



Republika e Kosovës
Republika Kosova-Republic of Kosovo
Qeveria – Vlada-Government

Ministria e Punëve të Brendshme-Ministarstvo Unutrasnih Poslova-Ministry of Internal Affairs.

**National Strategy and Action Plan against
Trafficking in Human Beings
2011-2014**

August 2011

*Trafficking in person is prohibited*¹

¹ Constitution of the Republic of Kosovo, Article 28, Paragraph 3.

THE OPENING SPEECH OF THE MINISTER OF INTERNAL AFFAIRS

Human trafficking represents one of the most aggressive forms of organised crime which attempts to harm the dignity of Kosovo's society.

Kosovo, through its highest state act, the Constitution of the Republic of Kosovo, lists human dignity as one of the basic human values and places in support of this value the public authorities in order to take all positive measures necessary to effectively guarantee this value.

The National Strategy and the Action Plan against Human Trafficking 2011-2014, portrays the undivided and serious commitment of the Government of Kosovo and the Ministry of Internal Affairs in the fight against this phenomenon.

The National Strategy and the Action Plan 2011-2014, represents a state mechanism which will guide the fight against this phenomenon in many aspects. The investigation and punishment of persons (perpetrators) involved in human trafficking remains to be our priority in addition to the assistance that will be provided to the victims of this phenomenon.

The institutions of the Republic of Kosovo protect and promote human rights for all the victims of human trafficking regardless of race, nationality or gender.

This Strategy is built on the principle of co-participation of all actors involved in the fight against this occurrence, with support from International Organisations which operate in Kosovo and the civil society.

The National Strategy and the Action Plan 2011-2014, is a continuation of previous strategies which was prepared based on recommendations and lessons learned during the implementation these strategies.

The National Strategy and the Action Plan 2011-2014, has been supplemented with a new pillar which foresees the protection of children that are victims of trafficking. This displays the intense institutional interest in protecting children through the implementation of policies determined by this Strategy.

Respectively,

Bajram Rexhepi
Minister of Internal Affairs

Acronyms

AMSCA	Agency for the Management of Sequestered and Confiscated Assets
ATIPS	Anti-Trafficking in Persons Secretariat
VAAD	Victims' Advocacy and Assistance Division
DISP	Department/Institute for Social Policy
DLE	Department of Labour and Employment
DSW	Department of Social Welfare
EC	European Commission
EU	European Union
ICITAP	International Criminal Investigative Training Assistance Program
IO	International Organization
ICMPD	International Centre for Migration Policy Development
ILO	International Labour Organization
IMF	International Monetary Fund
IOM	International Organization for Migration
KJC	Kosovo Judicial Council
KJI	Kosovo Judicial Institute
KLC	Kosova Law Centre
KPC	Kosovo Prosecutorial Council
MCYS	Ministry of Culture, Youth and Sports
MED	Municipal Education Directorate
MEF	Ministry of Economy and Finance
MEST	Ministry of Education, Science and Technology
MIA	Ministry of Internal Affairs
MLGA	Ministry of Local Government Administration
MLSW	Ministry of Labour and Social Welfare
MoH	Ministry of Health
MoJ	Ministry of Justice
MOPA	Ministry of Public Administration
MTI	Ministry of Trade and Industry
NAP	National Action Plan
NATC	National Anti-Trafficking Coordinator
NGO	Non-Governmental Organization
OPM	The Office of the Prime Minister
OSCE	Organization for Security and Co-operation in Europe
RAE	Roma, Ashkali and Egyptian
SOP	Standard Operational Procedures
SWC	Social Welfare Centres
THB	Trafficking in Human Beings
THBDI	Trafficking in Human Beings Directorate of Investigations
VOT	Victims of Trafficking
UNDP	United Nation Development Program
WSSI	Women's Safety and Security Initiative

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I. INTRODUCTION

I.1 The Need for a National Strategy against Trafficking in Human Beings

The development of the Strategy and Action Plan against Trafficking in Human Beings is an obligation that stems from the priorities set forth by the Republic of Kosovo in combating all forms of organized crime. Despite Kosovo's progress after the year of 1999 in strengthening the rule of law, security and institutional reforms, trafficking in human beings is a specific form of organized crime that poses a great threat to society and to the state of the Republic of Kosovo.

Addressing and deterring trafficking in human beings requires a special attention and approach due to its complex nature. Throughout this National Strategy and Action Plan are presented the severity of human trafficking phenomenon that our country is facing and the special attention that the Kosovo Government and other stakeholders focus on in combating human trafficking.

The strategy was drawn upon a wide consensus of all stakeholders on the strategic goals and priority policy measures to be taken. Their findings were preceded by a comprehensive assessment of the goals, objectives and activities set forth in the 2008-2011 National Action Plan².

This document presents strategic goals and specific objectives clearly defined both qualitatively and quantitatively which are based on public measures and activities to be supported institutionally and financially and, which are verifiable through a detailed monitoring and assessment process³.

The experiences gained and lessons learned from all responsible institutions during the implementation of the 2008-2011 National Action Plan served as the foundation for drafting this Strategy and Action Plan.

Furthermore, Kosovo Government is fully committed in protecting the well being of its citizens and other nationalities; therefore, legislative reforms on preventing and combating human trafficking were in the process of being passed or accomplished. All these initiatives denotes that the Republic of Kosovo was, is and will continue its efforts in combating trafficking in persons in its full institutional capacities. Kosovo Government has proven its commitment in fighting trafficking in persons by being ranked for two consecutive years in Tier 2⁴.

2 National Secretariat to NATC, supported by an external consultant provided through WSSI, conducted an analysis and assessment of the implementation of National Strategy and Action Plan 2008-2011. The analysis and assessment made resulted from many discussions and interviews with stakeholders involved in the implementation of the Strategy as well as from the analysis of the annual report of MOIA on THB. The final assessment report on the National Strategy and Action Plan against Trafficking in Human Beings 2008-2011 was prepared on February- March 2011.

3 See chapter IV of this document "Strategy Implementation, Monitoring and Assessment"

4 United States Annual Trafficking in persons Report www.state.gov/g/tip

I.2 Principles of the National Strategy and Action Plan Against Trafficking in Human Beings.

Principle 1. Governmental Ownership of the Strategy

- Responsibility of the Government of Kosovo

Compiled in response to trafficking in human beings, this Strategy is nationally owned, where the responsibility for the implementation of its strategic goals, objectives and activities are vested in the Government of Kosovo and its institutions. The Government ownership of this strategy has been manifested throughout its drafting process. The National Strategy and Action Plan against Trafficking in Human Beings is a result of coordinated efforts of the government, civil society and input from the international partners. Its implementation and monitoring will, however, require the same cooperation.

- Financial Internal Resources

Financial requirements regarding the implementation of this strategy will be mainly covered by Kosovo's budget linked to and in line with the Mid-Term Budget Plan, with sectorial strategies, such as the ones on education, social services, health, and employment.

- International Cooperation

Our international partners widely supported our country to overcome many difficult political and socio-economic situations as well as to carry out its reforms and develop policies. The Government of Kosovo is aware that the implementation of this strategy will require first and foremost, the mobilization of its own human and financial resources, second, the support of international partners and the last but not the least, the support of specialized international organizations. Therefore, the Government of Kosovo is committed to effectively employ this support.

The Kosovo Government's ownership of the 2011-2014 Strategy has been also emphasized in the objectives and the activities set forth in this National Action Plan, which reinforces the implementation to rely mainly on the institutions of Kosovo.

Principle 2. Participation

Combating human trafficking in human beings should not be seen only as the responsibility of the Ministry of Internal Affairs and its structures. In light of this, the drafting of the strategy was based on an inclusive participatory system that included central institutions, civil society, local and international Non-Governmental Organizations working in Kosovo and, international partners. The drafting process of the strategy was characterized by a wide participation of stakeholders, which will ensure its success.

The institutional structure for the development of the strategy consists of: i) National Anti-Trafficking Coordinator, ii) Secretariat, iii) Working Groups (prevention, protection, prosecution and conviction and, the children's group).

National Anti-Trafficking Coordinator coordinates and organizes the work for the development and implementation of this Strategy⁵ among so many other responsibilities set forth in the statement of work for the purpose of combating human trafficking.

