), on July 18, 2005.
- The establishment of the “Responsible Authority”, by way of a Joint Order of the MoI, MOLSAEO and MFA dated 19.05.2006, responsible for coordinating, processing and reporting the necessary actions of all structures involved in the NRM agreement, as well as monitoring its implementation.

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<sup>1</sup> For a full account, please refer to the Evaluation Report on the Implementation of the National Strategy against Trafficking in Human Beings 2005 – 2007, Republic of Albania, Ministry of the Interior, Tirana, January 2008.

<sup>2 2</sup> Order No. 203 “On the functioning of the counter-trafficking unit”, dated 19.12.2005, issued by the Prime Minister

<sup>3</sup> Please see child trafficking strategy

- The maintenance of reception centers and shelters for victim assistance and protection, with increasing shares of state funding
- The development of standards of social care services to trafficked persons or persons at risk of trafficking in residential care facilities
- The development of transnational referral and case management mechanisms to ensure victim identification, assistance and protection also across state borders, as well as a series of bilateral cross-border meetings to enhance practical co-operation
- The implementation of awareness raising campaigns targeting at risk groups
- Measures to enforce mandatory education, to increase participation of marginalized groups in the formal education system, and life skill/vocational training for school dropouts, sensitization campaigns for children and the youth, and their inclusion in school curricula
- The national toll free help line (0800 12 12), which has been operated by the Ministry of the Interior as of November 2007
- The creation of the Regional Committees on Combating Trafficking in Human Beings, by way of order of the Prime Minister, no. 139, dated 19.06.2006. The Committees are tasked with making regular assessments of the regional situation and specific needs, identifying priorities for action at regional level; identifying vulnerable groups, and establishing protection networks at the local level;
- The modernization of the Civil Registry Service
- The launching of the European Week against Human Trafficking in Persons in October 2007, under the slogan: *“Trafficking in Human Beings is Slavery! We Cannot Accept It! We Fight for a Free and Secure Society”*.
- The combat of corruption, resulting in administrative and criminal sanctions to officials found to be complicit in human trafficking
- Prosecutions and convictions have increased over the past years <sup>4</sup>

### **Remaining challenges**

These efforts notwithstanding, there is a number of remaining challenges, to be addressed in the Strategy and Action Plan 2008 – 2010, as follows:

- Partial implementation of the existing legal anti-trafficking framework, e.g. the insufficient differentiation between prostitution and trafficking in human beings for sexual exploitation, and between trafficking for labor exploitation and smuggling and illegal work
- Regional Anti-Trafficking Committees are not fully functional, due, among others, to a lack of clarity regarding roles and responsibilities and division of tasks between national, regional and local levels, and due to insufficient staffing levels;
- The Office of the National Coordinator/Anti-Trafficking Unit does not have the human resources commensurate with its tasks

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<sup>4</sup> For statistics please refer to the Evaluation Report

- A better inter-ministerial co-ordination and institutional ownership by each actor for the implementation of its respective tasks in the National Action Plan; enhance the Focal Points' role;
- The National Referral Mechanism (NRM) is not yet fully operational, which is also due to the fact that the Responsible Authority is not very operational, though meetings have been held and cases have been treated and given due solution;
- Improve the identification process and tools of the potential victims of trafficking, especially of internally trafficked persons and persons trafficked for labour exploitation;
- Insufficient official data and situation mapping and assessments, poor statistics (lack of co-coordinated and reliable official data and statistics, lack of agreed work definitions);
- Lack of a functioning system for the systematic monitoring of the implementation of the measures foreseen in the NAP, and insufficient reporting by stakeholders (delays in reporting and poor reporting quality);
- More emphasis needs to be given to prevention, and to mainstreaming anti-trafficking efforts into the social assistance and protection work, the measures against domestic violence as well as general country development efforts;
- The situation of minority groups, i.e. Roma and Egyptian and other vulnerable groups, needs more enhanced attention also in terms of preventing human trafficking;
- Ensuring sustainable funding of anti-trafficking structure and services, in light of the external donor phase-out in the coming years

## *Chapter II – Vision, priorities and goals*

**Policies, tools and support measures are in place and are accessible for men, women and children who are at risk of being trafficked, or who have suffered from human trafficking, which enable them to fully integrate into society and to live self-determined lives, and which create a situation of hope and belonging for all persons living in Albania, thereby reducing human trafficking.**

In order to achieve this vision, it will be necessary to achieve the following strategic priorities:

The main priority is to further institutionalize a multi-disciplinary, sustainable and co-coordinated anti-trafficking response, in order to work towards the progressive reduction and elimination of human trafficking and to foster the empowerment of all persons living in Albania..

Under the period covered by this strategy (2008-2010), national ownership will be strengthened. The anti-trafficking response will be mainstreamed into policies and programs of state actors, and in particular social assistance and protection systems. As donor funding is gradually phasing out, the Government of Albania will ensure sustainability by providing the majority of the necessary funding. In so doing, the Government acts on its declared priority contained in its National Strategy on Development and Integration, and it continues its path towards integration into the European Union; furthermore it contributes to ensuring the expected standards of NATO membership.

Prevention will be given more prominence in the anti-trafficking response as the preferred policy option, both in human terms as well as in terms of cost-effectiveness. The emphasis is on preventive measures at the regional and local levels, through the strengthening of comprehensive protection and assistance systems in general, and for the populations and individuals at risk in particular; measures will target especially disadvantaged minority communities, as well as the new informal communities in the urban centers, as well as vulnerable women and the youth. These populations and at-risk individuals will be offered non-exploitative alternatives to human trafficking, through social assistance and livelihood options, as well as the possibility of legal and safe migration; additionally, awareness raising and information to at-risk groups will remain essential.

Special attention will be given to ensure the early identification of all trafficked persons (including internally trafficked persons and persons trafficked for labor exploitation) and their referral to assistance and services. This will be ensured through the full functioning of the National Referral Mechanism and its corollary case referral mechanisms at local levels.

The fight of child trafficking and the assistance to and protection of child victims of trafficking remains a key concern of the Government of Albania, which is underlined by the fact that in addition to the measures foreseen in this strategy, a separate strategy and action plan on child trafficking is attached to this strategy. It forms an integral part of this strategy, and highlights the specific approach and key measures necessary to adequately address the trafficking of minors.

### ***Chapter III - Policies to be undertaken***

In order to attain the vision and the priorities outlined above, the following policies will need to be undertaken:

1. To improve the co-ordination of all anti-trafficking measures and effective co-operation between all actors in the field against trafficking in human beings in Albania, by way of institutionalizing a functional national framework for co-operation and co-ordination on anti-trafficking.
2. To strengthen the knowledge base and information management on human trafficking, resulting in unified (statistical) data, as well as to continuously improve the anti-trafficking response through establishing strong mechanisms for regular monitoring, evaluation and review.
3. To ensure the full functioning of the “National Referral Mechanism” as a comprehensive national, regional and local co-ordination and case referral mechanism to ensure identification, assistance and return/ (re)-integration to trafficked persons and vulnerable individuals
4. To ensure the early identification of all trafficked persons and for all forms of exploitation, and their access to high-quality and appropriate assistance and

protection, long-term re-habilitation and social inclusion; the human rights based, ethical and sensitive treatment of all trafficked persons by all actors , as well as their access to legal redress and compensation;

5. To raise the awareness on human trafficking and non-exploitative alternatives as well as reduce vulnerability to trafficking and exploitation by improving social inclusion, by providing vocational and other non-exploitative alternatives, by fostering more enabling environments in general, and for vulnerable groups in particular; inter alia, by strengthening links to ongoing national reform processes and strategies<sup>5</sup>

6. To increase the number of successful prosecutions and convictions, and to ensure fair and victim-sensitive treatment to victims of trafficking during criminal proceedings, including the protection of witnesses.

7. To prevent child trafficking, and protect, assist and reintegrate child trafficking victims

These strategic goals and specific objectives have been further elaborated upon and broken down into specific objectives and necessary activities in the attached Action Plan.

### **Legal Definitions on which the Trafficking Strategy is based:**

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, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs; [Article 3 (a)].<sup>6</sup>

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 subparagraph (a) of this article; [Article 3 (c)].

**Child** shall mean any person under the age of eighteen; [Article 3 (d)].

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<sup>5</sup> Including the National Strategy on Development and Integration, as well as strategies on Regional Development, Gender Equality and Domestic Violence, Migration, Poverty Reduction, Social Service, Employment, etc.

<sup>6</sup> 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),

**Victim of trafficking:** refers to any person who qualifies as a victim in accordance with the above-mentioned Article 3 of the UN Trafficking Protocol

The term **trafficked person** is used interchangeably with the term **victim of trafficking**, and thus refers to all persons that meet the criteria of the UN trafficking protocol.

### **Domestic Legislative Framework on which Strategy is based:**

#### *Primary Legislation*

- Law no. 7895, date 27.01.1995 “On the Penal Code of the Republic of Albania”;
- Law no. 8733, date 24.01.2001 “On some additions and amendments to the Penal Code”;
- Law no. 8920, date 11.7.2002, “On the ratification of the United Nations Convention against Transnational Organized Crime and its two supplementing protocols”;
- Law no. 9188 12.02.2004, additions to the Criminal Code has 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, date 12.02.2004 “On Amendments to the Penal 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. 9205, date 15.03.2004 “On Protection of Witnesses and Collaborators of Justice”;
- Law no. 9284, date 30.9.2004 “On Preventing and Striking at Organized Crime”, which provides the penal 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 central budget;
- Law no. 9509, date 03.04.2006 “On the Moratorium of vessels and boats”;
- Law no. 9544, date 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, date 20.11.2006 “On ratification of the Council of Europe Convention “On Action against Trafficking in Human Beings”;
- Law No. 9668, date 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 employment market;
- Law no. 9686, date 26.02.2007 “On Amendment to Article 298 of Penal Code” Assistance for Illegal Borders Crossing”;
- Law no. 9833, date 22.11.2007 “On the adhering of Republic of Albania in the Optional Protocol to the UN Convention on the Rights of the Child on the involvement of children in armed conflict”;

- Law no. 9834, date 22.11.2007 “On the adhering of Republic of Albania in 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 State Police”
- Law no. 9859, date 21.01.2008 “On some supplements and amendments to the Penal Code” the articles added are Article 124/b, ”Ill-treatment of children” that among others criminalizes the phenomenon of child exploitation for forced labour, begging, and other forced services; the paragraph that was added in article 117 “Pornography” regarding the pornography of minors as well as adding in article 128/b “Trafficking in children” that criminalizes by law not only the recruitment, hiding, reception of children but also their selling;

*Secondary legislation:*

- Council of Ministers’ Decision no. 171, date 11.02.2005 “On the Approval of the National Strategy against Trafficking in Children and the Protection of Child Victims of Trafficking, and an Annex to the Decision no. 8, dated 5.01.2002 of the Council of Ministers, “On the Creation of State Committee for the Fight against Trafficking in Human Beings”;
- Council of Ministers’ Decision no. 564 dated 12.08.2005, “On Licensing Social Service Providers”;
- Council of Ministers Order no, 25, date 22.2.2005 “On the Approval of Plan of Action for the period 2005-2007 in compliance with the National Strategy for the Fight Against Trafficking in Human Beings”;
- Cooperation Agreement, date 18.07.2005 to Establish a National Referral Mechanism for the Enhanced Identification of and Assistance to Victims of Trafficking Between Ministry of Labour and Social Affairs/ General Directorate of State Social Services, National Reception Center for Victims of Trafficking, Ministry of Public Order/ General Directorate of State Police, Ministry of Foreign Affairs/ Consular Directorate, “Vatra” Non-Profit Organization, Vlora, “Tjeter Vizion” non-Profit Organization, Elbasan and International Organization for Migration-Tirana
- Council of Ministers’ Order no. 203, date 19.12.2005 “On the Functioning of the Anti trafficking Unit”;
- The Minister of Interior’s Order no. 282 date 13. 02. 2006 “On Installation of Toll-free Phone Numbers for Denouncing Corruption and the Procedures for Carrying out this Activity in the Structures of Ministry of Interior for the Directorate of Internal Control”;
- Ministry of Education and Science Guideline no. 6, dated 29.03.2006 “On registration of Roma children at school who do not have birth certificates”;
- Prime Ministers Order no. 139, date 19.06.2006 “On the Establishment of the Regional Anti-trafficking Committees;
- Joint Order no 1192, date 19.05.2006 of the Minister of Interior, Minister of Foreign Affairs and Minister of Labor, Social Affairs and Equal Opportunities on the establishment of Responsible Authority for the National Referral Mechanism;
- Cooperation Agreement of the Joint Technical Team, September 20th 2006, “On Child Rights” between representatives of the state institutions (Ministry of Interior,

- MOLSAEO, Ministry of Education and Science, People's Advocate), NGOs and donors who are committed to the protection and respect of child rights;
- Decision of the Council of Ministers no. 632 “On the employment of the job seeking unemployed women”;
  - Order no. 645 dated 20.03.2006 “On Priorities of Employment Promotion Program for 2006”;
  - Order no. 782, dated 04.04.2006 “On Tariffs of Professional Formation System”;
  - According to this Order, certain groups of people, including trafficked women and girls, are exempt from paying registration tariffs to attend professional training courses for unemployed jobseekers registered in employment offices;
  - General Director of Police Duty Order no. 714 dated 03.11. 2006 “On procedures carried out with the Albanian and foreign citizens returned from other countries”. It outlines the duties of officers from Border and Migration Police and the Sector for the Fight against Illegal Trafficking in handling returned persons, identified as victims of trafficking, and the measures to be taken;
  - Council of Ministers’ Decision no. 195, date 11.04.2007, “Standards of Social Services for Trafficking Victims or at Risk of Trafficking Persons in Residential Care”;
  - General Directorate of State Police Duty Order no. 871, dated 27. 12. 2007 “On procedures to be carried out for the interviewing of foreign and Albanian nationals returned from other countries”;
  - General Directorate of State Police Duty Order no. 865, date 26.12.2007 “On the data entry on the database for victims of trafficking”.

#### ***Chapter IV - Budgeting***

By way of endorsing this Strategy and Action Plan 2008-2010, all actors have committed to ensuring the implementation of the tasks contained in this document and under their respective responsibility, including the provision of the requisite resources.

In general, the lead agencies assume the responsibility for the implementation of their respective activities, including the budgeting for the activity. If however an activity foresees the shared responsibilities of two or more actors, then the joint budgetary obligation is also indicated in the NAP.

While the present Action Plan only contains the budget source, but not the exact cost of each measure, it is foreseen to establish full budget and expenditure reports from 2009 onwards (see under chapter co-ordination).

#### ***Chapter V - Monitoring and evaluation***

Responsibility for the monitoring and implementation of this National Strategy and Action Plan for the Fight against Trafficking in Human Beings, as well as the National Strategy and Action Plan and on child trafficking belongs with the State Committee for Combating

Trafficking in Human Beings, which is chaired by the Minister of Interior. The State Committee will be assisted in this task by the National Task Force on Trafficking in Human Beings, the National Coordinator and the Office of the National Coordinator. The National Task Force on Human Trafficking will set up a sub-group on child trafficking, under the chairmanship of the MOLSAEO. The key success indicators for monitoring the strategy and the Action Plan are given in the Action Plan. A systematic plan for monitoring, evaluation and review of the Strategy and the Action Plan will be elaborated under the responsibility of the Office of the National Coordinator.

Every Ministry or Institution that has obligations under this strategy, will report on the course of their work for the implementation of the Trafficking Action Plan to the Office of the National Coordinator on Combating Trafficking in Persons and to the State Committee for Combating Trafficking in Human Beings, every three months, starting from the date of approval of the Strategy and Action Plan by the Council of Ministers.

The Committee will periodically inform the Prime Minister on the implementation of this Strategy and Action Plan.

***Annex: Outline of the envisaged national framework for co-operation and co-ordination on anti-trafficking:***

In order to effectively counter human trafficking and foster empowerment, it is essential to institutionalize a functional national framework to ensure effective co-ordination and co-operation of all involved actors, aimed at preventing human trafficking, protecting and assisting trafficked persons and prosecute and convict the perpetrators.

The envisaged framework comprises:

- i. a mechanism for overall co-ordination, policy setting, ongoing mapping and analysis of the situation regarding human trafficking, monitoring, evaluating and reviewing the national anti-trafficking response (strategy and action plan);
- ii. the National Referral Mechanism, as a system for individual case management to ensure identification of and protection and assistance to vulnerable and trafficked persons

For this reason, an **ad hoc inter-disciplinary Expert Group** (drawn from state and non-state members of the NRM working group, Responsible Authority, Regional Anti-Trafficking Committee, other national actors and international partners) will be established. The ad hoc Expert Group will until end of 2008 develop a detailed Plan of Action comprising a clear division of tasks, the respective tasks of all actors, standard procedures (SOPs) of cooperation and co-ordination among all concerned, and an implementation schedule. Following the endorsement by the State Committee, the Plan of Action will be implemented (including necessary revisions of mandates, terms of reference, SOPs, and trainings/workshops with all actors on the new framework for co-operation and their respective tasks). Details on the envisaged co-ordination framework, as well as the preliminary role of all actors involved, are given below.

Further activities aimed at institutionalizing a functional anti-trafficking framework and an effective response include:

- Reinforce the **Office of the National Coordinator**, to ensure implementation of activities foreseen under the NAP by i.a. increasing its human and financial resources
- Create and staff a stand-alone **Office of the Responsible Authority** by 2010 ; in an interim phase establish a nucleus office/team of 3 staff, attached to the ONAC
- Strengthen the **Regional Anti-Trafficking Committees** (scope of work and TORs/Prime Minister order clarified/revised, full-time regional co-ordinator appointed and membership enlarged to include deputy prefects, Regional Border and Migration Directorates, the qark councils and NGOs).

- Creation of the **National Task Force on Trafficking in Human Beings** (replacing the former Focal Point group) charged with the design, implementation and regular review the anti-trafficking response, under the overall responsibility of the State Committee and the Office of the National Coordinator, and comprising all relevant national anti-trafficking state- and non-state actors and agencies.

## **National Co-ordination Structure for Anti-Trafficking Prevention, Assistance and Protection - preliminary division of tasks**

(to be clarified by ad hoc Expert Group):

### **National Level:**

#### **National Anti-Trafficking Co-ordinator**

Tasks: Overall responsible for the design and implementation of a comprehensive anti-trafficking response, including its regular monitoring, evaluation and review; co-ordinate information and data management and sharing; co-ordinate all anti-trafficking activities in the countries; budget and resource mobilization; liaise with all external and international partners/organizations/donors and hold regular meetings; responsible for regular reporting to government, the State Committee and Parliament, and for ensuring political support and commitment; chair the National Task Force and ensure regular meetings.

#### **ONAC**

Tasks: Offering technical support to the State Committee to combat Human Trafficking and the National Anti-Trafficking Co-ordinator, as well as the National Task Force on Human Trafficking and assisting in implementing all their activities; co-ordination of all activities, data/information management and sharing, monitoring, reporting.

#### **State Committee on Combating Human Trafficking**

Overall responsible for the design and implementation of an anti-trafficking response, and its regular monitoring, evaluation and review, with the assistance of the National Co-ordinator, the ONAC and the technical level National Task Force on Trafficking in Human Beings

#### **National Task Force on Trafficking in Human Beings**

Tasks: Design, implementation and regular review of the anti-trafficking response (strategy and action plan), under the overall responsibility of the State Committee to Combat Human Trafficking and the National Anti-Trafficking Co-ordinator and with the technical support of the ONAC; including: regular

national situation assessment (based on regional, assessments), national standard, policy and procedure setting, and monitoring the implementation, national priority setting and programme design, as well as budgeting; regular (at least quarterly) meetings

Members: All relevant anti-trafficking stakeholders at technical level, including representatives of state authorities, GPO, Regional Anti-Trafficking Committees, NGOs, Training Institutes, Labor Officials, and other relevant actors

### **National Referral Mechanism Working Group**

Tasks: Monitoring the implementation of the NRM agreement with the technical support of the Responsible Authority, i.e. setting and regularly reviewing national standards and operating procedures (SOPs) for the treatment of trafficked persons during the entire referral process and monitoring their implementation, resolving non-routine/intricate referral cases when necessary (especially inter-regional and international cases).

Members: All signatories to the NRM agreement incl. MOI, ASP, MOLSAEO, MFA, ONAC, NGO signatories, GPO, RCATs, etc.)

### **Responsible Authority**

Tasks: Monitoring the implementation of the NRM agreement  
Managing data (including the victim database) and reporting.  
Convene regular meetings of NRM working group and offer technical support to the group  
Backstopping and intervening in non-routine/trouble cases when necessary (especially inter-regional and international cases)  
Monitoring the implementation of NRM standards and SOPs

Members: All signatories of the NRM agreement (MOI, MOLSAEO, MFA, NGO signatories, etc.)

### **Regional Level actors:**

#### **Regional Anti-Trafficking Committees, Technical Tables, Technical Secretariat**

Tasks: Mapping and assessing the situation and needs at the regional level, priority setting and programme design at the regional level, enabling and supporting the work at the local level; ensuring that national standards are implemented at municipal/commune level by way of monitoring and quality checks; ensuring availability of services for vulnerable persons/groups and trafficked persons at regional/local level; backstopping the municipal referral bodies and intervene in non-routine/intricate cases; participate in the National Task Force on Human Trafficking, and in the NRM Working Group.

Members: The Prefect, the Deputy Prefect, the Chariman of the Regional Council, the Mayor of the central Municipality of the Qark, the Regional Office of the

State Social Services, the Regional Employment Office, the Regional Police Directorate incl. Anti-Trafficking Police, the Regional Director of the State Informative Service, the Regional Education Directorate, the Regional Public Health Directorate, the Social Assistance and Protection Offices (incl. CPUs) in Municipalities and Communes, the District's Prosecution Office, as well as NGOs.

### **Municipality/Commune Level:**

#### **Social Assistance Offices/Protection Units**

**Task:** Ensure identification, referral and assistance of at-risk persons and trafficked persons, as appropriate; manage individual cases and maintain case files; chair the local multi-disciplinary group / local referral mechanisms and liaise with all members, ensure development of local referral SOPs, convene regular and ad hoc meetings; liaise with other Social Assistance and Protection Units, and with Regional Committees and Responsible Authority; regularly report to the Responsible Authority and Regional Committees/ONAC according to agreed mechanism and refer problem or non-routine cases to the appropriate level (RCAT and/or RA); represent the municipality/commune in Regional Anti-Trafficking Committees

**Members:** Focal Point(s) for child protection, gender equality, domestic violence, human trafficking; as well as at least one social worker (case worker) in each municipality/commune

#### **Multi-disciplinary Group/ Local Referral Mechanism**

**Task** Monitor the situation and identify at risk groups and trafficked persons, coordinate preventive and/or protection measures, assistance and support, provide services in member's sphere of competence, meet regularly, and as necessary, to discuss problem cases, draft/review local SOPs

**Members:** Social Assistance and Protection Offices, police, prosecutors, health workers, social workers, educators, employment offices, labour inspectors, NGOs, etc

## *Glossary of Abbreviations*

Glossary of abbreviations used in the National Strategy and Plan of Action on Combating Trafficking in Persons:

<b>SCFTHB</b>	<b>State Committee for the Fight against Trafficking in Human Beings</b>
<b>ONAC</b>	<b>Office of the National Coordinator on Anti-trafficking</b>
<b>MoI</b>	<b>Ministry of Interior</b>
<b>MoLSAEO</b>	<b>Ministry of Labour, Social Affairs and Equal Opportunities</b>
<b>MoES</b>	<b>Ministry of Education and Science</b>
<b>MoJ</b>	<b>Ministry of Justice</b>
<b>MFA</b>	<b>Ministry of Foreign Affairs</b>
<b>MoH</b>	<b>Ministry of Health</b>
<b>MTCYS</b>	<b>Ministry of Tourism, Culture, Youth and Sports</b>
<b>MF</b>	<b>Ministry of Finance</b>
<b>MAFCP</b>	<b>Ministry of Agriculture, Food and Consumers Protection</b>
<b>SSS</b>	<b>State Social Services</b>
<b>AASCA</b>	<b>Agency for the Administration of the Sequestrated and Confiscated Assets</b>
<b>GPO</b>	<b>General Prosecutor's Office</b>
<b>HCJ</b>	<b>High Council of Justice</b>
<b>SC</b>	<b>Supreme Court</b>
<b>SCC</b>	<b>Serious Crimes Court</b>
<b>SIS</b>	<b>State Intelligence Service</b>
<b>ASP</b>	<b>Albanian State Police</b>
<b>RA</b>	<b>Responsible Authority</b>
<b>NRM</b>	<b>National Referral Mechanism</b>
<b>TRM</b>	<b>Transnational Referral Mechanism</b>
<b>ICITAP</b>	<b>International Criminal Investigative Training Assistance Program</b>
<b>PAMECA</b>	<b>Police Assistance Mission of European Commission in Albania</b>
<b>NGO</b>	<b>Non-governmental Organization</b>
<b>IO</b>	<b>International Organizations (UNICEF, CAAHT, ILO-IPEC, etc)</b>
<b>RCAT</b>	<b>Regional Committees on Antitrafficking</b>
<b>CPU</b>	<b>Child Protection Units</b>
<b>CAAHT</b>	<b>Coordinated Actions against Human Trafficking</b>
<b>USAID</b>	<b>United States Agency for International Development</b>
<b>OSCE</b>	<b>Organization for Security and Cooperation in Europe</b>
<b>IOM</b>	<b>International Organization for Migration</b>
<b>UNICEF</b>	<b>United Nations International Children's Fund</b>
<b>UNODC</b>	<b>United Nations Office on Drugs and Crimes</b>
<b>ILO</b>	<b>International Labour Organization</b>
<b>UNDP</b>	<b>United Nations Development Program</b>
<b>TdH</b>	<b>Terre des Hommes</b>
<b>SC</b>	<b>Save the Children</b>
<b>WV</b>	<b>World Vision</b>
<b>NATCS</b>	<b>National Antitrafficking Coalition of Shelters</b>

<b>CGC</b>	<b>Counseling Groups in Community</b>
<b>CBO</b>	<b>Community-based Organizations</b>
<b>BKTF</b>	<b>Together against Child Trafficking</b>
<b>ATSH</b>	<b>Albanian Telegraphic Agency</b>
<b>PEA</b>	<b>Private Employment Agency</b>
<b>NPF</b>	<b>Help for Children (Ndihmë për Fëmijët)</b>

## Operational Framework

### I. PROSECUTION and CRIMINAL JUSTICE

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.	<b>STRATEGIC AIM:</b> <i>To increase the number of successful prosecutions, convictions and appropriate sentences for all forms of human trafficking, through efficient and professional law enforcement structures that conduct fair investigations and judicial processes and guarantee the rights of all parties</i>				
	<b>Indicators:</b> number of arrests, prosecutions, convictions, by form of trafficking, per cent of victims appearing as witnesses, percent of trials supporting victim with corroborating evidence, number of sentences served fully				
1.(a)	<b>SPECIFIC OBJECTIVE:</b> Increase the use of pro-active investigative techniques (including financial and money laundering investigations) in anti-trafficking investigations				
	<b>Indicator:</b> Number/per cent of anti-trafficking prosecutions initiated by evidence from pro-active investigations; number and per cent of convictions based on pro-active evidence				
1.(a).1	Implement intelligence management system on trafficking in human beings (collecting, analyzing and disseminating of intelligence), in line with the National Intelligence Plan	ASP, supported by ICITAP, PAMECA	Mid 2010	Availability of quarterly intelligence reports, situation analyses, profiling of traffickers/victims	Albanian State Police, ICITAP, PAMECA
1.(a).1.1.	Strengthen the capacity of the Office of Criminal Analysis to collect and analyze intelligence data by way of: <ul style="list-style-type: none"> <li>• Make TIMS system operational and</li> </ul>	ASP	Mid 2009	Office of Criminal Analysis is operational Criminal intelligence data base (to include TIMS connectivity) is fully	Albanian State Police  ICITAP, PAMECA

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	<p>grant on-line access to all Regional Directorates</p> <ul style="list-style-type: none"> <li>• Provide training on analytical skills to all Regional analysis officers</li> <li>• Provide training for key police officers to ensure data gathering</li> </ul>			<p>operational;</p> <p>On-line TIMS access is extended to the Anti-Trafficking Sector/ASP and all Regional Albanian State Police Directorates (Anti-Trafficking Units)</p> <p>Analytical skills developed in all Regional Directorates via training</p> <p>Data collection increased via training to anti-trafficking police officers and key front line personnel in each Regional Directorate</p>	<p>Albanian State Police ICITAP</p> <p>Albanian State Police</p> <p>Albanian State Police, ICITAP, PAMECA</p>
1.(a).2	Enhance the knowledge and skills of law enforcement officers on pro-active investigation techniques	Police Academy	Ongoing	<p>Number of specialized law enforcement officers with special training on the application of intelligence-led investigation techniques; nr of front line law enforcement officials with basic training on low level intelligence gathering</p> <p><b>Target:</b> at least 1 officer in each Regional Directorate is</p>	MoI

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
				familiar with the intelligence-led policing approach and key front line officers with low level intelligence gathering	
1.(a).2.1.	Ensure that anti-trafficking training includes pro-active investigation techniques (specialist level) and low-level intelligence gathering (at generalist level)	Police Academy	Ongoing	Number of specialized law enforcement officers with special training on the application of intelligence-led investigation techniques; nr of front line law enforcement officials with basic training on low level intelligence gathering	Albanian State Police
1.(a).2.2	Ensure ongoing expert advice to the Anti-Trafficking Sector by inviting international partners (EU Policing Mission, US) to attach an international senior anti-human trafficking investigator, preferably female, to the Anti-Trafficking Sector.	ASP/Sector against Illicit Trafficking in partnership with international partners, etc.	Beginning of 2009	International anti-human trafficking investigator attached to the ASP Anti-Trafficking Sector OR ongoing expert support provided to the Sector	Albanian State Police, PAMECA, ICITAP
1.(a).3	Enhance the utilization of financial investigations in anti-trafficking investigations (money laundering, as well as the confiscation, freezing and seizure of assets)	Ministry of Finance/General Directorate against Money Laundering, GPO, ASP/Anti-economic Crime Directorate, Customs	Ongoing	Number of anti-trafficking cases including financial investigations, in absolute numbers and in per cent; Number/quantity of assets confiscated and frozen; number of convictions for money laundering	Ministry of Finance (General Directorate against Money Laundering) , GPO, ASP

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(a).3.1.	Strengthen the cooperation on anti-trafficking financial investigations between the Financial Intelligence Unit, the GPO, and the ASP Economic Crimes Unit; through joint trainings/workshops and the development of SOPs	Ministry of Finance in cooperation with GPO, ASP/ Anti-economic Crime Directorate	Autumn 2008 End 2008	Workshop held Existence of SOPs Regular meetings held	Ministry of Finance (General Directorate against Money Laundering)
1.(b)	SPECIFIC OBJECTIVE: Enhance trafficking awareness and professional skills and capacities, at both generalist and specialist levels, of the police, prosecution and the judiciary				
	<b>Indicators:</b> 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 of arrests that result in prosecutions and in convictions; per cent of officials in police, prosecution and judiciary who can name the main characteristics of human trafficking				
1.(b).1	Ensure the professionalism and capacity of the Sector against Illicit Trafficking at central and regional level by way of sufficient and qualified/trained staff, and an increased number of qualified female police officers.	ASP assisted by ONAC  Police Academy with ASP/ Sector against Illicit Trafficking, GPO with international partners (OSCE, UNICEF, IOM, etc.)	Mid 2009	<b>Target.</b> By mid 2009, there will be at least three specialized and full time police officers dealing with human trafficking at central level, at least two specialized and full time anti-trafficking police officers each at Regional Directorate;  At least one trained female anti-trafficking police officer is assigned to each regional anti-trafficking unit and to the 10 major border	Albanian State Police

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
				crossing points;  All anti-trafficking officers are training or re-trained as necessary	
1.(b).1.1	Provide necessary equipment to anti-trafficking police units	ASP	2010	Necessary equipment is available	Albanian State Police, Donors
1.(b).1.2	Make the Sections on the Protection of Minors and Domestic Violence of ASP operational, and inclusion of human trafficking in the TORs of the units and the staff, including training/expertise on child/adult trafficking. [see also Prevention 3.(b).4]	Police Academy with Sector against Illicit Trafficking, GPO with international partners (OSCE, UNICEF, IOM, UNIFEM, UNDP, etc.)	Mid 2009	Each Section on the Protection of Minors and Domestic Violence has a mandate and expertise in child and adult trafficking, at least one female anti-trafficking child trafficking officer each	Albanian State Police, Donors
1.(b).1.3	Ensure close co-operation and regular coordination and information sharing between Anti-trafficking Sectors as well as Minors' Protection and Domestic Violence Sections.	ASP	Ongoing	Minutes of routine meetings are available  Number of cases initiated through the Sections on Minors' Protection and Domestic Violence	Albanian State Police
1.(b).1.4	Review the police recruitment policies to secure the retention of specialized anti-trafficking police officers for at least three years.	ASP	Mid 2009	Order issued Personnel records show an average staff retention in central and specialized anti-trafficking police units of at	Albanian State Police

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
				least 3 years	
1.(b).2	Fully institutionalize mandatory human rights and victim-oriented anti-trafficking training and capacity building for all police officers, prosecutors and judges, to be delivered by multi-disciplinary teams involving NGOs :	Police Academy, School of Magistrates, Ministry of Interior, Ministry of Justice, GPO, ONAC, NGOs (National Coalition of Shelters or other) in partnership with OSCE, UNICEF, IOM, and other partners	End 2008	<p>Curricula on human trafficking institutionalized at Police Academy and Magistrates School (included in core curricula);</p> <p>Roster of trainers appointed and trained</p> <p><b>Target:</b> by 2010 all new police cadets receive anti-trafficking awareness training, and 50 % of active police officers successfully completed in-service training; all ongoing judges and prosecutors receive training</p> <p>All Anti-trafficking investigators and prosecutors of serious crimes are trained</p> <p>All Serious Crime Court judges are trained</p>	Police Academy (ASP), School of Magistrates
1.(b).2.1	Basic awareness training including initial victim identification and low level intelligence gathering for all new police cadets, as well as active police officers	Police Academy, ASP/ Sector against Illicit Trafficking, GPO, ONAC, NGOs, etc.	End 2008	Standard training materials available and regularly updated	Albanian State Police