Secretariat against Trafficking in Human Beings, supports NATC to coordinate all activities combating trafficking, including organization of the work in developing the 2011-2014 NAP, provide recommendations, monitor and compile the annual reports regarding the implementation of the action plan.

Working Groups are responsible to elaborate sector problems of the Strategy and to provide relevant information. Working Groups are selected in such a way that they represent widely the public institutions and the civil society.

The Role of International Partners - International partners supported constantly the Assessment and Analysis process of NAP 2008-2011, and the development of this Strategy. They conveyed their valuable input during the drafting of this strategy and action plan.

This document takes into consideration the recommendations of the EC reflected in the 2009 and 2010 Progress Report on Kosovo.

The Role of Local Partners and NGOs consisted not only in their active participation during the drafting process of the strategy and action plan, but also in their role as carriers of actions and partners of state organizations in drafting policies, conducting research related to trafficking in human beings, as well as in providing services to victims.

IOs and inter-governmental organizations working in Kosovo support the development of national coordinating structures by providing to the main stakeholders technical experience, training when needed and, financial support for the implementation of NAP.

- IOs participate in the Inter-Ministerial Working Group (IMWG) as "observers" in order to advise NATC and the member of the MWG.
- IOs provide their support to NGO networks and actively participate in the coordinating structure and,
- IOs provide support to government structures and social partners in order to secure sustainability of anti-trafficking initiatives.

⁵ According to Government's Decision no 029 of the date 10/04/.2008

Principle 3. Human Rights-Based Approach

This strategy employs human rights-based approach. It protects everyone's rights and especially the rights of women and children trafficked for the purpose of sexual exploitation or any other forms of exploitation. While compiling this strategy, the drafters took in consideration the human rights principles such as:

- The right to life, liberty and security of person,
- The right to freedom from slavery, or freedom from practices similar to slavery
- The right to freedom of movement and residence,
- The right to be free from torture and other cruel, inhuman or degrading treatment or punishment
- The right to a standard of living adequate for health and well being,
- The right to education
- The right to fair trial and effective remedy
- The right to be free from force labor
- The right to free expression and right to access to information and the protection of personal data,

Special attention is given to victims and potential victims of trafficking from the prevention, protection and prosecution point of view.

Kosovo Government is very concerned regarding the new growing trend of child trafficking for any forms of exploitation. The assessments conducted so far revealed that minors are being trafficked especially for the purpose of sexual exploitation.

Children's specific situation was taken into account in all actions envisaged in the Action Plan. Child trafficking prevention and their particular protection from being victimized was considered as one of the main challenges of this Strategy.

Principle 4. Interdisciplinary and Cross-Sectoral Approach

The Strategy and Action Plan against Trafficking in Human Beings is a sector-based strategy based on the priorities of the Government in combating the organized crime and increasing the level of security in the country. At the same time, this document aims to coordinate the actions and activities with other sectors of public services, such as: education, health, employment services, social services, as well as with other independent sectors, such as: police, prosecution and courts. Interaction and coordination of anti-trafficking activities across sectors is based on the fact that this strategy aims on creating an efficient information system, which will be enriched by each sector on its own and, providing help to identify perpetrators as well as to identify victims of trafficking and provide needed support from the initial phase of identification throughout the process of reintegration into the community.

Principle 5. Sustainability

The concept of this Strategy is conceptualized as a platform of strategic goals, objectives, activities and performance indicators fostering an active participation of all stakeholders in its implementation. The Government, as the key responsible authority, as well as the other stakeholders will constantly monitor the implementation of the strategy. Attentively, the Government shall adapt the objectives and activities foreseen in the Action Plan to the actual situation and based on the monitoring results.

During the drafting process of the Strategy, the Government paid special attention to set clear goals and objectives which are well-defined and feasible, relying mainly on the existing financial and human resource capacities of Kosovo.

I.3 Enabling and Challenging Factors regarding the Implementation of this Strategy.

Some of the factors that enable the implementation of the strategy are:

- Positive steps taken towards institutional reforms and political environment stability,
- Wide and continuous participation of the national stakeholders in strategy development, implementation, monitoring and reporting,
- The support provided by international partners

Some of the factors that could threaten the implementation of the strategy are:

- Threats related to the country's security,
- Lack of cooperation and in adequate coordination of those responsible for the implementation of this strategy,
- Lack of accountability measures/policies pertaining non-performers.

II. SITUATION ANALYSIS AND ASSESSMENT OF EXISTING MECHANISMS

II.1 Socioeconomic Situation of the Country

Kosovo with an area of 10.887 km² and a population of approx. 2 million⁶ residents is situated in the central part of Balkans Peninsula.

Changes that took place in the region of Balkans after 1990's as a consequence of tensions and armed conflict in ex-Yugoslavia, brought about great changes not only in the political map of the region, but also in the socio-economic situation of the former Yugoslavian countries. Kosovo, with its central location in the Balkans Peninsula, with its human resources available, and with its many communication links with surrounding countries, enables a socio-economic development, and aims at Euro-Atlantic integration.

Kosovo has a predominantly young population, where 50% is under the age of 24 and only 8% of its population is above 64. Compared to other countries in the region, Kosovo has the highest unemployment rate. In 2008, it is estimated that 48% of the labour force was unemployed. Unemployment tends to be of a long-term nature, where about 82% of those unemployed are without a job for more than 12 months. The unemployment rate among the young people is 73%. Unemployment based on gender is present, too. Unemployment rate among women is 55%, while 39% among men. The number of students that are forced to leave their schools continues to be worrying, especially among girls. During the period of 2005-2008, there was a rapid growth of the GDP with an average growth of over 4%, which in 2008⁸ increased to 4.5%.

Macroeconomic and traditional social indicators in Kosovo are not encouraging, with a limited growth of GDP, failing to reduce the high level of unemployment (48%) and that of poverty which remains at 45%.

These low socioeconomic indicators illustrate country's developmental contradictions, which have generated not only social and economic problems, but also problems linked to organized crime. Currently, Kosovo is considered as a country of origin, destination and possibly transit of trafficking in human beings.

II.2 Vulnerable Groups to Trafficking

Trafficking in human beings is the most horrific crime and violation of human rights that is either developed under an organized crime network or individually. This

6 Preliminary Results from REKOS <http://esk.rksgov.net/rekos2011/repository/docs/REKOS%20LEAFLET%20ALB%20FINAL.pdf>

7 SOK, Survey of Labor Force

8 The statistics are taken from the Kosovo Human Development Report 2010, Table 2.2, p.38.

crime involves perpetrators playing a variety of roles and conducting different illegal acts within or outside the territory of a country. Victims of trafficking usually move legally across borders, but may also be trafficked within a country's borders itself. The crime of human trafficking is divided into different categories depending on the purpose of exploitation. In the Republic of Kosovo the most vulnerable groups to trafficking in persons are women and children for the purpose of sexual exploitation (forced prostitution). The drafters of this Strategy along with the implementers of the Action Plan are fully aware on the diversity of human exploitation and the non-gender limitation that could be exposed to such crime. Victims such as children and adults are forced to emigrate as a result of high level of poverty in their country of origin and enticed by promises for a better life and legal employment. Most of the identified victims in Kosovo are women and minor girls trafficked within the country. The main form of exploitation remains that of sexual acts / forced prostitution.

II.3 Existing Institutional Mechanisms

There are several institutions responsible for the development and implementation of state level policies in combating trafficking in human beings.

Ministry of Internal Affairs, through its law enforcement agency: Kosovo Police specialized unit and Trafficking in Human Beings Directorate of Investigations (THBID) which works on prevention aspect of this crime, anti-trafficking investigative activities and measures, protection of the trafficked victims, and arrest of perpetrators as well as presentation of facts based on the collection of evidence and enforcement of other investigative tools and strategies.

National Anti-Trafficking Coordinator (NATC) is a new established structure based on Prime Minister's Office endorsement (Decision No. 029 as of 10th of April, 2008). The NATC's mandate is to coordinate, monitor and report on the implementation of policies against trafficking in human beings as well as to chair the inter-ministerial working group.

Anti-Trafficking in Persons Secretariat (ATIPS) provides administrative and logistic support to the NATC. The secretariat is the driving force for the implementation of the national response against trafficking by monitoring, coordinating and reporting.