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	(in-service training)			<p><b>Target:</b> updated training materials available by June 2009</p> <p>Existence of annual training needs assessments and training plans</p>	
1.(b).2.2	Basic awareness training for all future prosecutors and judges	School of Magistrates, with relevant partners, ONAC	End 2008	<p>Standard training materials available and updated annually.</p> <p><b>Target:</b> updated training materials available by June 2009</p> <p>Existence of annual training needs assessments and training plans</p>	School of Magistrates
1.(b).2.3	Specialized (joint) training for police, prosecutors and judges with specific human trafficking responsibilities (anti-trafficking police investigators, prosecutors and judges of the Serious Crime Court)	Police Academy, School of Magistrates, ASP, GPO, Ministry of Justice, NGOs, ONAC, etc.	Mid 2010	<p>Standard training materials available and updated annually.</p> <p><b>Target:</b> updated training materials available by June 2009</p> <p>Existence of annual training needs assessments and training plans</p>	ASP, School of Magistrates

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(c)	SPECIFIC OBJECTIVE: Improve anti-trafficking investigations by way of enhanced cooperation and co-ordination of police and prosecutors				
	<b>Target:</b> by mid 2010, 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				
	<b>Indicators:</b> Number and Quality of investigation files; Nr. of convictions vs. nr of prosecutions vs. number of arrests, in absolute numbers and in per cent; number of officials familiar with the new anti-trafficking investigation process				
1.(c).1	Revise the current legislative framework in order to improve the investigative process, including the revision and enactment of the Law on Witness and Justice Collaborators Protection. [see Chapter Protection 4.(a). 1	Ministry of Justice, GPO, Ministry of Interior, et.al.  Ministry of Justice, GPO, Albanian State Police/Directorate on the Protection of Witnesses, (Inter-agency working group assisted by OPDAT)	Mid 2008  Autumn 2008  End 2008  First quarter of 2009	Assessment study on necessary legal amendments conducted  Legislative/regulatory amendments drafted  Legislative/regulatory amendments endorsed  Amended Law on the Protection of Witness and Justice Collaborators enacted	Ministry of Justice    MoJ, ASP, OPDAT
1.(c).2	Develop and implement standard operating procedures (including division of tasks and respective roles and responsibilities) for the entire anti-	Working Group chaired by the GPO, ASP	2009	SOPs developed and in use  Template and quality standards for investigative	GPO, ASP

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	trafficking investigation process			file available and in use	
1.(c).2.1	ASP and GPO to conclude a Protocol and issue joint instructions	Working Group chaired by the GPO	2009	Protocol concluded Instructions issued	GPO, ASP
1.(c).3	Joint regular training sessions of anti-trafficking police and prosecutor's office (as part of training plan)	Police Academy, School of Magistrates, ONAC, GPO with international partners	Ongoing	Number of trained Anti-trafficking officers and specialized prosecutors  Routine joint training sessions foreseen in the national training plans	ASP(Police Academy), School of Magistrates, donors
1.(c).4	Develop Special anti-trafficking investigation toolkit/manual and provide to all special anti-trafficking units and prosecutors Prepare regular updates (annually)	Police Academy with Anti-Trafficking Police, GPO and ONAC	End 2008  March 2009  March 2010	Special Anti-trafficking investigation toolkit available  Reference copy at each Regional Anti-Trafficking Units and prosecutor's office  Updated toolkit available	ASP(Police Academy), donors
1. (d)	SPECIFIC OBJECTIVE: Develop and further refine the necessary legal and regulatory base against all forms of human trafficking and related crimes, in line with EU and European/Council of Europe standards and practices, and improve their implementation				
	<b>Indicator.</b> number and per cent of anti-trafficking investigators, prosecutors and judges that are familiar with the differences between trafficking, smuggling, labour exploitation, and can describe them; number of convictions for trafficking for forced labour;				
1.(d).1	Issue instructions to investigators, prosecutors and judges on the difference between prostitution, trafficking in human beings and	GPO, ASP, Supreme Court of Justice, HCJ, MoJ and ONAC	Mid 2009	Guidelines/instructions developed and adopted	GPO

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	smuggling, and between trafficking for labor exploitation and smuggling and illegal work				
1.(d).2	Organize training workshops on these issues for all relevant actors	School of Magistrates, GPO, ONAC in partnership with national or international agencies	Mid 2009	<b>Target:</b> by mid 2009 at least 2 workshops organized	School of Magistrates, donors
1.(d).3	Ensure implementation of the Council of Europe Convention on Human Trafficking.	Ministry of Justice, ONAC, in partnership with CoE and others	End 2008 June 2009 Until 2010	Publicity campaign launched for judiciary and prosecutors.  Existence of Inventory of necessary action and instructions issued, implementation monitored.  <b>Target:</b> All main provisions contained in the CoE Convention are implemented in Albania Existence of report	MoJ and CoE
1.(e)	SPECIFIC OBJECTIVE: To improve cooperation and co-ordination between police, the General Prosecutor's Office and criminal justice institutions and a to create a unified information and data management and reporting system				
	<b>Targets:</b> 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				
	<b>Indicators:</b> Existence of joint inter-agency statistical and assessment reports, including number of investigations, prosecutions and convictions				

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(e).1	Create a unified statistical data management system among police, prosecutors and criminal justice institutions (collecting, analyzing and disseminating unified statistical data among all actors based on agreed definitions, including sustainable arrests, prosecutions, convictions, and sentences, and analyze and address problems as they arise.	Inter-Agency Working Group under the leadership of the Ministry of Justice, GPO, ASP, ONAC, civil society.	End 2009	Inter-agency database with joint statistical data is operational  First joint three-monthly report produced	MoJ, GPO, donors
1.(e).1.1	Inter-agency working group to agree on common definitions, data collection methodology	Inter-Agency Working Group under the leadership of the Ministry of Justice, GPO, ASP, ONAC, civil society.	End 2008 – beginning 2009	Inter-agency working group created; Agreement reached on common definitions, including sustainable arrests, prosecutions, convictions, and sentences  Agreement reached on joint statistical matrix, data collection methodology, and reporting procedures;	MoJ, donors
1.(e).1.2	Create inter-agency statistical database on traffickers	GPO, MoJ, ASP, ONAC in partnership with ICMPD and others	End 2009	Anti-trafficking database is operational and on-line access granted to all operating agencies	GPO, donors
1.(e).2	Further operationalise the Total	ASP with the support	Continuing	<b>Target:</b> by mid 2009, online	ASP, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	Information Management System (TIMS)	of EU, ICITAP and others		access granted to all relevant police units at central and regional levels	
1.(f)	SPECIFIC OBJECTIVE: Continue to enhance bilateral, regional and international legal, judicial and law enforcement co-operation against human trafficking and traffickers				
	<b>Indicators:</b> nr of extraditions; nr of requests for mutual legal assistance, nr of new protocols on police co-operation, nr of joint operations, nr of arrests and prosecutions resulting from cross-border or international cooperation				
1.(f).1	Sign Protocols on the implementation of the Council of Europe Convention on mutual legal assistance, mutual recognition of judicial decisions and extraditions and monitor their implementation.	MoJ, in cooperation with MoFA and MoI	2009  End 2009	Needs assessment conducted to identify priority countries and crime type where international/ regional criminal justice network requires improvement.  Relevant protocols signed	MoJ, MoI
1.(f).2	Strengthen bilateral and international law enforcement co-operation	ASP/MoI, MoJ, MoFA	Ongoing  2010	Number of Regular meetings and joint exercises held  <b>Target:</b> at least one joint-exercise/liaison visit organized annually with each neighboring country and other key destination countries	MoJ, MoI
1.(f).2.1	Conclude and/or implement Agreements/Protocols on data exchange and common investigations	ASP/MoI, MoFA	Mid 2009	Agreements/Protocols signed with Montenegro, Greece, Kosovo, Macedonia	ASP, MoFA

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	with Montenegro, Greece, Kosovo, Macedonia and Serbia, Italy, UK and other EU countries as necessary. – hold regular meetings and joint exercises.			and Serbia, Italy, UK and other EU countries.  Regular meetings and joint exercises held	
1.(f).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).3	Continue joint maritime exercises with coastal neighbors (Italy and Greece).	MoD, ASP/MoI	Ongoing	Number of joint maritime exercise conducted with coastal neighbors,  Number of interdictions, nr. of identified victims	MoD, ASP
1.(g)	SPECIFIC OBJECTIVE: To ensure an adequate and non-discriminatory treatment of trafficked persons by law enforcement and the judiciary and that victims are aware of, and able to exercise, their rights				
<b>Indicators:</b> Number of trafficked persons who report a discriminatory treatment;					
1.(g).1	Ensure an adequate, sensitive and human rights led treatment of victims of trafficking by law enforcement and the criminal justice system. [see also chapter on Protection 4.(a). 2. ]	ASP, GPO, MoJ, School of Magistrates, Supreme Court of Justice, HCJ	Ongoing	Number and ratio of officials who come in contact with trafficked persons (police, prosecutors, judges) that are familiar with and can describe the characteristics of a victim-sensitive and human rights led approach as well as victims' rights;	MoJ, HCJ, Magistrates School

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(g).1.1	Develop and implement quality standards and SOPs on sensitive treatment, protection and assistance of victims during entire criminal proceedings (investigation, pre-trial and post-trial), for co-operation and referral between law enforcement, prosecution, the judiciary and the victim assistance services – as integral part of overall national referral mechanism (NRM)	Responsible Authority, GPO, ONAC, NRM working group	Beginning of 2009	Existence of SOPs, relevant actors trained  Ratio of relevant officials (court, GPO, specialized police units) and NGOs that are familiar with SOPs	MoI, GPO, State Agencies signatories of NRM, donors
1.(g).1.2	Develop and implement victim sensitive interview guidelines and victim-sensitive questioning and interrogation techniques.	ASP/Police Academy GPO, in conjunction with NRM working group, ONAC, international partners	Beginning of 2009	Existence of guidelines, Guidelines distributed and actors trained  Ratio of relevant officials that are aware of the guidelines and can describe the victim-sensitive approach	ASP, GPO, donors
1.(g).1.3	Introduce standards on human rights led, ethical and sensitive treatment of victims appearing as witnesses for the Serious Crime Court and other courts with anti-trafficking cases and related crimes (exploitation of prostitution, smuggling etc.) as well as in civil cases (divorce from the trafficker, custody of children etc.) and develop system for the monitoring of its implementation	MoJ, GPO, Supreme Court of Justice, ONAC, international partners (OSCE, etc.)	End 2008  End 2008  2010	Existence of standards on ethical treatment of victims for Serious Crime Court and for district courts who deal with anti-trafficking cases and related cases  Standards introduced  Monitoring system in place	MoJ, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(g).1.4	Training of key officials (serious crime court, ongoing judges, anti-trafficking police,) on victim sensitive treatment and the victims' right to information	School of Magistrates, Police Academy in cooperation with the OSCE and other partners	Mid 2009	Nr of persons that have successfully concluded the training	School of Magistrates, ASP (Police Academy), donors
1.(g).2	Ensure that victims are aware of their rights, the potential risks of criminal proceedings, and implement legal entitlement of victims to information on their rights, free legal advice and free legal representation.	GPO, ASP, NGOs	Beginning of 2009	Existence of information material Number and Percentage of trafficked persons that have received the information material Number and percentage of trafficked person that have received legal counseling	GPO, ASP, NGOs
1.(g).2.1	Develop SOPs for the provision of information and free legal advice and representation to all trafficked persons throughout the process, as integral part of the National Referral Mechanism guidelines/SOPs.	Responsible Authority, GPO, ASP, ONAC, MOLSAEO and partner NGOs and IOs	Beginning of 2009	Number and percentage of trafficked persons that have received legal counseling, free legal advise and free legal representation Existence of SOPs Existence of order	State budget (NRM signatories), GPO, NGOs, IOs
1.(g).2.2	Issue guidelines on the obligatory provision of information to victims at the earliest contact and throughout	Responsible Authority, GPO, ASP, ONAC, MOLSAEO and	Mid 2009	Number and percentage of victims that are aware of and can describe their rights as	State budget (NRM signatories), GPO, NGOs, IOs

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	relevant officials (defense lawyers, prosecutors and judges).	partner NGOs and IOs		well as the potential risks related to criminal proceedings	
1.(g).2.3	Ensure the provision of counseling and legal representation to all trafficked persons.	GPO, Social Assistance and Protection Units, ASP, NGOs	2009	Legal advise and representation is budgeted for and readily available for victims	GPO, state and local budget, donors
1.(h)	SPECIFIC OBJECTIVE: To ensure compensation and legal redress to victims of trafficking				
	<b>Indicators:</b> Existence of the victim compensation fund; percentage of trafficked persons who received compensation, and amounts dispersed; percentage of trafficked persons who are acquainted with the possibilities of compensation				
1.(h).1	Revise and enact the Law on the Prevention and Fight against Organized Crime to earmark seized assets for the compensation of trafficked persons; establish the Special Fund for the prevention of criminality and legal education.	MoJ, MoF, MoI, ASP, ONAC and other partners.	Beginning of 2009	Law on Prevention and Fight against Organized Crime revised and enacted  Special Fund established	MoJ  MoF
1.(h).1.1	Pass sub legal acts for the implementation of the Law on OC including the efficient functioning of the Consultative Committee;	Council of Ministers, ASP, all beneficiaries to the Law	Beginning of 2009	Sub-legal acts enacted  Consultative Committee on Measures against Organized Crime gathered regularly.  No of decisions of the Consultative Committee on the use of confiscated assets for the compensation and	Council of Ministers

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
				rehabilitation of the trafficking victims.	
1.(h).1.2	Ensure the operationalization of the Agency for the Administration of Sequestrated and Confiscated Assets.	GPO, ASP, MoF	June 2009	CoM decision on the Detailed Rules on organization, competencies, and functioning of the AASCA enacted.	MoF
	Establish and implement SOPs regulating the tasks and responsibilities of all actors involved in the entire sequestration process	GPO, ASP, MoF	June 2009	Existence of SOPs Number of confiscations executed Number of assets confiscated and amount in LEK	GPO
1. (h). 2	Establish a State Compensation Scheme for the compensation to and rehabilitation of victims of human trafficking, using both seized assets as well as government funding through enacting a regulation on administration of funds coming from seized assets.	MoF, ASP, in cooperation with GPO/Serious Crime Prosecutor's Office, MoJ, ONAC, other partners, IOs	Beginning of 2009	Existence of State Compensation Scheme  Number of trafficked persons who have received compensation	MoF
1.(h).2.1	Specify in exact percentage the amount of proceeds from the Special Fund to ensure compensation and rehabilitation of victims of trafficking (at present, 50% of proceeds from confiscation goes to the Special Fund - Law on OC);	Council of Minister, MoF, ONAC, ASP, MOJ, PAMECA	Mid 2009	<b>Target:</b> at least 50 % of the amount is allocated for the compensation and rehabilitation of trafficking victims.	State Budget

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
				Number of assets confiscated and amount in LEK	
1.(h).2.2	Develop procedures for accessing the scheme and publicize it.	MoF, AASCA, ONAC, PAMECA, in partnership with OSCE	End 2009	Procedures for accessing the Scheme are in place and made public	MoF
1.(h).3	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, MoJ	Ongoing	Number and per cent of victims that have received information material and counseling on the possibilities of compensation  Number of victims that have received legal assistance and representation	GPO, ASP, MoJ
1.(i)	SPECIFIC OBJECTIVE: Reduce the involvement of law enforcement and judicial authorities in human trafficking,				
	<b>Indicators:</b> 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				
1.(i).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 /MOI, MoJ in cooperation with the GPO	Ongoing	Number of prosecuted and convicted police officers, judges, prosecutors and other public officials	MoI
1.(i).2	Strengthen the Directorate on Internal	MoI, State Intelligence	Ongoing	Number of successful	MoI

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	Control Service to enhance the investigation of officials' complicity in human trafficking.	Service, GPO		investigations related to human trafficking performed by this Directorate.	
1.(i).2.1	Implement existing legislation/regulation on the assignment of employees in the law enforcement structures to ensure that all assignments, transfers, promotions or dismissal of officials are subject to prior clearance (performance, ethical and moral integrity)	MOI, 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)	MoI
1. (i). 3.	Build/strengthen public trust in the law enforcement actors and continue to encourage denouncement of corruption of officials	MoI, ASP	Ongoing	Number of cases initiated on the basis of confidential information from the public	MoI
1.(i).3.	Public campaign on zero tolerance policy and continuance of the existent public anti-corruption hot line as well as anti-trafficking hotline for reporting cases of official complicity	MoI, ASP, ONAC	Mid 2009	Nation-wide PR campaign on no-tolerance policy against complicit officials and publicizing the tip line launched  Number of calls reporting official complicity in human trafficking	MoI
1.(i).3.2	Inform public on anti-corruption actions taken and results	MoI, ASP	Ongoing	Statistics on numbers of criminal prosecutions against corrupt officials made public.	MoI