Chaired by the NATC, the Anti-TIP Secretariat:

- Ensures regular communication between MWG and communication /sharing of opinions between stakeholders (e.g. through bulletins and/or website).
- Ensures distribution of all relevant information to the local, regional and country level.
- Manages a database of projects/contacts, as well a list of NGO's that are active, and makes it available to the stakeholders.

- Keeps regular contacts with donors inside the country, and calls regular donor meetings in order to coordinate the funds and avoid duplication of projects.
- Monitors all activities implemented by all stakeholders.
- Drafts quarterly monitoring reports for the Anti-Trafficking Working Groups and compiles annual reports on the implementation of the strategy and action plan.

The Inter-Ministerial Working Group is a group of central institution representatives whose mandate is to coordinate policy implementation, monitor, and report every quarter on the progress to the NATC's Office, respectively to the Anti-Trafficking Secretariat. Two members from each ministry and responsible institutions participate in the Inter-Ministerial Working Group, while local NGOs and international partners are represented with only one member.

Kosovo Judicial Council and Prosecutorial Council are institutions responsible for criminal prosecution of traffickers, their appropriate conviction, for ensuring non-discriminating treatment for victims of trafficking before and during trials, and for sequestration and confiscation of property and assets gained through the criminal act of trafficking. They guarantee the application of legally binding compensation for victims of trafficking. These institutions are responsible to provide security before, during and after criminal procedures as well as to undertake all necessary and possible measures to protect victims from fear, threat and punishment of those suspicious or their collaborators, including punishment from persons in power. If necessary, a similar protection shall be given to family and friends of the victim.

Ministry of Justice, through its Division for Advocacy and Assistance to Victims (DAAV), provides legal assistance, protection and shelter for the victims of trafficking.

Ministry of Labour and Social Welfare, through its professional institutions, such as the Department of Social Welfare, Department of Labour and Employment, Department/Institute for Social Policy and Social Welfare Centres, implements policies and provides services for the protection and long-term integration of victims of trafficking.

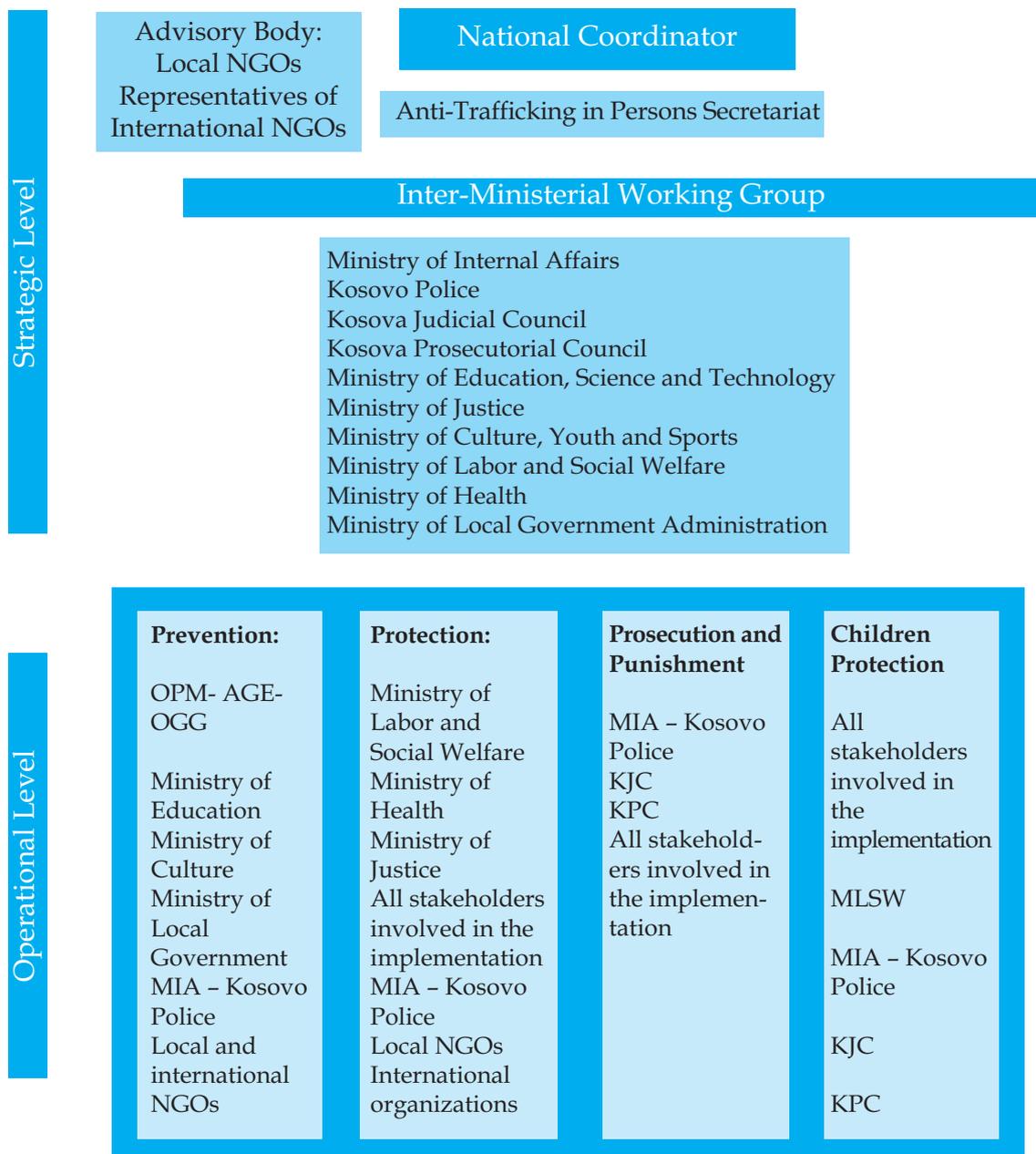
Ministry of Education, Science and Technology plays a significant role in preventing trafficking through education, curricula, cross-cutting curricular approaches, and different extra-curricular activities.

Ministry of Culture, Youth and Sports, through its Human Trafficking Prevention Program, provides to NGOs and non-formal groups trainings and activities that raise the awareness for preventing trafficking. Other central institutions, such as MLGA, MoH, MEF, are included through programs that address trafficking in human beings directly and indirectly.

Ministry of Health plays an important role in protecting the victims, respectively providing health and rehabilitation services to victims of trafficking. In addition, the Ministry provides training and information sessions to raise the awareness of its medical staff for treating victims of trafficking.

Human Rights Unit implements policies that promote and respect human rights in central and local level. Within the institutional framework, international partners and local non-governmental organizations played an important role against trafficking in human beings.

Organizational Structure of Coordinating, Monitoring and Implementing Mechanisms against Trafficking in Human Beings in Kosovo



II.4 Existing Legal Mechanisms

According to the legislation into force⁹, trafficking in persons means 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. The legal basis of domestic legislation relies on a wide range of international conventions and policies.

4.1 International Legal Documents

A wide range of international conventions and documents constitute the legal basis for the development of an adequate legislation against trafficking in human beings and protection of human rights in Kosovo.

1. The Universal Declaration of Human Rights
2. European Convention and its Protocols for the Protection of Human Rights and Freedom of Movement
3. Council of Europe's Framework Convention for the Protection of National Minorities.
4. Convention on the Elimination of All Forms of Racial Discrimination.
5. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 03/09/1981).
6. UN Convention on the Rights of the Child, 02/09/1990.
7. European Convention on the Exercise of the Children's Rights, 25/01/1996.
8. EC Convention on Action against Trafficking in Human Beings (2005) and its explanatory report.
9. Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography (2002).
10. International Covenant on civil and political rights and its protocols.
11. International Covenant on economic, social and cultural rights
12. Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment.¹⁰
13. UN Protocol to Prevent, Suppress and Punish Trafficking in Persons UN Resolution A/PEC/55/25 of 15/11/2000 (Palermo Protocol).
14. UN Convention against Transnational Organized Crime, UN Resolution A/PEC/55 of 15/11/2000, into force since 29/9/2003.
15. United Nations High Commissioner For Human Rights Recommended Principles and Guidelines on Human Rights and Trafficking.