## II. PROTECTION

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.	<b>STRATEGIC AIM:</b> <i>Ensure the full functioning of the “National Referral Mechanism”, as a comprehensive national, regional and local co-ordination and case referral mechanism to ensure identification, assistance and return/(re-)integration to trafficked persons and vulnerable individuals</i>				
	<b>Indicators/Target:</b> Increase in the number of identified and assisted trafficked persons				
1.(a)	SPECIFIC OBJECTIVE: Establish the framework for the national referral mechanism at local, regional and national levels, detailing the respective roles and responsibilities and the division of tasks between national, regional and local level actors; as per the Expert Group Plan of Action (see further under chapter Co-ordination)				
	<b>Indicators:</b> NRM Agreement with Memoranda of Understanding (MoU) between all actors concerned; Existence of SOPs for co-ordination of, and TORs for all actors				
1.(a).1	Establish an ad-hoc Expert Group <i>See Coordination 1. (b) 1</i>	State Committee, ONAC, Responsible Authority, NRM members in partnership with CAAHT and other international partners.	End 2008	Expert Group established. Workshops held. Meetings held as necessary	MoI, agencies signatories of NRM, CAAHT, Donors
1.(a).1.1.	Ensure endorsement of the Plan of Action by the State Committee for the Fight against Trafficking in Human Beings. <i>See Coordination 1. (b) 1.1</i>	ONAC	End 2008	Existence of Plan of Action, Plan of Action endorsed.	MoI

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(a).2	Training workshops with all Regional Anti-trafficking Committees <i>[See Coordination 1.(b).1.2]</i>	ONAC, CAAHT	First half 2009	All Regional Anti-trafficking Committees and Technical Tables are familiar with the envisaged structure.	MoI, CAAHT
1.(a).3	Implement envisaged changes: revision of NRM Agreement, Joint Order on the establishment of the RA, Prime Minister's Order on the Establishment of the Regional Anti-trafficking Committees, etc. <i>[See Coordination 1.(b).1.4]</i>	NRM signatories, RA, RC, etc.	In the course of 2009	Regular meetings held. Regular reports to the ONAC	Agencies signatories of NRM, MoI
1.(b)	SPECIFIC OBJECTIVE: Strengthen the capacity and efficiency of the National Referral Mechanism and the Responsible Authority, in line with the Plan of Action of the Expert Group.				
	<b>Indicators:</b> number of identified and assisted trafficked persons, by region/municipality; number of functioning local referral and case management systems				
1.(b).1	Revision of the NRM Agreement, in line with the Plan of Action including: <ul style="list-style-type: none"> <li>▪ Enlargement of the NRM - signatories</li> <li>▪ Clear plan for monitoring and regular review of the agreement</li> <li>▪ Agreed definitions and</li> </ul>	NRM signatories, ONAC, Responsible Authority (RA).	End 2008  March 2009	Revised NRM Agreement drafted. Revised Agreement signed.  NRM includes the General Prosecutor's Office, the Ministry of Education and Science, Ministry of Health and additional service providers.	MoI, agencies signatories of NRM

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	identification criteria				
1.(b).1.1	Activate NRM Working Groups at national, regional and local levels, to develop specific TORs for each, plans of action & monitoring/evaluation plans	NRM signatories, ONAC, Responsible Authority (RA).	Mid 2009	NRM groups activated, regular meetings held  Existence of TORs  Existence of plans of action  Existence of monitoring/evaluation plans  Minutes of meetings	MoI, agencies signatories of NRM
1.(b).1.2	Elaborate national plan for monitoring of the implementation of the agreement as well as the regular evaluation and review	NRM working Group, RA, ONAC	Mid 2009	Existence of national Monitoring Plan	MoI, agencies signatories of NRM
1.(b).2	Strengthen capacity of Responsible Authority (RA) to fulfill its responsibilities, including monitoring the implementation of the National Referral Mechanism and case management/tracking and monitoring system (incl. the victim database)	ONAC, RA (Line Ministries & ASP)	End 2008	Number of cases handled through and according to NRM standards and procedures.	MoI, agencies signatories of NRM

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	<i>See Coordination 1.(b).3]</i>				
1.(b).2.1	Set TORs in line with the Plan of Action of the Expert Group; <i>[See Coordination 1.(b).3.1]</i>	ONAC, MOLSAEO, ASP, MFA	End 2008	Existence of TORs.	MoI, MoLSAEO, MFA, ASP
1.(b).2.2	Create a nucleus office of the Responsible Authority, to be transformed into a stand-alone office (see further under chapter Co-ordination) <i>[See Coordination 1.(b).3.2]</i>	ONAC	End 2008  2010	Existence of nucleus team of three full-time staff of the Responsible Authority, attached to the ONAC Existence of a stand-alone Office of the Responsible Authority with a staff of at least eight	MoI,
1.(b).3	Develop standard operating procedures (SOPs) for the treatment of trafficked persons, covering the entire referral process, with consideration to the different categories and their specific needs: -internally trafficked persons -minors -victims of labour exploitation (incl. male victims)	Responsible Authority, ONAC, RA, NRM Working Group and other national and international partners (including OSCE, ICMPD, IOM, CAAHT, ICITAP, USAID, EU, UN organizations, etc)	End 2008	Existence of SOPs for entire referral process from initial identification, assistance, victim support and protection, support/treatment of victims during criminal proceedings and compensation claims, return, reintegration or social inclusion, including the trans-national referral of victims  SOPs address the specific needs for internally trafficked persons,	MoI, agencies signatories of NRM, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	-foreign victims -returned Albanian victims			minors, victims of labour exploitation, foreign victims and returned nationals	
1.(b).3.1	Develop quality standards and templates for national and trans-national case protocols, case specific assessment of needs, assistance and protection plans, risk management plans and re-integration plans	Responsible Authority, ONAC, RA, NRM Working Group and other national and international partners (including OSCE, ICMPD, IOM, CAAHT, ICITAP, USAID, EU, UN organizations, etc)	Early 2009	Existence of quality standards and templates	MoI, agencies signatories of NRM, donors
1.(b).4	Standardize the definitions of victims of trafficking (potential victim, presumed victim, victim of trafficking and victim/witness) and at risk / vulnerable individuals as well as communities; standardize criteria for the determination of the status of victims (potential, presumed and identified), by updating the existing NRM guidelines/ instructions (Annex 1) to reflect current trends and all forms of trafficking <i>[See Coordination 2.(a).1]</i>	Responsible Authority, ONAC, NRM Working Group, including National Shelter Coalition, BKTF	End 2008	Existence of agreed definitions  Existence of agreed criteria for determination of presumed trafficked persons and victims.	MoI, agencies signatories of NRM, National Shelter Coalition, BKTF

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(b).5	Establish Municipality/ Commune level case management systems to identify and assist vulnerable individuals and trafficked persons, and to identify vulnerable groups/communities by mainstreaming anti-trafficking case management into ongoing/planned social assistance and protection units, based on the successful models for child protection (implemented by TdH, UNICEF, WV and ILO-IPEC)	Municipalities/Communes, with support of MOLSAEO, Ministry of Education and Science and Ministry of Health, Regional Committees, RA, ONAC and international partners	Mid 2010  End of 2009	Existence of inter-disciplinary referral and coordination system plan in all municipalities/communes  Mapping of vulnerable groups  <b>Target</b> by the end of 2009, at least the central municipalities in the six major Regions (identified priority regions according to risk assessment, taking into consideration also existence of social assistance units/CPU's), have referral and co-ordination systems plans  By mid 2010, coverage of the entire country is ensured	MOLSAEO, MoES, MoH, MoI, Donors
1.(b).5.1	Creation of integrated Social Assistance/Protection Units dealing with child protection, gender equality, domestic violence as well as human trafficking (add human trafficking to the existing/emerging Units; comprising at least one focal point and one or more social	Local government, ONAC, MOLSAEO. with partners (CAAHT, others)	Mid 2010	Existence of social assistance and protection units with a clear mandate and expertise on human trafficking in all municipalities/communes  Each Unit is staffed with two: at least one focal point and one or more social workers dealing with human trafficking	MoI, MOLSAEO CAAHT, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	workers (depending on needs)				
1.(b).5.2	Establish clear TORs, establish local SOPs and train all actors involved in the referral system	Local government, ONAC with partners (CAAHT, others)	Mid 2010	Existence of TORs Existence of local SOPs All actors trained	MoI, CAAHT, donors
1.(b).5.2.1	Clarify the role of the municipal/communal referral structures (Social Assistance and Protection Units, local referral mechanisms) as part of overall NRM, establish clear co-ordination, co-operation and reporting mechanisms to national and regional level	RA, NRM Working Group, ONAC, RCAT, with NGOs and international partners (CAAHT, others)	End 2009	Existence of clear TORs, SOPs for co-operation, co-ordination and reporting	MOI, agencies signatories of NRM, National Shelter Coalition, BKTF
1.(b).5.3	Ensure that job descriptions for relevant actors stipule their role in services to victims of trafficking	MOLSAEO, Min of Education and Science & Min of Health, RA, ONAC, NRM group	Mid 2010	Inclusion of specific anti-trafficking responsibilities in the job descriptions of relevant actors (e.g. social workers, teachers, health professionals)	MOLSAEO, MoES, agencies signatories of NRM, MoH
1.(b).5.4	Train staff of responsible institutions about the standards of their Ministries	MOLSAEO, Min of Education & Min of Health, RA, ONAC, NRM	Mid 2010	Trainings conducted by relevant institutions for their staff	MOLSAEO, MoES, MoH, MoI, NRM signatories

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	and their responsibilities to assist trafficked and vulnerable individuals.	group			
1.(b).6	Introduce a recording and reporting system to track and consolidate case-based information acquired through the municipality/commune case management systems and train all concerned actors:	Responsible Authority, ONAC, NRM working group, selected local referral groups, NGOs	2009	Availability of case management/tracking/monitoring system	MoI, MFA, MOLSAEO, MoJ, donors
1.(b).6.1	Operationalise and maintain database on trafficked persons for recording, tracking cases and reporting at the Responsible Authority/ONAC; ensure one full-time staff and technical support.  Provide for necessary staff, IT hard- and software, as well as technical software support	Responsible Authority, ONAC	End 2008	Victim Database operational Statistical Data exists.  Resources are in place	MoI, MFA, MOLSAEO, ASP, donors
1.(b).6.2	Institutionalize regular reporting by all actors to the RA/ONAC according to	Responsible Authority, ONAC	Early 2009	Existence of Reporting format and modalities.	MoI, MFA, MOLSAEO, ASP, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	agreed definitions and reporting formats; <i>[See Coordination 2.(a).1.3]</i>			Continuous reporting of all NRM partners and Regional/Local Bodies to RA  Regular/quarterly reports issued by RA and ONAC.	
1.(b).6.3	Ensure full operation of the TIMS (Total Information Management System) as the general operating system of the victim database.	MOI , ASP, ICITAP	Ongoing	Victim Database is online and real-time access is available to anti-trafficking sector in ASP, MoFA, MoLSAEO, ONAC, RA.	ASP
2.	<b>STRATEGIC AIM: <i>Ensure the identification of all trafficked persons and for all forms of exploitation and their immediate referral to assistance services, including safeguarding their legal stay for recovery and reflection</i></b>				
	<b>Target/Indicators:</b> increase the number of identifications overall, and the identification of internally trafficked persons, persons trafficked for labour exploitation purposes, as well as child trafficking in particular;				
2.(a)	SPECIFIC OBJECTIVE: Improve the standards and procedures for identifications				
	<b>Indicator:</b> Number of identifications handled through and according to NRM standards and procedures.				
2.(a).1	Adopt national standard operating procedures (SOPs) for the entire process of identification of victims of all types of human trafficking and for identification in-land and at the borders (as part of NRM), from the initial identification and referral of	Responsible Authority and ONAC in cooperation with NRM members (MOI/ASP, MOLSAEO, MFA, GPO, IOM, NGO partners)	Beginning of 2009	SOPs in place and adopted by NRM signatories	ASP, MOLSAEO, MFA, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	the presumed victims to the subsequent identification interview to determine the formal victim status, after a recovery/reflection period.				
2.(b)	SPECIFIC OBJECTIVE: Improve identification of internal trafficking cases				
	<b>Indicators:</b> number of victims of internal trafficking identified				
2.(b).1	Local multidisciplinary referral groups to develop local SOPs and checklists for identification for each municipality/commune and to involve all relevant actors for the identification of at risk groups and internally trafficked persons (especially also labour exploitation).	Municipality/Commune: Social Assistance and Protection Office Focal Point with Local multidisciplinary referral groups, RA, ONAC, RC/TT	2010  2009	Existence of multidisciplinary groups in each municipality/commune for the identification and referral of trafficked persons based on situation assessment.  <i>Target:</i> By the end of 2009, existence of identification groups at least in the most affected municipalities/ communes, as per assessment	Municipality/Commune: MoI, donors
2.(b).1.1	Train the multidisciplinary groups at municipal/commune level on identification.	RA, ONAC assisted by national and international partners	First half 2009	Number of participants that successfully completed the trainings Per cent of relevant actors that are familiar with the standards and SOPs on identification	MoI, donors
2.(c)	SPECIFIC OBJECTIVE: Improve the identification at the border crossing points				

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
<b>Indicators:</b> number of victims of trafficking identified at the borders, by border crossing point					
2.(c).1	Develop local SOPs for each Border Crossing Point for the initial identification and referral of trafficked persons at the border (based on the national model SOPs); as well as interview checklists, based on the agreed criteria and checklists for identification; and guidelines for the initial referral interview.	ASP/Border and Migration Police, with support of ONAC, RA	First half 2009	Existence of local SOPs on the initial identification at the border, as well as determination criteria and specific interview guidelines	ASP, MoI, ICITAP, donor partners
2.(c).2	Ensure the permanent presence of female specialist anti-trafficking officer as well as social worker (State Social Service or NGO) for the conducting the initial identification interview of the potential victims of trafficking in the 10 most affected border crossing points (based on a risk analysis) and that they are able to be reliably on stand-by for all other Border Crossing Points	ASP, State Social Services/NGO signatories to NMR Agreement	First half 2009  Mid 2008	Border Control Personnel as well as female anti-trafficking officers and Social Workers are familiar with SOPs and standards  Target: Permanent assignment and presence of a female specialist anti-trafficking officer as well as a social worker/authorized NGO for the conducting of the initial identification and referral interview in the 10 most affected border crossing points (based on a risk analysis); Anti-trafficking police officers and	ASP, MOLSAEO, agencies signatories of NRM

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
				social workers are on stand-by for all other Border Crossing Points.  At least one female anti-trafficking officer (with a specialization in human trafficking) assigned to each State Police Regional Directorate (see also chapter Prosecution)	
2.(c).3	Provide first crisis intervention care in the Transit Reception Centers near the Border Crossing Points	ASP, IOM,	End 2008	First crisis intervention care provided	ASP, IOM, other donors
2.(d)	SPECIFIC OBJECTIVE: Encourage the self-identification of trafficked persons				
	<i>Indicator.</i> number of self-identifications				
2.(d).1	Continue the operation of the national toll-free line and cooperate with domestic violence lines to include awareness on human trafficking and available services.	MOLSAEO, MOI, and MFA, in cooperation with IOM and NGOs.	Ongoing	Number of calls in the national anti-trafficking toll-free line and domestic violence hotlines	MOI
2.(d).2	Implement targeted campaigns (based on assessments) in the	Municipalities/communes, Social Assistance and Protection Units, NGOs,	Ongoing	PR campaigns take place in communities.	Municipalities/communes, MOLSAEO, donors.

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	communities to increase the awareness on human trafficking, the services available to trafficked persons and how to access them.	MOLSAEO, international partners			
2.(d).3	Prepare information materials on trafficking in human beings and disseminate in strategic places (including community centers, social assistance offices, police stations, etc....)	MOLSAEO, MoI, ASP, NGOs, IOs.	Ongoing	Existence of information materials and their distribution in relevant places.	MoI, donors
2.(e)	SPECIFIC OBJECTIVE: Ensure the legal stay of all trafficked persons irrespective of their willingness to testify				
	<b>Indicators:</b> Number of trafficked persons who are granted a reflection period of at least 30 days, and number of trafficked persons who are granted a temporary residence permit; in relation to the number of assisted foreign trafficked persons.				
2.(e).1	Ensure the legal stay of foreign trafficked persons irrespective of their willingness to cooperate with the competent authorities, in line with the Council of	ASP – Department of Border and Migration, SSS	2008	Revised Law on Foreigners enacted and implemented.	ASP, MoI, SSS

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	Europe Convention on Action against Trafficking in Human Beings <sup>7</sup>				
2.(e).2	Develop instructions on the granting of a reflection period respectively temporary residence permit, including on a mandatory risk assessment in case of return prior to taking a decision on the (termination of the) residence permit.	ASP , ONAC, , MoLSAEO.	First quarter of 2009	Instructions on granting of a reflection period issued and actors made familiar with them  Existence of SOPs for the treatment of trafficked persons including the granting of legal stay to foreign victims	ASP, MoLSAEO
3	<b>STRATEGIC AIM: <i>Ensure comprehensive social assistance and protection to all trafficked persons, according to individual needs and regardless of their willingness to co-operate with the authorities in criminal prosecution, and foster re-habilitation and social inclusion of trafficked persons.</i></b>				
	<b>Target/Indicators:</b> Number of trafficked persons not willing to co-operate with the authorities and to testify who are receiving social support and assistance; number of trafficked persons willing to testify who are receiving social support and assistance;				
3.(a)	SPECIFIC OBJECTIVE: Sustain the provision of high quality services in residential and non-residential facilities/shelters to provide full social, medical, psychological and legal assistance to and ensure physical safety to all trafficked persons:				
	<b>Indicators:</b> Number of trafficked persons being assisted in residential care and in non-residential care; number of trafficked persons that refuse assistance in residential care; contents of case records; perceived satisfaction with services according to trafficked persons surveyed;				
3.(a).1	Introduce SOPs for the	Responsible Authority and	End 2008	SOPs in place and adopted by	MOI, ASP, MOLSAEO,

<sup>7</sup> The Council of Europe Convention on Action against Trafficking in Human Beings stipulates the granting of a reflection period of at least 30 days to all foreign trafficked persons (presumed to be trafficked) and granting a renewable residence permit following the reflection period to all identified trafficked persons

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	provision of individualized assistance, support and protection to trafficked persons, including information to trafficked persons about their rights) (as part of the NRM)	ONAC in cooperation with NRM members (MOI/ASP, MOLSAEO, MFA, GPO, IOM, NGO partners)		NRM signatories  Existence of templates for individual needs assessments, assistance and protection plans, reintegration plans.	MFA, donors
3.(a).2	Ensure the provision of high quality services through standard setting, monitoring their implementation and their regular review; as well as accrediting and monitoring services providers	MOLSAEO, with RA, ONAC and NRM working group.	2008  End 2008  Mid 2009  2009  Ongoing	<b>Target:</b> standards for residential care are fully implemented  Existence of MOLASEO monitoring plan Existence of monitoring reports  Existence of standards for non-residential care and for care for victims of internal trafficking and of labour exploitation and monitor their implementation.  Continued Accreditation and monitoring of service providers.	MOLSAEO
3.(a).2.1	Introduce the regular revision of standards and models of assistance (with the involvement of victims)	MOLSAEO, RA, ONAC, NRM group	Mid 2009  Mid 2010	Working Group on revision of standards is operational Existence of revised standards	MOLSAEO
3.(a).3	Continue the operation of	MOLSAEO	End 2008	Lower security level introduced.	MOLSAEO

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	the National Reception Center for Victims of Human Trafficking (NRCVT, with two levels of security and qualified multi-disciplinary staff.		Spring 2009	Funding plan for continued operation of the NRC according to high quality standards developed and finances secured.	
3.(a).4	Maintain the existing non-governmental shelters (“Psycho – Social Center “VATRA” Vlora, Të Ndryshëm dhe të Barabartë-Tiranë, Tjetër Vizion-Elbasan, Jetë dhe Shpresë-Gjirokastër) to provide full social, medical, psychological and legal assistance to trafficked persons	MOLSAEO, Shelters	Ongoing	Funding plan for continued operation of the shelters according to high quality standards developed and finances secured.	MOLSAEO, donors
3.(a).5	Establish facilities for re-integration, especially day-care centers/facilities for children, based on regular needs assessment.	MOLSAEO, Local Government, IOs	2009  2010	Existence of needs assessment as part of regional situation assessment  First assessments available  Regular assessments thereafter institutionalized.	MOLSAEO, Municipalities, Communes, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
3.(a).6	Ensure continued provision of NGO services and functioning of all services and shelters also post-international donor funding.	Ministries, ONAC, Regional Committees, municipalities and communes, NGOs.	Spring 2009	<b>Target:</b> Existence of comprehensive funding and resource plan for the provision of services starting in 2010.	Municipalities, communes SSS
3.(b)	SPECIFIC OBJECTIVE: Facilitate the return, (re-)integration and social inclusion of trafficked persons and reduce the risk of trafficked persons to be re-victimized and re-trafficked, and ensure the assistance to, and protection of, Albanian victims abroad.				
	<b>Indicators:</b> Number of victims of trafficking who have returned to Albania, per cent of all for whom advance notice was received and post-return assistance plan exists; Number of victims who returned from Albania; Percentage of trafficked persons who have a job one year after (re-)integration; Percentage of trafficked persons who have been trafficked more than once; number of Albanian trafficked persons that received information / counseling abroad				
3.(b).1	Introduce standards and SOPs for appropriate, voluntary, return and resettlement of trafficked persons, including individual risk assessment for each trafficked person (part of National and Transnational Referral Mechanism)	Responsible Authority, ONAC, NRM partners, Consulates and Albanian Embassies, with international partners (ICMPD, etc.)	2008	Existence of standards and SOPs for trans-national co-operation and referrals  Existence of an individual risk assessment for each trafficked person	ASP, MFA, donors
3.(b).2	Ensure that trafficked persons receive the necessary assistance upon return :	Responsible Authority, NRM partners, ONAC, with international partners (ICMPD, IOM etc.)	2010	<b>Target:</b> Advance notification is received for all returned trafficked persons and post-return assistance plans exist Returned trafficked persons receive assistance upon return	MoI

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
				Existence of trans-national case protocols with post-return assistance plan	
3.(b).2.1.	Implement technical protocols to existing readmission agreements and monitor their implementation;	MoJ, MoFA, MOI, Responsible Authority, NRM partners, ONAC, with international partners in (ICMPD, IOM etc)	2010	EU Readmission Agreement Protocol approved Amendments made to existing police bilateral cooperation agreements as necessary  All readmission protocols contain provisions on the advance notification and special handling of persons needing additional assistance upon return, including victims of trafficking.	MoI
3.(b).2.2.	Institutionalize the co-operation with partner organizations/Responsible Authorities and NGOs especially in Greece, Italy, UK, Serbia, Macedonia and Kosovo), including regular information sharing, agreement on transnational SOPs for referral and assistance, risk assessment etc.	MoI, Responsible Authority, Ministry of Foreign Affairs, with NGO and international Partners (ICMPD, ..)	Ongoing	Existence of contact roster Regular meetings held  Existence of agreed SOPs on trans-national referral and protection of trafficked persons with key countries  Reports on the number and % of victims assisted according to agreed trans-border SOPs	MoI, MFA, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
3.(b).3	Ensure the provision of counseling, information materials and advice, as well as concrete assistance to Albanian nationals (victims) abroad, through the Albanian consular offices abroad.	MFA, ONAC, IOs, NGO's and other homologue partners abroad	First half 2009	Training for consular staff held and written guidelines made available.  Number of Albanian nationals abroad counseled, number of Albanian victims abroad assisted	MFA, donors
3.(b).3.1	Include anti-trafficking awareness raising module into the curricula of the Diplomatic Academy	Diplomatic Academy/ MFA, ONAC, IOs, and other partners	First half 2009	Training for consular staff held and written guidelines made available.	Diplomatic Service Academy
3.(b).3.2	Ensure the wide dissemination of information/materials to potential Albanian victims abroad.  Institutionalize cooperation with destination countries counterparts and NGOs	MoFA, Albanian Embassies and consular offices abroad	First half 2009	Number of information leaflets distributed.  Information materials produced and available in strategic places  Roster of co-operation partners, minutes of regular meetings, information exchanged	MoI
3.(b).4	Introduce SOPs for the provision of individualized re-integration assistance, including long-term monitoring and support, access to accommodation,	MOLSAEO, Responsible Authority, ONAC, NRM group and partners	End 2008	Existence of SOPs and model reintegration schemes  Existence of individual case protocols with reintegration plans	MOLSAEO

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	counseling, health and legal services, and educational, vocational and life skills training (as part of the NRM)				
3.(b).4.1	Develop regional / local reintegration programs for trafficked persons, including long-term monitoring and support, containing access to accommodation, counseling, health and legal services, and educational, vocational and life skills training.	Regional Committees, Municipalities/Communes, MOLSAEO, shelters, etc.	2009	Existence of reintegration schemes at regional and municipal levels	MoI (RCAT)
4.	<b>STRATEGIC AIM: <i>Provide special protection for victims who appear as witnesses in criminal proceedings (pre-trial, during court and post-trial protection, including continuous risk assessment)</i></b>				
	<b>Target/Indicators:</b> percent of victims receiving organized risk assessments, per cent of victims that appear as witnesses, number of victims in the special witness protection program; decrease in the reports of intimidation attempts; Percent of victims who receive post-trial protection (within the country and, if necessary, in origin or third country as a result of cooperative arrangements)				
4.(a)	SPECIFIC OBJECTIVES: Ensure standards of protection for all victims before, during and after criminal proceedings (introduce, monitor, SOPs for courts)				
	<b>Indicator:</b> contents of case protocols and protection plans				
4. (a).1	Revise and enact the Law on Witnesses and Justice Collaborators Protection.	Ministry of Justice, Albanian State Police/Directorate on the Protection of Witnesses and Special Persons, Inter-	First quarter of 2009	Amended Law on the Protection of Witnesses and Justice Collaborators enacted	MoJ, ASP, OPDAT

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
		agency working group in cooperation with OPDAT			
4.(a).2	Introduce standards of protection for victims who appear as witnesses (pre-trial, during court and post-trial protection, incl. continuous risk assessment) and templates for individual security/protection plans for all victim/witnesses.	GPO, ASP – the Witness and Collaborators of Justice Protection Directorate, High Council of Justice, Serious Crime Court, RA, NRM parties	Beginning of 2009	Existence of protection standards and templates for individual protection plans	ASP , experts
4.(a).2.1	Provide protection to every victim appearing as witness according to individual protection plans.	GPO, ASP – the Witness and Collaborators of Justice Protection Directorate, High Council of Justice, Serious Crime Court, RA, NRM parties	Ongoing	Existence of case protocols with individual protection plans  Existence of assigned focal point for victim/witnesses to ensure all necessary measures including protection to the victim.	ASP
4.(a).3	Improve security and protection of witnesses in the Serious Crime Court and other Courts, GPO, Police (through guidelines, video link equipment, separate waiting areas etc.)	MoJ, GPO. Serious Crime Court, ASP. SECI, other partners.	End 2009	Technical security equipment provided and in use  Number of cases using these techniques  Guidelines issued  Number and per cent of	MoJ

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
				prosecutors who are familiar with the contents of the guidelines and the protection needs of victims of human trafficking.	
4.(b)	SPECIFIC OBJECTIVE: Enhance the Special Witness Protection Program				
	<b>Indicator:</b> Number of victims/witnesses who enter the witness protection programme				
4.(b).1.1	Improve Special Witness Protection Program by way of strengthening the Witness and Collaborators of Justice Protection Directorate.	MoI/ASP – the Witness and Justice Collaborators Protection Directorate, GPO.	Mid 2009	Number of staff trained	ASP donors
4.(b).1.2	Ensure the necessary technical security equipment for the Witness and Justice Collaborators Protection Directorate	MoI, GPO, MOJ, other partners	2009	Witness and Justice Collaborators Protection Directorate fully equipped with the necessary technical means for the protection of victims/witness (i.e. logistics, vehicles etc.)	MoI, GPO, MOJ
4.(b).1.3	Ensure the enactment of cooperation agreements on victims/witnesses reallocation with homologue structures abroad.	MoJ, MoI/ASP – the Witness and Justice Collaborators Protection Directorate, GPO.	Mid 2009	Agreements signed and enacted No of victims/witnesses reallocated  Implementation of special protection measures monitored.	MoJ , MoI
4.(c)	SPECIFIC OBJECTIVE: Ensure that trafficked persons are not detained or charged or prosecuted for violations of immigration law or for activities they are involved in as a consequence of their situation as trafficked person				

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
<b>Indicators:</b> Number of reported cases of victims of trafficking re-victimized, detained, prosecuted or charged					
4.(c).1	Issue Guidelines and SOPs to law enforcement and the judiciary on the non-punishment of victims for violations of immigration laws or for activities they got involved in as a consequence of being trafficked; specifically targeting police and other enforcement officers that are involved in the identification of trafficked persons, as well as prosecutors and judges concerned	MoJ, High Council of Justice, GPO, ASP, ONAC and partners.	Mid 2009	Guidelines and SOPs developed, distributed to identified target groups, training held as necessary  Number and per cent of border control officers at critical BCPs that are familiar with the guidelines; number of other relevant officials and number of targeted prosecutors and judges who are familiar with the guidelines  Number of identified Prosecutors and judges who are familiar with the guidelines	MoJ, MoI
4.(d)	SPECIFIC OBJECTIVE: Ensure sensitized reporting of the media on human trafficking cases so that no image, identity, location or personal information of any trafficking victim is revealed.				
<b>Target:</b> more sensitive and legally appropriate reporting of trafficking cases by media;					
4.(d).1	Provide human rights-based training for media professionals to sensitize their reporting of human trafficking cases and to ensure “non-disclosure”, respect and protect the	ONAC, IOs, NGOs, Media, Media Institute	Beginning of 2009	Media professionals trained  Number of media professionals that are aware of their obligations to sensitive reporting	MoI

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	privacy and identity of the trafficked persons and especially witnesses.			Analysis of media reports	

### III. PREVENTION

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.	<b>STRATEGIC AIM:</b> <i>To raise the awareness of the public, vulnerable and at-risk groups in particular, towards human trafficking, migration realities and the risks involved, with special focus on internal trafficking, child trafficking and trafficking for all forms of exploitation; as well as outreach work</i>				
	<b>Indicators:</b> percentage of the population who can describe human trafficking, can name the main purposes for which people are trafficked, and the main ways in which people are recruited;				
1.(a)	SPECIFIC OBJECTIVE: Continue raising the public awareness about trafficking in human beings, migration realities and associated dangers/risks, as well as economic alternatives to trafficking, including safe migration; by way of sensitization campaigns targeting the general public, at-risk groups, clients and potential exploiters, all actors working with at-risk groups; and to sensitize the media				
	<b>Indicator:</b>				
1.(a).1	Carry out a series of awareness raising campaigns, based on research on the target audience; with regularly adapted materials and messages, ensuring that awareness raising campaigns foster the de-stigmatization of human trafficking victims and including an evaluation component.	ONAC with National Task Force on THB, RCATs, NGOs and other partners (Council of Europe, CAAHT, IOM, UNICEF, UNODC)		Awareness raising campaigns implemented  Existing awareness raising campaigns regularly monitored for de-stigmatization message and for relevance of messaging contained  Awareness campaigns are co-ordinated and harmonised in order to emphasize the message and to avoid	MoI and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
				overlapping	
1.(a).2.	Ensure the inclusion of anti-trafficking messages in awareness raising campaigns on domestic violence (hotlines, counseling centers, shelters etc.)	MOLSAEO (Directorate on Equal Opportunities – Sector on Domestic Violence), RATC, ASP, ONAC, NGOs, IOs.		Domestic violence hotlines and facilities for anti-trafficking message	MOLSAEO, State budget (RATC) and donors
1.(a).3	Ensure continuous awareness raising campaigns targeting the general public, with special focus on internal trafficking and trafficking for labor exploitation, and publicize educational and vocational alternatives to trafficking and exploitation	ONAC, RCAT with NGO and other partners	Ongoing  2009	Existence of sensitization campaigns in general, and on internal trafficking and trafficking for labor exploitation  Percentage increase in general population who can name the main purposes for which people are trafficked, and the main ways in which people are recruited	MoI, State budget (RATC) and donors
1.(a).4	Ensure continuous awareness raising campaigns, including information on economic	RATC, Local government, with ONAC, NGOs and international partners	Mid 2009	Existence of assessment of most at-risk groups and prioritization	State budget (RATC), Local government and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	<p>alternatives and available assistance, targeting the most at-risk populations and communities, comprising:</p> <ul style="list-style-type: none"> <li>• minority communities (Roma and Balkan-Egyptian minority communities etc.) - including training to community leaders and/or religious leaders to encourage their provision of anti-trafficking and economic alternatives/safe-migration training</li> <li>• poor rural communities,</li> <li>• the new informal districts of Tirana,</li> <li>• And targeting sex workers.</li> </ul>			<p>Existence of agreed definition on at-risk and vulnerable groups (see Protection 1.(b)4., and Co-ordination 2. (a)1.</p> <p>Tailored awareness raising campaigns designed and implemented</p> <p>Percentage increase in target populations who can name the main purposes for which people are trafficked, and the main ways in which people are recruited</p>	
1.(a).5	<p>Implement awareness raising campaigns to be targeted at groups/persons working with at risk populations (all actors that may come across THB at risk groups or persons (incl. child protection units, domestic violence and social</p>	<p>MOLSAEO (Regional Directorate on Public Vocational Training), ONAC, RATC with NGOs and other partners</p>	<p>Mid 2009</p>	<p>Percentage of people working with 'at-risk' groups who can describe human trafficking (forms of recruitment, exploitation etc.), the indicators of human trafficking, and ways of identifying (through interview</p>	<p>MOLSAEO and donors</p>