9 Criminal Code of Kosovo, Article 139

10 International Conventions were not ratified specifically from the Kosovo Assembly, but they went into force according to the Constitution of the Republic of Kosovo, article 22, page 6

16. ILO Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (182/2000).
17. Convention against Child Abduction 2004/29, commented on 29/07
18. Security Council Resolution 1325 (2000) on Women, Peace and Security, 30 October 2000.
19. OSCE Action Plan to Combat Trafficking in Human Beings PC.DEC/557.
20. Directive of the European Parliament and of the Council on Preventing and Combating Trafficking in Human Beings, and Protecting Victims 2010/0065 (COD), dated 09/03/2011.

4.2 Legal Documents Regulating Different Aspects of Trafficking in Human Beings

1. Constitution of the Republic of Kosovo, approved by the Assembly of Kosovo on 15 June 2008
2. Criminal Code of Kosovo, 03/L-002, date 22/12/2008
3. Criminal Procedure Code of Kosovo 03/L-003, date 22/12/2008
4. Law on Police of Kosovo (reconsidered), 03/L-035, 04/06/2008
5. Law on Labour No. 03/L-212, of the date 02/11/2010
6. Law on the Labour Inspectorate 03/L-017, 10/09/2008
7. Law on the Sanitary Inspectorate of Kosovo, No.2003/22; date 06/11/2003
8. Law on Customs and Excise Code of Kosovo, 2008/03-L-109, date 10/11/2008
9. Law on Family, 2004/32, date 20/01/2006
10. Law on Management of the Sequestered or Confiscated Assets, 03/L-141, 10/08/2009
11. Law on Integrated Management and Control of the State Border, 2008/03-L065, date 21/05/2008
12. Law on Protection Against Domestic Violence, 2010/03-L-182, date 01/07/2010
13. Juvenile Justice Code, 2010/03-L193, of the date 08/07/2010
14. Law on Social and Family Services (reconsidered), 02/L-17, date 01/05/2007
15. Law on Gender Equality in Kosovo, 2004/2, date 19/02/2004
16. Kosovo Health Law, 2004/4, date 19/02/2004
17. Law on Prevention and Fight of the Cyber Crime, 2010/03-L-166, date 10/06/2010
18. Law on Police Inspectorate of Kosovo, 2008/03-L-036, date 20/02/2008
19. Law on the Protection of Personal Data, 2010/03-L172, date 29/04/2010
20. Law on Termination of Pregnancy, 2008/03-L-110, date 06/11/2008
21. Law on Granting the Permit for Work and Employment of Foreign Citizens in the Republic of Kosovo, 2009/03-L-136, date 10/07/2009
22. Law on Foreigners, 2008/03-L-126, date 16/12/2008

23. Law on Asylum, 2008/03-L-066, date 21/05/2008
24. The Anti-Discrimination Law, 2004/3, date 19/02/2004
25. Law on Inheritance, 2004/26, date 28/07/2004
26. Law on Narcotic Medicaments, Psycho-Tropes and Precursor, 02/L-128, 15/08/2008
27. Law on Vocational Ability, Rehabilitation and Employment of People with Disabilities, 2008/03-L-019, date 18/12/2008
28. Law on Material Support for Families of Children with Permanent Disability, 2008/03-L-022, date 16/05/2008
29. Law on Empowerment and Participation of Youth, 2009/03-L-145, date 30/09/2009
30. Law on Primary and Secondary Education
31. Law on Prevention of Money Laundering and similar criminal acts
32. Law on Medical Emergency Services, no 02/L-50, dated 23/02/2006.
33. Law on Public Peace and Order, 03/L-142, date 29/10/2009
34. Law for Prevention and Fighting against Infectious Diseases, 02/L-109, 15/10/2008

This legislative framework is challenged by its ineffective implementation, partly because of judges and prosecutors' lack of understanding of laws and, partly because of the lack of knowledge about documents that can be used during investigation and prosecution of these offences. Difficulties are of several aspects; firstly, to differentiate between the Law against Trafficking in Human Beings and other laws; secondly, quite frequent application of minimum sentences to offenders, and; thirdly, the lack of legislation and mechanisms for the protection of witnesses and victims.

II.5 Existing Operational Mechanisms

Standard Operational Procedures (SOP) for foreign victims and local ones, as well as the Minimum Standard of Care for Victims of Trafficking were adopted and implemented by all members of the inter-ministerial working group and other stakeholders, who are involved in the identification, protection and referral of victims of trafficking in human beings

5.1 Standard Operational Procedures (SOP)

Based on these SOPs, the stakeholders involved in combating trafficking in human beings have an agreement, which defines respective roles and responsibilities for a better cooperation and coordination of actions.

With the support of the international partners, a system of National Referral Mechanisms (NRM) to improve the protection and the referral system for victims of trafficking was set up.

Setting up the NRM and TRM through a cooperation framework, participating states in cooperation and in strategic partnership with civil society and other stakeholders

working in this field fulfil their obligations to protect and support the human rights of the victims of trafficking¹¹.

5.2 Minimum Standard of Care for Victims of Trafficking

Minimum Standards of Care for Victims of Trafficking is a support mechanism in combating trafficking in human beings. The document defines the minimum standards of care for victims of trafficking since early stages of identification. It is based on respecting basic principles, human rights, on trust created between the victim and service providers, the full respect and will of the victims of trafficking by service providers, non-discriminatory approach based on racial, religious, age, psycho-physical state by the service provider.

11 ODIHR Handbook on Guidelines and Principles developed and implemented by NRM could serve as an important source for advice and information on the role that NRMs have in providing assistance and protection to victims. In this aspect, ICMPD plays an important contribution to support government institutions to fairly implement NRM and TRM.

III. STRATEGIC FRAMEWORK - VISION, MISSION AND STRATEGIC GOALS

1. Vision

The vision of this strategy is “coordination of the fight against trafficking in human beings in order to build a society that lives in peace away from the threat of the crime of trafficking in person and any other organized crime, thus creating an image of Kosovo as a peaceful country with high security standards.”

2. Mission

The mission of this document is to determine strategic priorities in combating trafficking in human beings, to define specific objectives for the institutions that undertake responsibilities in the fight against trafficking, as well as to align inter-institutional actions to achieve the objectives set forth herein. The mission of this strategy is also to enhance the quality of services by reducing damages that trafficking causes to society, and to intensify investigation, prosecution and conviction of offenders.

3. Strategic Goals

Strategic goals are formulated to provide an appropriate response to the issues of trafficking in human beings that needs to be addressed in the future through new legal and institutional methods.

This strategy addresses four major areas:

- 3.1. Prevention of trafficking in persons
- 3.2. Protection and support of victims and witnesses
- 3.3. Investigation and prosecution of trafficking crimes
- 3.4. Protection of children

3.1 Prevention of Trafficking in Persons

Strategic Goal 1- Increase public awareness about trafficking in human beings

- **Specific Objective 1-** Raise awareness of vulnerable groups and stakeholders (children, young people, women and men) on trafficking.
- **Specific Objective 2 –** Increase public awareness about legal sanctions related to engaging in trafficking.

Strategic Goal 2 – Improve efficiency in prevention of trafficking in all levels of education

- **Specific Objective 1-** Enrich education curriculum with appropriate information on prevention of trafficking.

- **Specific Objective 2** – Increase the inclusion of vulnerable groups in informal education.
- **Specific Objective 3**- Address effectively school dropout problem.

Strategic Goal 3- Increase human resource capacities in the prevention of trafficking and inter-institutional cooperation

- **Specific Objective 1**- Develop and advance capacities of state institutions in the prevention of trafficking.
- **Specific Objective 2** – Increase the capacities of educational institutions in the prevention of trafficking.
- **Specific Objective 3**- Increase the capacities of NGOs and non-formal groups in the prevention of trafficking.
- **Specific Objective 4**- Strengthen inter-institutional and community cooperation in the prevention of trafficking.