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	assistance units, health professionals, teachers, school psychologists, police, social services, prosecutors, labor offices) and provision of guidelines and information brochures to all actors			guidelines) and referral to appropriate places  Information materials/leaflets and guidelines are distributed	
1.(a).6	Maintain a job vetting and information hotline and maintain the safe migration information on the websites of the MFA and the MOI	MOLSAEO, MFA, MOI, ONAC, in partnership with migrant rights organization	2009	Those most at-risk of being trafficked know precautions they can take to lower their risk of being trafficked and know how to seek help overseas if they have difficulties  Number of calls to the job vetting and information hotline  Nr of website hits	MOLSAEO, MFA and donors
1.(a).7	Implement campaigns to promote labor rights, including targeted campaigns among (male and female) migrant workers	MOLSAEO, ONAC, labor unions, migrant worker associations, ILO, IOM and other partners	2009	Migrant workers know their rights and know where to obtain assistance in case of need	MOLSAEO and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(a).8	Implement campaigns targeting demand for forced labor and for sexual exploitation, including: <ul style="list-style-type: none"> <li>• Campaigns targeting clients of sex workers, to raise awareness on trafficking, how to identify a trafficked woman and how to assist her</li> <li>• Campaigns explaining that the use of trafficked persons for sexual exploitation, or other forms of trafficking for labor purposes is illegal and unacceptable</li> </ul>	MOLSAEO, ONAC, with partners (NCATS, TdH, BKTF)	2009	Existence of campaigns  Number of victims identified by clients	MOLSAEO and donors
1.(a).9	Continuation of the campaign against forced begging and promoting the Code of Conduct in Tourism	BKTF, UNICEF, ONAC, Ministry of Tourism, OSCE and other partners	Ongoing	Survey resulting in decrease of begging profits  Number of tourist operators who know and implement the Code of Conduct	MTCYS and donors
1.(a).10	Awareness raising and training on human trafficking of Albanian soldiers before being sent on military and peace-	Ministry of Defense, ONAC with partners	2009	Existence of anti-trafficking training module  Per cent of all soldiers that	MD and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	keeping missions abroad			have undergone anti-trafficking training prior to deployment abroad	
1.(a).11	Implement awareness raising among journalists to raise their interest in the issue, to regularly report in a factual and accurate, and sensitive and non-stigmatizing manner, thus increasing public awareness on trafficking, and to support interventions and victims	Media Institute, ONAC, ATA in cooperation with IO, NGO, and media representatives	2009	Per cent of journalists who know about anti-trafficking issues	MoI and donors
1.(b)	SPECIFIC OBJECTIVE: Raise the awareness of children and the youth towards trafficking by way of ensuring institutionalization of anti-trafficking awareness training in schools and other targeted activities				
	<b>Target:</b> increase the outreach to pupils at primary and secondary schools				
	<b>Indicators:</b> per cent of schools (by school type) with anti-trafficking modules mainstreamed/implemented; per cent (increase) in pupils (by school type/age) who can name the main purposes for which people are trafficked, and the main ways in which people are recruited				
1.(b).1	Institutionalize mandatory anti-trafficking training into the core curriculum at primary, secondary schools, other pre-university schools; and as part of the gender and civil education curriculum (including also general child protection, child rights, gender equality and domestic violence issues, and sex education)	MES, Institute of Curricula with partners (UNICEF, IOM, NGOs NPF)	2008 – Mid 2009	Existence of legal act/order confirming mandatory anti-trafficking curriculum with special focus on primary, secondary schools and pre-university education – prior to dropout age  Existence of anti-trafficking training modules and key	MES and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
				<p>teachers/school focal points are trained (at least one teacher in each school has successfully completed training on the anti-trafficking training module and ensures its regular update and implementation )</p> <p><i>Target:</i> by 2010 mandatory anti-trafficking training is mainstreamed into all pre-university curricula, especially primary and secondary schools</p>	
1.(b).2	Include anti-trafficking awareness training into the curricula of orphanages	MOLSAEO, MES	2009	Mandatory anti-trafficking training is mainstreamed into curricula of orphanages	MOLSAEO
1.(b).3	Include anti-trafficking awareness training in the life skill/education/vocational training programs for school dropouts	MES, MOLSAEO, assisted by ONAC	2009	Existence of antitrafficking modules included in the life skill/education/vocational training programs for school dropouts	MES
1.(b).4	Ensure anti-trafficking awareness raising of children and their parents in their communities	RATC, ONAC, with municipality/communes, NGOs, and international partners	2009	Per cent of children and parents who can talk about risks of trafficking	State budget (RATC), Municipality/Communes and donors
2.	<b>STRATEGIC AIM: To reduce the vulnerability to trafficking and improve social inclusion by way of providing vocational and other livelihood options</b>				
	<i>Indicators:</i> number of trafficked persons				

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
2.(a)	SPECIFIC OBJECTIVE: Address underlying causes of trafficking, including poverty and unemployment, the discrimination of women, minorities, children, migrants and other vulnerable groups				
<i>Indicator:</i> labour market participation of men and women, average income differences men/women, average educational attainments of men/women, and for minority groups, number of law suits based on the anti-discrimination norms.					
2.(a).1	Continue the implementation of existing relevant national strategies (including the National Strategy on Development and Integration, for Poverty Reduction, Employment, Social and Economic Development, Social Services, Gender Equality and Domestic Violence, Anti-Corruption, Child National Strategy, Anti-Discrimination, Migration, Integrated Border Management, etc. )	All responsible actors as per strategies	Ongoing	Focal Points (members of the National Task Force on Trafficking in Human Beings) provide regular implementation progress reports  Discussion of implementation progress reports during National Task Force meetings, and additional areas for synergies and for action identified; as well as problem areas identified and brought to the attention of the State Committee on Trafficking in Human Beings, for action  Minutes of National Task Force	Existing as per strategies
2.(b)	SPECIFIC OBJECTIVE: To increase economic opportunities for vulnerable or at risk groups, by way of targeted efforts to support vulnerable groups to get access to the labour market through employment or other income-generating activities				

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
<p><b>Indicators:</b> Labor market participation of men/women, and of identified at-risk groups; number and per cent of identified vulnerable persons that found employment or are engaged in income generating activities (yearly)</p>					
2.(b).1	<p>To improve employment opportunities and job placement for vulnerable groups.</p>	MOLSAEO	2009	<p><b>Target:</b> Increased number and volume of government programs supporting those at risk for trafficking in finding employment</p> <p>Existence of government-sponsored programmes for income generating activities</p> <p>Number of vulnerable persons and at-risk persons that find employment through the labor offices (yearly)</p>	MOLSAEO
2.(b).2	<p>Enhance the capacities and efficiency of the Regional Labor Offices and their local branch offices, including:</p> <ul style="list-style-type: none"> <li>• training on social skills, outreach skills and job placement skills, awareness training on THB and on vulnerable groups</li> </ul>	<p>MOLSAEO (Regional Directorate on Public Vocational Training, Regional Labor Offices) with international partners (ILO and others)</p>	<p>End 2008 –beginning 2009</p>	<p>Number of vulnerable persons and at-risk persons that find employment through the labor offices (yearly)</p> <p><b>Target:</b> Increased use of Regional and Local Labor Offices by those at-risk for trafficking</p>	MOLSAEO and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	<ul style="list-style-type: none"> <li>• training in carrying out regular labor market assessments</li> <li>• revise TORs to ensure mandate to actively deal with at risk and trafficked persons</li> </ul>			<p>Existence of (bi-annual) labor market reports</p> <p>Existence of TORs</p>	
2.(b).3	<p>Establish 6-month bases <i>Roundtables on Employment</i>, focusing on:</p> <ul style="list-style-type: none"> <li>• sensitizing actors on vulnerable groups and trafficking</li> <li>• analysis of the labor market situation and needs (based on RLO assessments) as basis for the design of special employment programs and job skill trainings for vulnerable persons/groups</li> <li>• encourage local and international businesses to create vacancies for vulnerable groups or persons, including mentoring and internship programs for</li> </ul>	<p>MOLSAEO (Regional Labor Offices Labor Inspectorate Office), RATC, Local government, NGOs, Private Employment Agencies, private businesses</p>	<p>End 2008 –beginning 2009</p>	<p>Regular Economic Roundtables held</p> <p>Minutes of meetings</p> <p>Number of concrete job vacancies created by private sector, as well as number of internships and mentoring programs</p>	<p>MOLSAEO</p>

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	<p>the youth</p> <ul style="list-style-type: none"> <li>sharing of information and good practices, fostering co-operation</li> </ul>				
2.(b).4	To enhance the capacities of the Private Employment Agencies for the active placement for vulnerable persons (see below)	MOLSAEO with Association of PEAs	End 2008 –beginning 2009	<p>PEAs are familiar with human trafficking and the special needs of vulnerable persons and cater for them</p> <p>Number of vulnerable persons that found employment through PEAs</p>	MOLSAEO
2.(b).5	To continue and expand the programs to foster the employment of unemployed female job seekers, and other vulnerable groups, and to establish additional special employment programs for supporting vulnerable groups and trafficked persons, based on needs assessment	MOLSAEO, Regional Labor Offices and partners	Ongoing	<p>Number of women benefiting from the scheme</p> <p>Existence of additional employment schemes for vulnerable groups</p> <p><b>Target:</b> Increased government services to support the unemployed at risk for trafficking</p>	MOLSAEO and donors
2.(b).6	To continue implementation, and establish additional vocational and job skill trainings, targeting at risk	MOLSAEO, RATC, ONAC	2008	Priority needs identified and additional trainings designed accordingly	MOLSAEO

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	groups (young women, minorities, new informal communities in Tirana, Durres), in sectors of interest to the beneficiaries and for which there is demand, including general job search skills, professional skills, anti-trafficking awareness as well as safe migration information		Mid 2009	Implementation of additional trainings commenced  Existence of vocational and life skill programs for identified vulnerable groups and persons, and  Existence of regular programs accessible to vulnerable groups	
2.(b).7	To inform the public and especially the vulnerable groups of the existence of employment programs and other support available to them via the Labor Offices	MOLSAEO (Regional Labor Offices) with RATC	Mid 2009	Existence of information leaflets  Number of distributed information leaflets  Per cent of vulnerable persons that are aware of the government support programs	MOLSAEO
2.(b).8	To foster self employment of at-risk and vulnerable groups	MOLSAEO, with partners (ILO-MIGRANT, OSCE, World Vision etc)	2009	Number of vulnerable persons and at-risk persons (and per cent of all identified persons) that are engaged in income-generating activities (annual)	MOLSAEO and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
2.(b).8.1	To continue implementation of existing micro-credit schemes for vulnerable groups and trafficked persons, and establish additional ones (based on needs analysis)	MOLSAEO, Micro Credit Institutions with partners (ILO-MIGRANT, OSCE, World Vision, TdH)	Ongoing	Nr. and Percentage of program participants who have a significant increase in locally-earned income  <i>Target:</i> increased number and volume of government programs supporting those at risk for trafficking in developing income generating activities	MOLSAEO and donors
2.(b).9	To foster safe and legal migration possibilities: <i>(see also Strategy on Migration)</i>	MOLSAEO (Migration Directorate), MFA, ASP (Border and Migration Directorate) and partners (IOM etc.)	Ongoing	<i>Target:</i> Increased legal migration possibilities and increased number of people employed through existing guest worker agreements	MOLSAEO and donors
2.(b).9.1	To create more legal job opportunities abroad through seasonal worker agreements (in line with the National Strategy for Migration) with European and overseas countries, with due consideration to the protection of and rights for the migrant workers (especially that work permits are not tied to one employer)	MOLSAEO (Migration Directorate), MFA, ASP (Border and Migration Directorate) and partners (IOM etc.)	2009	Existence of seasonal worker agreement with Italy, Greece, and with additional EU states  <i>Target:</i> Increase in number of jobs available through guest worker agreements	MOLSAEO and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
2.(b).9.2	Promote and conclude additional programs for inducing seasonal employment abroad of vulnerable groups <i>(see also Strategy on Migration)</i>	MOLSAEO with MFA, and international support (IOM etc)	2009	Existence of special employment agreements targeting vulnerable groups  Increase in number of people employed through guest worker agreements	MOLSAEO and donors
2.(c)	SPECIFIC OBJECTIVE: To enhance social inclusion by way of fostering education and life skills acquisition as well as community development				
	<b>Target/Indicators:</b> further decrease the school drop-out rate of currently 0,89%; level of educational/vocational/life skill attainment for boys, girls, minorities; identified vulnerable groups;				
2.(c).1	Continue efforts to enforce mandatory school attendance, including incentive systems (e.g. conditionality of assistance to families in need)	MoES, RATCI Directorates of Education, State Social Services, Civil society	2008  2009	Existence of guidelines and training for school inspectors  Existence of incentive schemes  Per cent of target groups enrolled in and attending school	MES and donors
2.(c).2	Develop a sustainable scheme for social assistance provision to families in need; continue implementing the Action Plan against Illiteracy	MOLSAEO, MoES	End 2008  Mid 2009	Action Plan developed  Social Assistance Scheme for families in need endorsed by Government	MOLSAEO and MES

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
			2010	Implementation of Scheme	
2.(c).3	To increase civil registrations, especially of Roma and street children, as a basis for school enrolment and social inclusion and to foster co-operation of the Ministry of Education with the Civil Registry Office to obtain lists of school beginners (see below)	MoI, BKTF, Community – based organisations, with OSCE, USAID support	2009	Per cent of Roma children and street children registered and enrolled in school  Institutionalised exchange of data on school beginners between Civil Registration Offices and the Ministry of Education (every April)	MoI and donors
2.(c).4	To institutionalize a “Child protection” system in schools (based on best practices of TdH, ILO-IPEC, UNICEF, World Vision etc. ); thereby increasing support and counseling to children/youth, to detect at risk cases and take remedies (with CPUs) <sup>8</sup>	MoES, (Regional Directorate on Education), MOLSAEO, with the national working group on child protection (comprising national and international partners (BKTF, Save the Children, TdH, ILO-IPEC, UNICEF, World Vision)	End 2008 – beginning 2009	Role of child protector/psychologist is regulated, existence of clear TORs  Existence of system for provision of training to focal points/child protectors  Existence of trained Child Protectors in at least the most affected schools (as per assessment)  <b>Target:</b> at least one trained focal point and/or trained	MES, MOLSAEO and donors

<sup>8</sup> See further in the child trafficking strategy

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
				psychologist are assigned as full-time ‘child protectors’ in each school, and linked to local referral mechanism	
2.(c).5	Institutionalize nation-wide programs of remedial education and vocational training for school dropouts, especially young women and men, (extend the model of the project ‘Second Chance’ to the entire country);	MES, MOLSAEO, with partners, Center “MURIALDO” – Fier	2010	Existence of special programs for school dropouts in the entire country  Number and per cent of school drop outs (male/female) participating in the programs	MES and donors
2.(c).6	Design and implement programs for alternative education and life skill acquisitions for children outside school (including street children, Roma, children with special needs etc.) and for orphans (orphanage inmates preparing to leave the orphanage and alumnae)	MES, MOLSAEO, NGOs, with other partners	2009	Existence of programs covering trafficking prevention information and long-term support (assistance with job skills and job placement, assistance with access to higher education, and/or provision of life skills; information on available emergency shelters)  Programs implemented in identified priority areas including the new informal communities in Tirana, and	MES, MOLSAEO and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
			2010	Durres Program introduced in entire country	
2.(c).7	To Promote community development and enrichment, and empowerment for groups and communities at risk	RC, Local government with partners	End 2009	Percentage of members in targeted communities who prefer to stay in local area rather than migrating for work, who find and keep jobs locally and/or have a significant increase in locally earned income	State budget (RATC), Local government and donors
2.(c).7.1	To encourage the creation of community based organizations and Community Counseling Groups ( CCGs); to be involved in the design and implementation of community based activities, education, and to serve as contact point within their local referral mechanism (in addition to the child protection worker and the school psychologist)	RATC Municipality/Communes UNDP, TACT programme, Community based Organizations, community leaders	2009	<b>Target:</b> by 2009, at least 10 Community Based Organizations (CBOs)/Community Counseling Groups (CCGs) are operational in Roma and Egyptian communities and included in local child protection systems and referral mechanisms  By 2010, Community-Based Organizations and Community Counseling Groups exist in the entire country	State budget (RATC), Municipality/Communes and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
2.(c).7.2	<p>Foster and ensure the continued implementation of targeted community development and support programs and activities, comprising:</p> <ul style="list-style-type: none"> <li>• education and psychosocial activities (kindergarten, summer camps, cultural activities)</li> <li>• awareness sessions</li> <li>• vocational training and</li> <li>• job placement support</li> <li>• income generating activities for mothers</li> <li>• micro-credit schemes</li> <li>• social assistance</li> </ul> <p>personal empowerment programs for women and youth (incl. human rights and life skills)</p>	<p>Regional Anti-Trafficking Committees, Municipalities/Communes, ONAC, with community based NGOs (incl. BKTF, Amaro-drom, Romani Baxt, Roma Active Albania, etc.) and international partners (CAAHT, TdH, Save the Children, UNICEF, ILO-IPEC, UNDP, World Vision)</p>	<p>20010  2009</p>	<p>Existence of community development programs in all identified vulnerable communities, including Tirana and Durres</p> <p><b>Target:</b> Existence of programs in 15 priority communities, including the new informal communities in Tirana and Durres</p> <p>Longer-term funding of CBOs and community activities is secured</p>	<p>State budget (RATC), Municipalities/Communes and donors</p>
3	<p><b>STRATEGIC AIM:</b> <i>To institutionalize preventive protection and support mechanisms at local and regional level for vulnerable groups at risk of trafficking as well as for the identification of and provision of preventive measures to vulnerable individuals</i></p>				
<p><b>Indicators:</b> number of trafficked persons decreased</p>					

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
3.(a)	SPECIFIC OBJECTIVE: To establish/strengthen coordination and referral mechanisms for identifying at risk persons and ensuring the provision of targeted preventive and supportive interventions, as part of the ‘National Referral Mechanism’ <sup>9</sup>				
<i>Indicators:</i> number of identified and assisted at risk persons, by age, sex, region, municipality; number of functioning local referral and case management systems					
3.(a).1	<p>Establish Municipality/Commune level Case Management Systems to identify and assist vulnerable individuals and trafficked persons, and to identify vulnerable groups/communities, including:</p> <ul style="list-style-type: none"> <li>• Integrated Social Assistance and Child Protection Units</li> <li>• Case Management System</li> <li>• Local inter-disciplinary referral and co-ordination groups/systems, comprising all relevant actors (the school focal points/child protector, community-based organizations/Community</li> </ul>	Municipalities/Communes, with support of MOLSAEO, MoES and MoH, RATC, RA, ONAC and international partners (CAAHT, and others)	2010  2009	<p>Existence of inter-disciplinary referral and coordination system plan in all municipalities/communes</p> <p><i>Target:</i> by the end of 2009, existence of inter-disciplinary referral and coordination system plans in at least the six major Regions (identified priority regions according to risk assessment)</p>	Municipalities/Communes and donors

<sup>9</sup> See also under protection chapter.