3.2 Protection and Support of Victims and Witnesses

Strategic Goal 1- Improve identification and referral of victims of trafficking in human beings

- **Specific Objective 1** – Advance existing identification and referral procedures for victims of trafficking
- **Specific Objective 2** – Increase institutional capacities for identification of victims of trafficking

Strategic Goal 2 – Successful coordination and cooperation and quality services for victims of trafficking

- **Specific Objective 1** – Enhance the overall legal framework
- **Specific Objective 2** – Strengthen the referral mechanism, increase institutional capacities and ensure sustainable services to victims of trafficking
- **Specific Objective 3** – Ensure sustainable and long-term services to victims of trafficking

Strategic Goal 3 – Sustainable reintegration of victims of trafficking

- **Specific Objective 1**- Improve long-term reintegration services for victims of trafficking
- **Specific Objective 2** – Coordination and alignment of repatriation services for foreign victims of trafficking
- **Specific Objective 3** – Coordination and alignment of services for relocation to third countries for victims of trafficking included in the protected witnesses program

3.3 Investigation and Prosecution of Trafficking Crimes

Strategic Goal 1 – Improve investigation methods in order to increase the efficiency to combat trafficking in human beings

- **Specific Objective 1-** Review and amend the legal framework pertaining to trafficking in persons.
- **Specific Objective 2** – Increase institutional capacities (police, prosecution and courts) to use such investigation methods.
- **Specific Objective 3** – Coordination and cooperation among the Police, Prosecution, Courts, Customs, Tax Administration, respective Inspectorates.

Strategic Goal 2 - Strengthen and develop cooperation with other states and international organizations to combat trafficking in human beings

- **Specific Objective 1-** Cooperate with other states and international organizations, Interpol/Europol/Eurojust/Seci/Frontex, for joint investigations.

Strategic Goal 3- Increase the efficiency and effectiveness of Police, Prosecution and Courts to investigate and convict trafficking perpetrators

- **Specific Objective 1** – Increase the capacities of Police, Prosecution and Courts
- **Specific Objective 2** – Improve sanction policies for traffickers and offenders.

Strategic Goal 4 – Confiscation of property as of commission of crime of human trafficking and victims’ compensation

- **Specific Objective 1** – Implement the procedures for confiscation of traffickers’ property.
- **Specific Objective 2** – Implement standard procedures for victims of trafficking in accordance to local laws and international standards.

Strategic Goal 5 – Ensure proper and non-discriminatory treatment of victims of trafficking

- **Specific Objective 1** – Implement standard procedures for victims of trafficking in accordance to local laws and international standards.

Strategic Goal 6 – Achieve quality professional development through trainings

- **Specific Objective 1** – Training of the Police, Prosecutors and Judges.

3.4 Protection of Children

For the purpose of this strategy, certain used terms are defined as following:

Box 1.

“Child” means any person under age of 18.

“Child trafficking” is the act of recruitment, sale, transportation, harboring or receipt of a child for the purpose of exploitation either within or outside a country.

“Child exploitation” includes exploitation for the purpose of prostitution or other forms of sexual exploitation, forced labor services, begging, slavery, or practices similar to slavery, servitude, use for criminal activities, the removal of organs, illicit adoption, forced early marriage and for use in doing housework. Consent of the child to the intended exploitation is irrelevant even if none of the following means have been used: force, coercion, abduction, deception, abuse of power or actions taken while is in a state of vulnerability or while is in the control of another person.

“Child victim of trafficking” is any person under the age of 18.

“Vulnerable children” are those children that are exploited by their family (including brothers or sisters of victims of trafficking or children identified before the act of trafficking).

“Unaccompanied child” shall be regarded any child traveling abroad without his/her parents or without any legal guardian.

National Strategy and Action Plan against Trafficking in Human Beings 2011-2014, the chapter on Children shall be based on the main international instruments related to protection and treatment of children who are victims of trafficking¹². An analysis of those conventions and standards in the area of protection of children who are victims of trafficking or are vulnerable to trafficking are presented below. They are followed by local legal provisions.

3.5 Basic Principles of International Law upon which this strategy is based

The basic principles implemented in all phases of care and protection of children trafficked in the country of origin, transit or destination, or in case of in-country trafficking, are the following according to article 3 of Palermo Protocol¹³:

- **Respect of the Rights of the Child:** For all children, both for those who are residents of a respective country and for those who are residents of another country, or non-resident children, the CRC will be employed. Those rights will be free from any form of discrimination.

12 International mechanisms related to protection and treatments of children are cited in section II.4. “Existing legal mechanisms”

13 Palermo protocol, article 3.

- **Best Interest of the Child:** In all actions concerning child victims, whether undertaken by public or private social welfare institutions, courts of law, administrative authorities or legislative bodies, the best interest of the child shall be the primary consideration.
- **Non-Discrimination:** Child victims of trafficking are entitled to the same protection and rights, be they children who are not residents of the country in which they find themselves. They must be considered as children first and foremost. All considerations of their status, nationality, race, sex, language, religion, ethnic or social origin, birth or other status, including the status of immigrants, must be secondary.
- **Respect for the Views of the Child:** A child victim who is capable of forming his or her views enjoys the right to express those views freely in all matters affecting him or her. The respect of the child's view shall be guaranteed through any legal process, protection and mediation care as well as identification and implementation of a long-term solution, especially in decisions related to a possible return of the child in his/her family or his/her country of origin. The views of the child shall be given due weight in accordance with his or her age, maturity and best interest. A child shall be given the possibility to be listened in all court or administrative proceedings related to him/her, either directly or through his legal representative or another competent body in compliance with the internal rules.
- **Right to Information:** Child victims must be provided with accessible information about their situation, their entitlements, including protection mechanisms, other services available and the family reunification and/repatriation process. Information shall be provided in a language which the child victim is able to understand. Suitable interpreters and psychiatrist shall be provided whenever a child is interviewed.

Prevention

Strategic Goal 1 - Improving the early identification and referral system of vulnerable children and potential victims of trafficking, as well as raising the awareness of the society related to child trafficking

- **Specific Objective 1** - Revision and implementation of current legislation and policies on identification of child victims of trafficking
- **Specific Objective 2** - Increasing the capacities of institutions responsible (government and non-government) for the early identification of vulnerable children to trafficking and victims of trafficking
- **Specific Objective 3** - Empowering and coordinating among institutions (government and non-government) in case referral process

- **Specific Objective 4** – Raising the awareness of all categories of the society for the danger of child trafficking

Protection

Strategic Goal 2 – Improving the protection system of vulnerable children and victims of trafficking in a coordinated manner among institutions responsible having in mind the best interest of the child

- **Specific Objective 1** – Aligning the local legal framework with the international legislation and adoption of new international policies related to the protection of vulnerable children to trafficking and child victims of trafficking.
- **Specific Objective 2** – Improving and implementation of different forms to protect vulnerable children to trafficking and child victims of trafficking through child’s own participation.
- **Specific Objective 3** – Better coordination of activities among institutions responsible (government and non-government) for the management of cases related to vulnerable children to trafficking and child victims of trafficking through child’s own participation.
- **Specific Objective 4** –Implementing and improving of long-term reintegration programs by institutions responsible for vulnerable children to trafficking through child’s own participation.
- **Specific Objective 5** – Advanced coordination for repatriation services for child victims of trafficking.

Prosecution and Conviction

Strategic Goal 3– Improve proactive and reactive investigation techniques in order to increase the efficiency in combating child trafficking within the framework of organized crime

- **Specific Objective 1** – Improving and advancing the legal framework and aligning it with the EU directives
- **Specific Objective 2** – Coordinate services for relocation of child victims of trafficking to third countries

Strategic Goal 4 – Increase the efficiency of Police, Prosecution and Courts to investigate and convict perpetrators of trafficking

- **Specific Objective 1** – Increase the capacities of Police, Prosecution and Courts dealing with issues of trafficking in human beings

IV. STRATEGY IMPLEMENTATION, MONITORING AND ASSESSMENT

IV.1 The Purpose of the Monitoring System

The process of implementation will be oriented toward accomplishing the strategic goals, objectives and Anti-TIP activities set forth in this document. Monitoring and assessment of the accomplishment of objectives and of the effectiveness of activities is an integral part of the strategy and one of its main components in the implementation process. Monitoring and assessment will serve to track strategy implementation, to measure in the process the level of objectives achieved and, to assess the need for new policies and/or strategies, especially those related to activities. The monitoring process shall be implemented by institutions responsible for the implementation of the strategy with a wide participation of relevant stakeholders.

Final monitoring and assessment of the Strategy and NAP is an integral part of the duties and responsibilities of the Anti-Trafficking in Persons Secretariat. However, the assessment process will be done along with the increase and strengthening of institutional capacities of every institutional structure part of the implementation of this Strategy.

This need is necessary due to the uncoordinated institutions and lack of capacity, in particular:

1. Insufficiency of administrative information from the courts, in some cases its inaccuracy, which expresses a relatively low level of development of the unified system of information and statistics on all Kosovo courts;
2. Lack of monitoring mechanisms responsible for monitoring and assessment within institutions themselves;
3. Deficiency of serious assessment/studies about trafficking using standardized methodologies;
4. Lack of independent bodies on monitoring and assessment such as institution of national Rapporteur.

The main dimension for the implementation and assessment of the strategy include:

- a. Institutional capacities,
- b. Monitoring indicators during and by the end of a three-year period,
- c. Information sources and measuring instruments,
- d. Dissemination and use of monitoring and assessment results.
- e. Monitoring template

IV.2 Institutional Capacities for Monitoring and Assessment

The monitoring and assessment system shall cover all responsible institutions for the implementation of the objectives set forth in the Strategy and Action Plan.

- **Ministry of Internal Affairs**, one of the main responsible institutions for the implementation of the objectives, has already established the Anti-Trafficking in Persons Secretariat, which carries out also monitoring and assessment of the strategy under the purview of the National Anti-Trafficking Coordinator. This Unit shall monitor the most significant indicators related to combating trafficking in human beings. At the end of each year, the Anti-trafficking in Persons Secretariat should prepare a progress report about the level of accomplishment of the objectives of the strategy, which is to be published and made available to all government and non-government stakeholders.
- **Participating ministries in the Working Group** (MoJ, MLSW, MEST, MoH), and their subordinate institutions, including KJC and KPC, shall be responsible for monitoring and assessment of activities for which they are held responsible. These institutions shall report periodically to the NATC/Anti-Trafficking Secretariat for further consolidation. In addition, all public institutions involved as partners or implementers of the NAP will be included in the process of monitoring and evaluation.
- **Non-Governmental Organizations** will participate in the monitoring and assessment process of the strategy being part of the round tables organized by the National Anti-Trafficking Coordinator. In these round tables, the non-governmental organizations and civil society will present their observations related to the anti-trafficking projects and programs they have implemented.

IV.3 Monitoring and Assessment Indicators

Final Indicators *(performance indicators of the strategic goals)*

- 1) Number of relevant laws and regulations that have entered into force following the adoption of Strategy,
- 2) Established structures (NATC, Inter-Ministerial Working group, Anti-trafficking Secretariat),
- 3) Number of signed bilateral and multilateral agreements in the state level,
- 4) Strategy monitoring and assessment reports,
- 5) The percentage of population that is aware about trafficking in human beings,
- 6) Curriculum areas and textbooks, according to grades, that address the issue of trafficking in human beings,
- 7) Number of projects and programs on the protection of children's rights,
- 8) Number of identified victims of trafficking (how many of them are children),
- 9) Number of prevented cases of trafficking (how many of them are children),
- 10) The percentage of victims trafficked more than once,

- 11) Number of victims of trafficking who were provided adequate services (shelter, employment, education, legal protection, compensation, etc.),
- 12) Number of convicted perpetrators on human trafficking charges,
- 13) Number of cases and years of imprisonment of convicted persons,
- 14) Number of convicted perpetrators on human trafficking charges and years of imprisonment ,
- 15) Number of TIP investigations, prosecutions/indictments and trials/convictions

Intermediate Indicators

Refer to the indicators for monitoring activities in Anti-trafficking Action Plan.

IV.4 Monitoring and Assessment Instruments

1. Standardized system of data collection and processing,
2. Administrative/statistical data of MIA (Kosovo Police), MoJ, MLSW, MoH, MF, KPC, KJC ,
3. National /international referral mechanisms,
4. Surveys regarding the Kosovo citizen's level of knowledge as a result of the conducted anti-TIP awareness campaigns.

IV.5 Dissemination and Use of Monitoring Results

Monitoring and assessment results shall be distributed in order to acknowledge the progress in the fight against trafficking in human beings, respectively in achieving the strategic goals and specific objectives. Once the reports are consolidated, based on data and findings, they will be shared among stakeholders, which include:

1. Central and local state institutions,
2. Civil society,
3. International partners,
4. Media,
5. General public.
6. NGOs

The main responsible for the distribution of results shall fall upon the: National Anti-Trafficking Coordinator/ Anti-Trafficking Secretariat and Inter -Ministerial Working Group. In addition, the publication of the results as part of the NATC's policy on transparency shall be done through the mass-media as well through informative sessions and roundtables in order to draw fair and objective conclusions regarding the implementation of the Strategy by involving in particular the civil society.

IV.6 A Monitoring Model

The progress made in the implementation of NAP shall be regularly monitored by the responsible authority set forth in this strategy, i.e. the office of the National Coordinator, Anti-trafficking Secretariat. In this context, all data related to the implementation of activities envisaged in the 2001-2014 NAP should be gathered and analyzed. The proposed monitoring model below should be adapted to the needs of relevant institutional structures.

Institution	
Partners	
Contact person	
Scope (specify one of the fields)	Supporting framework
	Prevention
	Support and protection of victims
	Investigation and prosecution of trafficking
	Protection of Children
Activity	
Activities planned	
Expected results	
Budget	
Donor or supporting institution	
Human resources	
Timeframe	
Activities planned	

V. ACTION PLAN

V. 1 Prevention

Strategic Goal 1- Increase public awareness among the citizens of Kosovo and other nationalities on the trafficking in human beings phenomenon.						
Specific Objective 1.1- Raise public awareness on human trafficking phenomenon among the most vulnerable groups (e.g. children, young people and women) about trafficking issues.						
	Activities	Timeframe	Budget	Implementer(s)	Partners	Performance Indicators
1.1.1	Develop thorough surveys to measure the level of awareness in relation to trafficking in human beings awareness campaigns.	2011-2014	24000	NATC/ IMWG MIA, KP, MCYS, ABGJ	IO, NGO, EC	<p>Number of questions formulated that encompasses the survey.</p> <p>Number of surveys conducted in rural area of Kosovo</p> <p>Number of surveys conducted in the urban area of Kosovo</p> <p>Number of surveyed citizens.</p> <p>Impact report compiled on the findings as a result of the conducted surveys</p>

1.1.2	Conduct surveys in rural and urban areas on the level of knowledge attained as a result of the anti-TIP awareness campaigns organized in 2010	2011-2014		NATC/ IMWG MIA, KP, MCYS, AGE	IO, NGO, EC	Number of questions formulated that encompasses the survey. Number of surveys conducted in rural area of Kosovo. Number of surveys conducted in the urban area of Kosovo Number of surveyed citizens. Impact report compiled on the findings as a result of the conducted surveys
1.1.3	Organize media campaigns to raise the awareness (debates, roundtables, TV spots, information materials, artistic activities, school activities, etc.) of the public throughout each year.	2011-2014	120.000	NATC, MIA, MCYS, MoJ, MoH, KP, MTI, AGE.	NGO	Number of media programs featuring fight against THB. Number of TV stations involved. Number of Radio stations involved. Number of printed media involved
1.1.4	Revise the existing informative and training materials, and the development of the new ones and their dissemination.	2011-2014	8000	NATC; MIA; KP; MLGA; MEST	IO; NGO;	Number of revised manuals; Number of revised informative materials; Number of disseminated manuals and informative materials; Number of location where the anti-TIP materials were disseminated; Number of new developed informative materials; Number of new developed manuals;