<sup>10</sup> See chapter on protection, 1.(b) 5.

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	Counseling Groups, the police, labor inspectors etc.) <sup>10</sup>				
3.(a).1.1	Establish clear TORs, establish local SOPs for all actors concerned on the identification of and preventive interventions to at risk persons, as part of the NRM and train all actors involved in the referral system	RA, ONAC, NRM Working Group and other national and international partners (CAAHT, and others)		Existence of standards and SOPs for the treatment of at-risk persons  Existence of TORs and local SOPs  All actors trained	State budget (Responsible Authority) and donors
3.(b)	SPECIFIC OBJECTIVE: Ensure the availability of appropriate services and support to vulnerable and at-risk groups and persons				
	<b>Indicators:</b> number of at risk persons benefiting from services, average waiting time before admission into assistance programs				
3.(b).1	To ensure the continuous situation assessments at regional level, an identification of vulnerable groups, including an assessment of available versus needed services and to ensure the availability of these services	RATC, Municipality/Communes, ONAC with the support of partners (CAAHT)	First quarter 2009	Existence of baseline situation assessments at qark level  Existence of regular situation assessments  Evidence of action taken to ensure availability of services	State budget (RATC), Municipality/Communes and donors
3.(b).2	To design specific preventive programs and measures at national and regional level for	RATC, Municipalities/Communes, ONAC with partners	2009	Existence of annual prevention programs (as part of the anti-trafficking NAP	State budget (RATC), Municipality/Communes and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	vulnerable groups/communes and to monitor the implementation of activities at regional level (as part of the Monitoring Plan) <sup>11</sup>			programming) Existence of regular monitoring reports	
3.(b).3	To facilitate the provision of social services (social assistance, housing, health services, education, vocational training, employment etc) to vulnerable groups and persons at risk of trafficking <ul style="list-style-type: none"> <li>• Issue and implement instructions to all social service providers to prioritize access for identified at risk persons</li> <li>• Publicize the schemes to all vulnerable groups</li> </ul>	Line Ministries (esp. MES, MOLSAEO, MOH, MPATI) through their Regional Offices, Regional Committees, with partners	2009	Number of identified at risk persons and identified benefiting from these services  Existence of instructions  Number and per cent of high at risk groups who are familiar with the assistance and services available to them	Relevant Line Ministries budget and donors
3.(b).4	Ensure anti-trafficking sensitization of all major state service providers (education, police, local health service providers, labor inspectors and labor office staff, social workers, domestic violence	Line Ministries, ONAC, RATC, ONAC, Municipalities/ Communes	2008	TORs include assistance to trafficked persons and at risk groups  Per cent of relevant officials who are familiar with human trafficking and measures to	Relevant Line Ministries and Municipality/Communes

<sup>11</sup> See also the chapter on co-ordination.

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	and gender units etc.) and ensure that trafficking in human beings is included in their regular activities (as part of TORs)			be taken	
3.(b).5	Involve all non-state service providers in the prevention of trafficking in persons	RATC, ONAC, Municipalities/ Communes (Social Assistance and Protection Units)	Ongoing	Non-state actors such as women's centers, shelters, minority group centers, and migrant rights centers, etc.) are sensitized on trafficking in human beings; and provided inclusion in local referral plans/mechanisms	State budget (RATC), Municipalities/ Communes
3.(b).6	Ensure the provision of crisis intervention services as well as longer-term support services for persons in crisis (incl. domestic violence, social welfare, child abuse)	Municipalities/Communes: ((Social Assistance and Protection Units), MOLSAEO, RATC, ONAC and partners		<b>Target:</b> at least 5 crisis intervention centers until 2009	Municipalities/ Communes MOLSAEO, State budget (RATC), and donors
4	<b>STRATEGIC AIM: To deter potential trafficking in human beings and to terminate actual exploitative trafficking situations through administrative measures</b>				
	<b>Indicator:</b> Number of cases, or trafficking related crimes, found through administrative controls				
4.(a)	<b>SPECIFIC OBJECTIVE: Ensure the regulation and monitoring of all sectors of society that can be affected by trafficking</b>				
	<b>Indicators:</b> Reduction in percentage of identified trafficking victims who report being recruited through private employment agencies, travel and tourism agencies, marriage and adoption agencies.				

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
4.(a).1	To enforce the licensing system of Private Employment Agencies (PEAs), publicize the accreditation requirements and ensure periodic inspections by the State Labor Inspectorate	MOLSAEO (State Labor Inspectorate)	Ongoing	Existence of monitoring plan  Existence of periodic monitoring reports  Number of reported cases of non-compliance, and subsequent sanctions	MOLSAEO
4.(a).2	To encourage the self-regulation of PEAs, by implementation of the Code of Ethics	MOLSAEO, Forum of Private Employment Agencies (PEA Association), National Labor Service	2008	Code of Ethics implemented, including standards of service, terms of business and charges.	MOLSAEO, Forum of PEAs
4.(a).3	To enhance the role of the <i>bona fide</i> Private Employment Agencies Publish the Code of Ethics and all licensed PEAs on the MOLSEO website, the website of the Forum of PEAs	Forum of PEAs	2009	Code of Ethics as well as all licensed PEAs published  Work of PEAs advertised  PEA staff trained  Number of job placements through PEAs in general, and of vulnerable persons	MOLSAEO, Forum of PEAs
4.(a).4	To introduce licensing and monitoring systems and encourage Code of Ethics also for other industries (travel,	MOLSAEO, other relevant Line Ministries (incl. MANCP, MTCYS, MPPTT, MoI)		Existence of licensing systems and Codes of Ethics	MOLSAEO and other relevant Line Ministries

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	transport, agriculture, construction, marriage and adoption agencies)				
4.(a).5	To monitor the implementation of the existing Code of Ethics in Tourism	MTCYS, ASP, ONAC, OSCE, tourist agencies, hotels/motels, tourist operators	Ongoing	Periodic monitoring reports  Number of reported cases of non-compliance, and subsequent sanctions	MTCYS and donors
4.(b)	SPECIFIC OBJECTIVE: Eestablish multi-disciplinary monitoring systems for vulnerable sectors and informal exploitative economy; and to ensure the enforcement of existing labour rights and labour market standards				
	<b>Target:</b> Number of cases detected, and prosecutions initiated, based on intelligence and based on labor inspections; Percentage of enterprises that are controlled by the Labor Inspectorate (yearly).				
4.(b).1	To establish multi-disciplinary monitoring systems for vulnerable sectors and the informal exploitative economy (incl. police and labor inspectors, local government structures, social insurance, tax offices, trade unions, community leaders, community-based NGOs, street workers etc.) to identify at risk/trafficked, and to collect and share intelligence	MOLSAEO, , MoF, MOI, State Social Services, NGOs, other partners	2009	Existence of multi-disciplinary monitoring systems for vulnerable sectors of the society, as part of local referral mechanisms:  By 2009, at least in the most affected municipalities/communes (as per risk assessment)  By 2010, in all municipalities/communes	MOLSAEO, MoF, MoI and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
4.(b).2	Strengthen the capacity of Labor Inspectorate Offices to ensure the enforcement of labor market standards as well as detect cases of labor exploitation and trafficking: <ul style="list-style-type: none"> <li>• Training of Regional Labor Inspectorates, as well as local inspectors, on labor inspection, and on human trafficking and the identification of at-risk or trafficking cases</li> </ul>	MOLSAEO/General Inspectorate of Labour		Percentage of enterprises that are controlled by the Labor Inspectorate (yearly).  Regional and local labor inspectorates trained	MOLSAEO
4.(b).3	Encourage self-association of (migrant) workers, to promote workers' rights and provide information on available assistance	MOLSAEO with partners	2009	Existence of organizations for migrant workers	MOLSAEO and donors
4.(c)	SPECIFIC OBJECTIVE: Enforce the ability to detect and prevent potential cases of trafficking at the pre-border (consular) level, and to increase the identification of potential victims at the borders				
	<b>Target:</b> Number of visas refused because of the suspicion of trafficking; number of trafficked persons or at-risk persons identified at the border;				
4.(c).1	Train consular staff to identify migrants who may be at risk and to provide them information without violating their human rights, or	MFA, ONAC, with partners	By first half of 2009	Consular staff trained  Written guidelines available  Information leaflets prepared	MFA and donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	withhold their visas because of the suspicion of trafficking			Number of leaflets distributed to at-risk migrants	
4.(c).2	Prepare and disseminate posters and brochures in border areas which inform migrants of their rights in Albania or overseas and provide information about how to seek assistance abroad/in Albania.	MFA, ONAC, ASP (Border and Migration Police) and international partners		Availability of posters and brochures at all border crossing areas	MFA, ASP and donors
4.(c).3	Train border guards to identify migrants who may be at risk and to provide them information without violating their human rights.	MoI, ASP and partners		Border guards trained  Information material distributed to at risk persons  Number of brochures distributed	ASP and donors
4.(d)	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;				
	<b>Indicators:</b> Per cent of population registered, and holding legal documentation				
4.(d).1	To continue implementation of the ongoing programs on introducing the electronic national Civil Registry, as well as ID cards	MOI - Local Government/Civil Registry Office, , etc.	2009 – 2010	Existence of electronic national civil registry, ID cards	MoI

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
4.(d).2	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 of the Roma communities.	MOI, MOH, NGO's, other partners		<i>Target:</i> Increase in the number and per cent of population registered at birth	MoI and donors
4.(d).3	Ensure registration of births at embassies abroad (simplify the procedures of registration and issuance of birth certificate)	MFA, MOI, MOJ, NGOs, other partners	2008	Simplified procedures available  <i>Target:</i> increase in the number of birth registrations and issued birth certificates abroad	MFA, MoI and donors

#### IV. COORDINATION

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.	<b>STRATEGIC AIM:</b> <i>Improve the co-ordination of all anti-trafficking measures and the effective co-operation between all actors involved in the field against trafficking in human beings in Albania</i>				
	<b>Indicators:</b> 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				
	<b>Indicators:</b>				
1.(a).1	Maintain an up to date roster of actors and activities	ONAC	Ongoing	Existence of regularly updated roster of NGOs, governmental institutions, international organizations, and list of projects/measures implemented in the field of anti-trafficking  ONAC Website regularly updated	MOI
1.(a).2.	Ensure regular information exchange among all relevant actors by way of regular meetings, website, and newsletter	ONAC	Ongoing  2009	ONAC Website regularly updated  Regular meetings held with National Task Force on THB, international organizations, donors, etc.  Existence of 6-month bases situation and activity reports	MOI

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(a).3	All implementing agencies report regularly (3-month bases) to ONAC on their activities and work plans for next half year	All implementing agencies	Ongoing	Existence of 6-month bases reports from all implementing agencies  Work plans and activities are streamlined  Existence of up-to-date roster	Existing
1.(a).4	Hold regular (quarterly) meetings with international organizations, agencies and donors	ONAC	Mid 2008 onwards	Regular meetings held  Existence of minutes  Improved co-ordination, and support for the implementation of the NAP	MOI
<b>1.(b)</b>	SPECIFIC OBJECTIVE: Institutionalize a functional national framework for co-operation and co-ordination on anti-trafficking (comprising a mechanism for co-ordination, policy setting, monitoring and reviewing the national anti-trafficking response on the one hand, and the National Referral Mechanism, for individual case management, on the other hand) and make it fully operational: by clarifying and detailing the respective roles and responsibilities and the division of tasks between national, regional and local level actors; and by strengthening the capacity of the actors involved				
<b>Indicators:</b> TORs for all actors, Existence of SOPs for co-operation and co-ordination					
1.(b).1	Establish an ad hoc Inter-disciplinary Expert Group (comprising the current members of the National Referral Mechanism working group, other relevant actors, as well as representatives of the Regional Anti-trafficking Committees and the Municipalities) to elaborate a detailed Plan of Action, including an Implementation Plan, for a comprehensive framework for co-	ONAC, Responsible Authority (RA), NRM members, RCATs, other relevant actors, in partnership with CAAHT and other international partners.	End 2008	Expert Group established.  Workshops/meetings held, as necessary  Existence of Plan of Action, including the necessary revision of existing institutions, (adaptation/revision of the NRM agreement, the Prime Minister's Order on the Establishment of the Regional Committees as well as the Joint	MOI, donor

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	ordination, comprising: <ul style="list-style-type: none"> <li>○ policy setting, monitoring and reviewing the national anti-trafficking response</li> <li>○ National Referral Mechanism, for individual case management and ensuring assistance and support services to identified trafficked persons and vulnerable individuals</li> </ul> <i>[See also II. Protection 1.(a).1 &amp; 3.(a).1 ]</i>			Order on the Establishment of the Responsible Authority), TORs for all actors, and SOPs for co-ordination between the local, regional and national levels.	
1.(b).1.1	Ensure endorsement of the Plan of Action to the State Committee for the Fight against Trafficking in Human Beings. <i>[See also II. Protection 1.(a).1.1]</i>	ONAC	End 2008	Plan of Action endorsed.	MOI
1.(b).1.2	Training workshops with all Regional Anti-trafficking Committees <i>[See also II. Protection 1.(a).2 ]</i>	ONAC, CAAHT	End 2008 - First half 2009	All Regional Anti-trafficking Committees and Technical Tables underwent training and are familiar with the envisaged structure and their tasks	MOI, Donors
1.(b).1.3	Workshop with the National Task Force on Trafficking in Human Beings (see below)	ONAC, NRM signatories, RA, RCAT, etc.	By mid 2009	The National Task Force on Trafficking in Human Beings and its members are familiar with the co-operation framework and their tasks	MOI
1.(b).1.4	Implement envisaged changes: revision of NRM Agreement, Joint Order on the	ONAC with Expert Group and advisor	By mid 2009	Existence of revised agreements, orders etc.	MOI, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	establishment of the RA, Prime Minister's Order on the Establishment of the Regional Anti-trafficking Committees, etc. <i>[See also II. Protection 1.(b).1.3]</i>	organisations			
1.(b).1.5	Consolidate the mandates and TORs of all actors concerned in line with the Expert Group Action Plan	ONAC with Expert Group and advisor organisations	By mid 2009	Existence of revised mandates and TORs of all actors  MOUs revised and signed	Existing
1.(b).2	Immediate reinforcement of the Office of the National Coordinator, to enable implementation of the activities foreseen in the NAP	MOI , Council of Ministers	End 2008 - Mid 2009	Existence of manual/guideline on the functioning of ONAC  ONAC staff capacity increased to a total of at least seven persons;  Existence of adequate office infrastructure and facilities to host ONAC staff as well as the nucleus office (three staff) of the Responsible Authority (see below)  Implementation of NAP on track	MOI Donors  MoI  MoI Donors
1.(b).3	Strengthen capacity of Responsible Authority (RA) to fulfill its responsibilities <i>[See also II. Protection 1.(b).2]</i>	ONAC, NRM signatories, RA	Mid 2009	Existence of nucleus office with three full-time staff created, attached to the ONAC Part time (at least 25%) staff time allocation to the RA of the RA focal points approved by line Ministries (staff time sheets).  Existence of regular meeting reports	MoI , MFA, MoLSA, Donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(b).3.1	Set TORs in line with the Plan of Action of the Expert Group <i>[See also II. Protection 1.(b).2.1]</i>	Expert Group, ONAC, RA, NRM signatories	End 2008	Existence of TORs and revised agreement	MoI , MFA, MoLSA, Donors
1.(b).3.2	Create nucleus team of three full-time staff, to be attached to and under the supervision of the Office of the National Coordinator (ONAC); and institutionalize weekly meetings with all RA focal points <i>[See also II. Protection 1.(b).2.2]</i>	Council of Ministers, State Committee, MOI, ONAC	Mid 2009	Existence of nucleus office with three full-time staff created, attached to the ONAC Part time (at least 25%) staff time allocation to the RA of the RA focal points approved by line Ministries (staff time sheets). Existence of regular meeting reports	MoI , MFA, MoLSA, Donors
1.(b).3.3	Prepare the establishment of a stand-alone office for the Responsible Authority by 2010:	Council of Ministers, State Committee, MOI, ONAC	2010	Existence of a stand-alone Office of the Responsible Authority with a staff of at least eight (RA focal points are allocated full-time to the RA, reinforced by a coordinator)	State budget
1.(b).4	Establish a <i>National Task Force on Trafficking in Human Beings</i> i.e. expanding the ad hoc anti-trafficking Focal-Point Group to include all relevant anti-trafficking actors, especially the Regional Anti-Trafficking Committees as well as Non-Governmental Organizations with a clear mandate and TORs, and institutionalize regular 3-month bases meetings	State Committee, ONAC, with all relevant state- and non-state actors, incl. NCATS	End 2008	Existence of National Task Force tasked with designing, implementing and regularly reviewing the anti-trafficking response, including reporting on measures taken, under the overall responsibility of the National Coordinator and the State Committee against Human Trafficking  At least quarterly meetings held  Existence of minutes of meetings	Existing , MOI