Specific Objective 1.2 – Increase public awareness about legal sanctions related to engaging in trafficking in human beings						
Activities	Timeframe	Budget	Implementer(s)	Partners	Performance Indicators	
1.2.1 Conduct awareness campaigns about legal consequences and imprisonment sanctions of those engaging in the illegal acts of trafficking with human beings for any form of exploitation.	2011-2014	8000	NATC; MIA; MoJ; KP KJC		Type of awareness campaigns conducted (e.g. radio, TV etc.); Number of awareness campaigns conducted; Number of audience; Impact report compiled	
Strategic Goal 2 – Improve efficiency in prevention of trafficking in all levels of education						
Specific Objective 2.1- Enrich education curriculum with appropriate information on prevention of trafficking.						
Activities	Timeframe	Budget	Implementer(s)	Partners	Performance Indicators	
2.1.1 Informative sessions with the curriculum group on issues of trafficking in order to prevent such phenomenon.	2011	8000	MEST IMWG		Number of informative sessions	
2.1.2 Supply teaching aids on issues of trafficking to all educational institutions (of all levels, including preschool), teachers, pupils, students.	2012-2014	20000	MEST; MIA; MCYS	NGO, IO	Number of teaching aids distributed Number of beneficiary institutions	

2.1.3	Train the teachers on using those teaching aids	2012-2014	10000	MEST	NGO, IO	Number of teachers trained. Training modules
Specific Objective 2.2 – Increase the inclusion of vulnerable groups in informal education.						
	Activities	Timeframe	Budget	Implementer(s)	Partners	Performance Indicators
2.2.1	Organize alternative ways of learning for vulnerable groups	2011-2014		MEST; MED; Municipalities	NGO, IO	Number of beneficiaries
2.2.2	Organize vocational training on culinary skills, tailoring,	2011-2014		MEST MLSW MLGA	NGO, IO	Number of people employed. Number and type of training courses
Specific Objective 2.3 – Address effectively school dropout problem.						
	Activities	Timeframe	Budget	Implementer(s)	Partners	Performance Indicators
2.3.1	Issue an Administrative Instruction for the establishment of Teams for Prevention and Response against School Dropout (TPRSD)	2011		MEST, MLSW	NGO, IO	Approved Administrative Instruction
2.3.2	Establishment of TPRSDs in school and municipal level	2011-2012		MEST; MED	DKA	Number of teams established in schools and municipalities
2.3.3	Training of TPRSDs and providing them with working materials	2012-2013	8000	MEST; MED	DKA	Number of beneficiaries

Strategic Goal 3- Increase human resource capacities in the prevention of trafficking and inter-institutional cooperation

Specific Objective 3.1- Develop and advance capacities of state institutions in the prevention of trafficking.						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
3.1.1 Organize training sessions for municipal officials (for MHRU, MED, MDH, MDCYS, DSW, labour, market and sanitary inspectorates, social welfare workers, community police, etc.)	2011-2014	20000	MIA; IMWG; MLGA; KIPA	IO, NGO	Number of trainings Number of beneficiaries	
3.1.2 Organize trainings for officials of central level institutions	2011-2012		MIA; IMWG	KIPA, Io, NGO	Number of trainings Number of beneficiaries	
Specific Objective 3.2 – Increase the capacities of educational institutions in the prevention of trafficking.						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
3.2.1 Organize trainings for students' organizations within school.	2011-2014	6000	MEST; MIA; IMWG; MoH; MoJ	IO, NGO	Number of trainings Number of beneficiaries	
3.2.2 Organize trainings for teachers of all levels of pre-university education and school management about issues of trafficking	2011-2014	8000	MEST; MIA; IMWG; MoH; MoJ	IO, NGO	Number of trainings Number of beneficiaries	
3.2.3 Organize trainings and information sessions with faculties of UP dealing with teacher education	2011-2014	2000	MEST, IMWG	IO, NGO	Number of trainings Number of beneficiaries	

Specific Objective 3.3- Increase the capacities of NGOs and non-formal groups in the prevention of trafficking.						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
3.3.1	Organize activities to increase the capacities of NGOs and non-formal groups on the prevention of trafficking.	2011-2014	10000	MCYS	NGO, IO	Number and type of organized activities
3.3.2	Organize the "National Crime Victim's Rights Week" in three main cities as tribute to the victims of human trafficking and other crimes.	2011-2014	12000	NATC; Anti-TIP Secretariat , KP; MoJ; MLSW,	NGO	Number of cities where the event was organized; Number of participants to these events; Impact assessment report Number of the NCVRW conducted; Impact report compiled for each event organized
3.3.3	Improve the anti-TIP website in both Albanian and Serbian to enable transparency and public outreach among Kosovo citizens.	2011-2014	4500	NATC Anti-TIP Secretariat MOPA	NGO, IO	Updated anti-TIP website

Specific Objective 3.4- Strengthen inter-institutional and community cooperation in the prevention of trafficking.						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
3.4.1	Conduct IMWG monthly meetings in order to share information and coordinate the activities to combat trafficking.	2011-2014		NATC Anti-TIP Secretariat IMWG	NGO, IO	12 working groups conducted per year; 12 working groups minutes drafted per year and share with the implementers in the Kosovo action plan, Number of policies drafted as a result of the findings and lessons learned during these sessions Annual impact report on the conducted working groups.
3.4.2	Enhance the Anti-TIP Secretariat's efficiency by increasing the number of members.	2011		Two members joint the Anti-TIP Secretariat	IO	
3.4.3	Community information sessions on preventing trafficking in human beings (who should they report to, who should be asked for help, trafficking, etc.)	2011-2014		NATC, IMWG	NGO, IO	Number of information sessions Number of beneficiaries

V.2 Protection

Strategic Goal 1- Improve identification and referral of victims of trafficking in human beings						
Specific Objective 1 – Referring and identification of victims of trafficking in human beings.						
	Activities	Timeframe	Budget	Implementer(s)	Partners	Monitoring indicators
1.1.1	Review and update of the existing Standard Operational Procedures (SOP), and Minimum Standards of Care for the Victims of Trafficking (MSCVT), as well as coming up with new recommendations	2011-2014		NATC, MIA, MoJ, MLSW, MoH,	NGO, IO, OSCE, IOM	SOP impact report Recommendations Intervention plan
1.1.2	Organize information sessions on existing procedures (SOP and MSCVT)	2011		NATC, MIA, MoJ, MLSW, MoH,	NGO, IO, OSCE,	Number and types of workshop held related to the implementation and progress of SOP and MSCVT
1.1.3	Monitor and assess the implementation of SOP and MSCVT	2011-2014	2000	NATC / Secretariat		Monitoring and Assessment Report
1.1.4	Training relevant stakeholders employing SOP	2011		NATC / Secretariat		Number of trainings Number of participants attending those trainings

Specific Objective 1.2 – Increase institutional capacities for identification of victims of trafficking.						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
1.2.1 Increase the number of operators of the Helpline for victims of trafficking and victims of other crimes.	2011 – 2012		NATC & MoJ, MIA, MoH	OSCE, NGO, IO	Number of operators handling the Helpline phone calls.	
1.2.2 Train the helpline operators on communicating skills over the phone with victims of trafficking and victims of any crime and handling stress.	2011 – 2012		NATC & MoJ, MIA, MoH		Number of VOTs identified Number of VOTs referred to KP and shelter providers	
1.2.3 Draft the Helpline Operator job description and policies on reporting and recording the data for statistical purpose	2011 - 2012		KNKT & MD, MPB, MSH		Terms of Reference drafted; Helpline Log Sheet developed	
1.2.4 Building and strengthening the communication assistance line (SOS) with professional staff	2012		NATC & MoJ, MIA	OSCE, NGO, IO	Helpline is functional Staff hired Number of helpline telephones	
1.2.5 Organize training sessions for SOS Helpline operators.	2011 – 2012		NATC & MoJ, MIA	OSCE, IO	Number of staff attending trainings Number of trainings held	

1.2.6	Advertise the Helpline to the general public through mass-media.	2011 - 2012	4000	NATC, MoJ, MIA, MLSW, MoH, MEST	Media	Number and type of advertisement of the Helpline
1.2.7	Train different stakeholders involved in THB related to identification of Victims of Trafficking.	2011 - 2014	8000	NATC, MIA, MoJ	IO, NGO	Number of trainings conducted and participants.
Strategic Goal 2 – Successful coordination and cooperation and quality services for victims of trafficking						
Specific Objective 2.1 – Advance the overall legal framework						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
2.1.1	Evaluate existing legal framework to identify legal gaps related to services for the victims of trafficking	2011 - 2012	2000	NATC, MLSW, MIA, MEST, MLGA, MoH, MoJ, MTL, MCYS	NGO, IO	Evaluation report Presentation of the findings and recommendations Plan for further actions
2.1.2	Revise and amend the existing laws, drafting bylaws related to services for the victims of trafficking	2011 - 2012		NATC, MLSW, MIA, MEST, MLGA, MoH, MoJ	NGO, IO	Number of amendments and bylaws approved due to this revision
2.1.3	Sign a joint Memorandum of Understanding between MoJ, Kosovo Judicial Council and Kosovo Prosecutorial Council in order to prioritize court cases dealing with trafficking in human beings	2011 - 2013		MoJ, NATC, KJC, KPC		MoU signed