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
1.(b).4.1	Organize workshop to familiarize the National Task Force on Trafficking in Persons with the Anti-Trafficking Strategy and Action Plan 2008-2010 and agree on mandate and TORs and respective tasks of the Focal Points, including reporting and acting as focal point for respective agencies	ONAC, State Committee	End 2008 – beginning 2009	Existence of TORs, Task Force members including Ministerial Focal Points are familiar with the new Strategy and NAP and their respective tasks  Role and TORs of Focal Points institutionalized	MOI
1.(b).4.2	Institutionalize regular meetings of National Task Force with international organizations, agencies and donors	ONAC	End 2008 – beginning 2009	Minutes of regular meetings	MOI
1.(b).5	Revise the Prime Minister’s Order on the Establishment of the Regional Anti-trafficking Committees; establish TORs, in line with the Plan of Action of the Expert Group, and expanding the membership of the Regional Committees to include the members of the qark Council, Deputy prefects, the Heads of the Regional Council, Regional Police Directorates of Borders and Migration, as well as Non-Governmental Organizations.	Expert Group with ONAC and international partners	Spring 2009	Prime Minister’s Order revised  Existence of TORs for Regional Committees and Technical Tables  Membership of RCATs expanded to include qark councils, deputy prefects, the Heads of the Regional Council, Regional Directorates of Borders and Migration and NGOs	MOI, donors
1.(b).5.1	Nomination of a full-time coordinator at technical level for the Technical Tables, provide additional human resources as necessarily foreseen in the Order of the	Prefects - RCAT	Spring 2009	Existence of at least one full time anti-trafficking coordinator at technical level at each Regional Anti-Trafficking Committee	Local government budget State Budget -

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	Prime Minister for RCAT revised.				MOI(RCAT)
1.(b).5.2	Training/Workshops with Regional Committees to design work plans of RCAT and Technical Tables in line with new TORs.	ONAC, members of the Expert Group in partnership with CAAHT and other partners.	By Mid 2009  2009-2010	Members of RCAT and TT aware of national structures and their role and TORs;  Existence of work plans for each RC and Technical Tables.  Regular meetings are held  Existence of minutes of meetings	MOI, Donors
1.(c).	SPECIFIC OBJECTIVE: Ensure country-wide knowledge of the Strategy and NAP and that the respective roles and responsibilities are clearly understood and implemented				
	<b>Indicators:</b> per cent of relevant actors that are familiar with the strategy, and their respective tasks; per cent of activities implemented according to the NAP				
1.(c).1	Promote the new Strategy and NAP widely throughout the country by disseminating copies of the Strategy and NAP	ONAC	2008 -	Strategy disseminated and available in all qarks and municipalities and in all Line Ministries, Regional Committee constituent members, etc.	
1.(c).1.1	Organize workshops/meetings to inform key actors about the Strategy and discuss/clarify respective roles and responsibilities, i.e. with <ul style="list-style-type: none"> <li>o National Task Force on Trafficking in Human Beings (see above)</li> <li>o Regional Committees (as part of the training workshops),</li> </ul>	ONAC, RCAT	Early 2009  Beginning of 2009	Workshops held with National Task Force on THB (see above),  Workshop held with all RCATs  Regular meetings held with international organizations and with donors	MOI MOI (RCAT)

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	<ul style="list-style-type: none"> <li>o international organizations and donors</li> <li>o Representatives of local government, community leaders and NGOs at the municipality/commune level</li> </ul>				
1.(c).2	Monitor the implementation of the Strategy as per monitoring plan (see below)	ONAC with all actors	Ongoing	Existence of regular monitoring reports	MOI, donors
1.(c).2.1	Convene regular meetings of National Task Force on THB, the international organizations, agencies and donors (quarterly) as well as State Committee on Trafficking in Human Beings (bi-annually) to assess the progress in implementing the NAP and take remedial action as necessary	National Task Force, ONAC with all actors	Ongoing	Regular meetings of State Committee against Trafficking (bi-annually) and of the Task Force on THB (quarterly) held  Minutes of meetings	MOI
2.	<b>STRATEGIC AIM: <i>Ensure that all information and data relevant to counter human trafficking are available, accessible to all actors involved and exchanged regularly at both national and international levels</i></b>				
	<b>Indicators:</b> per cent of key data for which full actual data are available, existence of regular reports with key data; existence of regular situation mapping/assessment reports				
2.(a)	SPECIFIC OBJECTIVE: Establish information sharing mechanism according to agreed definitions and for defined key data				
	<b>Indicator:</b>				
2.(a).1	Establish common definitions of internationally compatible key figures/statistical categories on trafficking to be monitored at national and regional	ONAC, RCAT, NCATS, BKTF, MoJ, ILO, IOM, ICMPD, OSCE,	2008	Ad hoc working group created List of common definitions and key figures/statistical categories (including potential/resumed/identified victim, at-	MOI, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	levels <i>[See also Protection 1(b).4]</i>	UNODC, UNICEF, etc., with expert advise from donors		risk and vulnerable individuals, groups) exists and is endorsed by all anti-trafficking actors, via National Task Force on THB	
2.(a).1.2	Strengthen capacity of ONAC and RCATs to collect, analyze and distribute all information	ONAC, RCAT, MOI, MoF	2008 - 2009	Staffing, IT equipment and expertise, analytical skills in place	MOI, (RCAT), donors
2.(a).1.3	Institutionalize the information exchange among all actors, according to agreed modalities, templates <i>[See also Protection 2(a).1.3]</i>	ONAC, Regional Anti-Trafficking Committees, all actors involved	Spring 2009  Mid 2009	Existence of agreed information exchange modalities  Existence of reports	MOI, (RCAT), donors
2.(a).1.4	Carry out regular trafficking situation assessments in all qarks (see also below)	RCATs in cooperation with municipalities, communes, ONAC, relevant Ministries, NGOs, IOs and supported by CAAHT.	First quarter 2009  2010	Existence of situation assessments for each qark as baseline for future review  Existence of regular situation assessment reports (bi-annual)	MOI, (RCAT), donors
2.(a).1.5	Improve information sharing at international level (esp. with Greece, Italy, UK, and immediate neighbours)	ONAC, MOI, GDP, MOJ, MFA, GPO	First quarter of 2009 -	Existing and new Agreements on information sharing enacted	MOI, Donors
2.(b)	SPECIFIC OBJECTIVE: Increase national research on human trafficking				
	<b>Target/Indicator:</b> increase total financial volume of research projects on human trafficking; percentage of national research budget spent on research related to human trafficking				
2.(b).2	To increase national research on priority issues such as root causes for trafficking,	ONAC, National Task Force on THB,	2008	Priorities identified following situation assessments	MOI, MOI (RCAT),

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
	internal trafficking, trafficking for forced labour, as well as demand (profiling of the clients of trafficked persons) and profiling of the traffickers	RCAAT's, and national and international partners	Mid 2010	Existence of studies on identified priority topics, including demand, labour exploitation, internal trafficking, profiling of traffickers	NGOs, Donors
3	<b>STRATEGIC AIM: <i>To secure all resources necessary to implement the national anti-trafficking strategy and NAP, and to increase the share of government funding of the overall funding for the implementation of the strategy/NAP</i></b>				
	<b>Target:</b> By the end of 2009, at least 50% of the yearly implemented anti-trafficking measures are covered by national funds; increase funding for the NAP, both government as well as donor funding				
	<b>Indicators:</b> coverage in per cent of necessary resources for the implementation of the NAP (yearly); per cent of government funding as part of overall funding for strategy/NAP (yearly);				
3.(a)	SPECIFIC OBJECTIVE: Establish the budgeting, reporting and controlling scheme and increase the overall financial volumes made available for the implementation of the NAP				
	<b>Indicators:</b>				
3.(a).1	Introduce and implement financial reporting and controlling scheme for all actors at local, regional and national levels	ONAC with all agencies that are assigned tasks under this NAP	2008 to 2010	All ministries and actors provide annual budget plans and annual expenditure reports  Existence of annual resource plans and expenditure reports	MOI, as well as all actors
3.(a).1.1	Establish Total Annual Resource Plans including the resources needed for all measures foreseen in the NAP	ONAC, with input from all actors	By end 2008	Existence of Total Resource Plan (annual), including regular, and extraordinary government funding, as well as external donor funding	MOI
3.(a).1.2	All actors prepare individual work plans and budgets (annually)	All actors	June 2008, and by	Existence of work plans with resource plan of each actor involved in the	All actors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
			March of each subsequent year	implementation of the NAP	
3.(a).1.3	All state actors ensure the inclusion of their budgets into the GOA Budget Plans	All state actors	June 2008, and by March of each subsequent year	Foreseen expenditures are included in the Ministry's submission to the Government Budget Plan	<b>All actors</b>
3.(a).1.3	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 Febr. of each year for the previous year	Expenditure reports available	<b>All actors</b>
3.(a).1.4	Produce end-year expenditure report for the implementation of the NAP )	ONAC, with input from all national and international actors	2009	Existence of end-year expenditure report 2009	
3.(a).2	Hold regular (quarterly) meetings with international organizations, agencies and donors to present the priorities of the Government of Albania and to co-ordinate activities with donor/organization assistance plans.	ONAC	Mid 2008 onwards	Regular meetings held Existence of minutes Improved co-ordination resulting in increase in donor funding and support for GOA strategy/NAP implementation	MOI, Donors
4	<b>STRATEGIC AIM: <i>To improve continuously the anti-trafficking response at strategic and operational levels and to adjust them to new requirements and changing circumstances by way of establishing/strengthening a system for the regular review, monitoring and</i></b>				

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
<b><i>evaluation of the anti-trafficking strategy and NAP</i></b>					
<b><i>Indicator:</i></b> availability of an updated Anti-trafficking Strategy and NAP by the end of 2010; existence of mid-term progress report with short-term adjustments to NAP as necessary;					
4.(a)	SPECIFIC OBJECTIVE: To ensure the review of the national anti-trafficking response at regular intervals under responsibility of the National Coordinator				
<b><i>Indicators:</i></b> existence of TORs for review, existence of a written review of the Strategy/NAP, existence of situation assessments					
4.(a).1	Draft a “Plan for monitoring, evaluation and review” and agree on outcome and impact indicators (for measuring strategic goal and specific objectives) and on baseline data	ONAC, National Task Force on THB with international partners, especially CAAHT	By end 2008	Existence of “Plan for monitoring, evaluation and review” endorsed by the National Task Force on THB Existence of agreed outcome and impact indicators	MOI, Donors (CAAHT)
4.(a).1.1	Carry out initial trafficking situation assessments in all Qarks as baseline for future review of Strategy/NAP; and follow-on assessments at regular intervals	Regional Anti-Trafficking Committees in cooperation with municipalities, communes, ONAC, relevant Ministries, NGOs, IOs and supported by CAAHT.	First quarter 2009	Existence of situation assessments for each qark as baseline for future review  Existence of regular situation assessment reports (bi-annual)	MOI, MOI (RCAT), Local government, Donors (CAAHT)
4.(a).2	Carry out review of Strategy and NAP 2008-2010 based on monitoring and evaluation (see below)	ONAC, National Task Force on THB, with the support of external experts and national or	By mid 2010	Existence of written review	MOI, other relevant line Ministries, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
		international partners			
4.(a).3	Discussion and endorsement of results and recommendations by National Task Force on THB; Drafting and endorsement of new Strategy/NAP by the State Committee/government	ONAC, National Task Force on THB, State Committee	By end 2010	Existence of new Strategy/NAP and endorsement by the National Task Force as well as the State Committee	MOI, other relevant line Ministries, Donors
4.(b)	SPECIFIC OBJECTIVE: To ensure the systematic and continuous collection and analysis of all relevant information and data at the operational and strategic level by way of establishing a monitoring system, both for the purpose of self-evaluation evaluation and review and for the purpose of reporting				
	<b>Target:</b> existence of TORs and monitoring plan; existence of regular monitoring reports; as well as mid-term progress report;				
4.(b).1	Initiate the eventual creation of an independent monitoring agency (creation of a National Rapporteur on THB)	ONAC	2010	TORs available  Agreement on creation reached and commitment included in the strategy/NAP 2010-2012	MOI
4.(b).2	Establish Terms of Reference for monitoring, as part of the “Plan for monitoring, evaluation and review”; agree on reporting scope and modalities (template etc.) and familiarize all actors with it	ONAC with RCAT with international partners, especially CAAHT	Autumn 2008	Existence of TORS for monitoring  Monitoring plan endorsed by all relevant actors (via National Task Force)	MOI, Donors
4.(b).3	Introduce mandatory quarterly reporting according to monitoring template for all implemented activities/measures and by all actors	ONAC with National Task Force on THB	By end 2008	All actors familiar with and compliant with monitoring plan and reporting requirements	MOI

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
4.(b).4	International donors to include in their grant agreements reporting requirements to ONAC according to the Monitoring Plan	International donors	Ongoing	All grantees report to ONAC according to agreed monitoring plan and template	All actors
4.(b).5	Issue regular monitoring reports and hold regular meetings to discuss implementation progress with all stakeholders and agree on remedial measures and short-term NAP adjustments, as necessary:	ONAC	End of 2009	Existence of regular monitoring reports	MOI, donors
4.(b).5.1	Hold regular (quarterly) meetings of National Task Force on THB and with international partners and regular (annual) meetings with the State Committee against Trafficking	ONAC with National Task Force and with State Committee	Starting by end of 2008	Regular meetings of the Task Force on THB (quarterly) and with the State Committee (annually) held  Minutes of the meetings	MOI, donors
4.(b).5.2	Elaborate mid-term progress report, including suggestions for short-term adjustments to the NAP, and discuss with the National Task Force	ONAC	Autumn of 2009	Existence of mid-term progress report, endorsed by the State Committee against Trafficking	MOI, donors
4.(c)	SPECIFIC OBJECTIVE: To ensure the regular evaluation of all activities foreseen in NAP				
	<b>Target:</b> existence of written evaluation report for at least 50 per cent of foreseen activities within the NAP				
4.(c).1	Establish Terms of Reference for evaluation, as part of the “Plan for monitoring, evaluation and review”; and familiarize all actors with it;	ONAC		TORs for evaluation	MOI, donors

No.	Activities and Sub-Activities	Responsible agencies (Lead Agency first)	Timeline	Output Indicators/Targets	Resources
4.(c).2	Introduce evaluation requirement for all actors and measures foreseen in the NAP	ONAC with National Task Force on THB	By end 2008	All actors familiar with and compliant with evaluation requirements Existence of evaluation reports	MOI
4. (c).3	Develop and publish manual for monitoring and evaluation of anti-trafficking programming and reporting	ONAC with international partners, especially CAAHT	2009	Existence of manual Reference copies of the manual available with all relevant actors	MOI , donor s
4.(c).4	Train all actors in the use of the manual	ONAC with international partners, especially CAAHT	2009	Number of anti-trafficking actors trained Per cent of actors that are familiar with contents of manual, per cent of activities monitored and evaluated according to the manual	MOI, donors