2.1.4	Sign a joint Cooperation Agreement between MoH, MoJ, NATC and partner NGOs related to free health services for the victims of trafficking	2011 - 2013	4000	MoH, NATC, MoJ	NGO	CA signed
Specific Objective 2.2 – Strengthen the referral mechanism, increase institutional capacities and ensure sustainable services to victims of trafficking						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
2.2.1	Government support for the structures that provide services to the victims of trafficking	2011	40000	NATC, MIA, MLSW, MEST, MLGA, MoH, MoJ, MTL, MCYS		Funds in (000). The level of government financial support increased for these structures
2.2.2	Building of a high level security shelter	2011-2014	2.1 Million euro	NATC, MoJ	EC	Quality services and the number of accommodated victims
Specific Objective 2.3 – Ensure sustainable and long-term services to victims of trafficking						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
2.3.1	Licensing social service providers and non-government organizations that provide social services (TV)	2011 -2013		MLSW DSW MIA – KP MoH		Number of licensed service providers Number of licensed NGOs providing social services
2.3.2	Provide psychosocial counselling services for families of local victims of trafficking	2011 -2014		MLSW, MoH	Partner NGOs	Number of family member of victims of trafficking receiving such counselling services

Strategic Goal 3 – Sustainable reintegration of victims of trafficking							
Specific Objective 3.1- Improve long-term reintegration services for victims of trafficking							
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators		
3.1.1 Provide rehabilitation services/health and psychosocial care, as well as shelter for the victims of trafficking	2011-2014	150.000	MLSW, MoH, NATC	NGO	Number of victims of trafficking receiving rehabilitation services		
3.1.2 Provide free services and legal counselling for the victims of trafficking, as well as providing free legal protection for those victims	2011-2014		MoJ /DAAV ¹⁴ ,	Free Legal Aid Commission and local NGOs	Number of victims of trafficking receiving legal services		
3.1.3 Provide educational services for victims of trafficking	2011-2014		NATC, MLSW, MEST	Local NGO partners	Number of victims of trafficking receiving educational service		
3.1.4 Provide vocational training for victims of trafficking	2011-2014		NATC, MEST, MTL, MLSW	Local NGO partners	Number of victims of trafficking receiving vocational trainings		
3.1.5 Provide equal opportunities to employment services for the victims of trafficking	2011-2014		MLSW, MEST	NGO	Number of victims of trafficking receiving employment services		
3.1.6 Mediation services for returning and dignified reception of victims of trafficking in the family and society	2011-2014		MPMS, KNKT	NGO	Number of victims of trafficking receiving reintegration services		

¹⁴ Division for Advocacy and Assistance to Victims

3.1.7	Economic empowering of the victims of trafficking	2011 - 2014		ME, NATC, MLSW, MLGA, MTI	Local NGO partners, IO partners	Number of victims of trafficking receiving relevant services
Specific Objective 3.2 – Coordination and alignment of repatriation services for foreign victims of trafficking						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
3.2.1	Provide repatriation services for foreign victims of trafficking	2011 - 2014		KNKT, MPB, PK, MD, MPMS, MJ dhe ON		Numri viktimave të huaja të cilat janë riatdhesuar gjatë kësaj periudhe.
Specific Objective 3.3 – Coordination and alignment of services for relocation to third countries for victims of trafficking included in the protected witnesses program						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
3.3.1	Establish contacts and cooperation with international governmental and non-governmental organizations in third countries for relocation of victims of trafficking in the quality of protected witnesses	2011 - 2014		NATC, MoJ, MIA - KP, KJC and KPC		Number of victims of trafficking included in this program and their relocation in third countries

V.3 Investigation and Prosecution

Strategic Goal 1 – Improve investigative methods in order to increase the efficiency to combat trafficking in human beings						
Specific Objective 1.1 – Review and amend the legal framework pertaining to trafficking in persons.						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
1.1.1	Development of a full study on legal framework related to the area of combating trafficking in human beings	2011-2012		MoJ, NATC (Secretariat), KPC, KJI, MIA, KP	NGO, IO	Identification of legal gaps in the area of combating trafficking in human beings
1.1.2	Based on the findings of the above-mentioned study, legal actions to be taken against trafficking or improving by laws or specific anti-trafficking legal framework	2011-2014		MD, NATC (Secretariat), KPC, KJI, MIA, KP	OJQ, ON	Improvement of legal framework in compliance with the international one
1.1.3	Revision and amendments of the Criminal Code and of the Criminal Procedure Code	2011-2012		MoJ, MIA, KJC, KPC, Kosovo Assembly	IO	Number of articles/codes altered and amended
1.1.4	Organize workshop in punishing the demand for prostitution			MoIA MoJ KJC		The new statute on “Solicitation for purpose of prostitution” was inserted in the criminal code or in the Law Public Safety and Peace
1.1.5	Adoption of the law on protection of injured persons, witnesses and cooperating witnesses	2011-2012		MoJ, MIA, KJC, KPC, Kosovo Assembly		Number of articles .

Specific Objective 1.2 – Increase institutional capacities (police, prosecution and courts) to use such investigation methods.						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
1.2.1	Equipping officials dealing with investigation on THB with necessary tools and mechanisms to combat trafficking	2011 – 2014	250.000	MIA, KP, KPC, KJC	IO, EC	Number and type of equipment used in combating trafficking in human beings
1.2.2	Publication and dissemination of manuals and informative brochures on trafficking in persons.	2011 – 2014	4000	MIA, KP, KPC, KJC, Courts, Prosecution Offices		Number of publications
1.2.3	Increase the number of recruited, vetted and appointed human trafficking investigators within the Directorate of Organized Crime.			Kosovo police		Number of new officers assigned to human trafficking section versus last years' employment requirements. Number of females officers assigned to human trafficking section; Number of Serbian KP officers assigned to human trafficking.
1.2.4	Specialize the Judges and Prosecutors on the crime of trafficking in human beings.	2011-2014		KJC, KPC	ICITAP	Number of judges and prosecutors specialized in THB
1.2.5	Conduct an assessment regarding the logistic needs necessary to judiciary in performing the day-to-day duties.	2011-2012		MoJ, Courts, Prosecution Offices		Number of logistic needs assessment conducted Number of logistic needs assessment conducted in each Court. Number of assessment reports drafted

1.2.6	Conduct informative sessions on legal matters related to victims' rights and the role of the victims' advocates	2011 - 2014		MoJ, KJI, Special Prosecution Office		Number of informative sessions conducted. Number of prosecutors attended; Number of judges attended;
1.2.7	Increase the number of specialized prosecutors and judges on human trafficking violations	2011 - 2014		MoJ, KPC, KJC, KP		Number of police, prosecutors, judges specialized on human trafficking cases
Specific Objective 1.3 – Coordination and cooperation among the Police, Prosecution, Courts, Customs, Tax Administration, respective Inspectorates.						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
1.3.1	Enhance the multi-agency approach when tackling human trafficking crimes and organized crime.	2011-2014		Kosovo Prosecutorial Council, Kosovo Police through its specialized units and Border Police, Kosovo Customs, Tax Administration of Kosovo		Number of referred cases from Customs to KP; NGOs to KP and vice versa; TAK and KP; Border Police and KP
1.3.2	Establish mandatory reporting procedures of the outcomes of each prosecuted human trafficking case.	2011- 2014		KPK, KGJK dhe PK		Monthly reports on convictions are shared with KP on all the cases that were received from KP;
1.3.3	Establish policies and procedure on cooperation, share of information and referral mechanism between Customs, KP, Tax Administration; BP and NGOs	2011- 2014		Kosovo Police, Kosovo Customs and Tax Administration of Kosovo NGOs	Kosovo Customs, Tax Administration of Kosovo	Established policies and procedures on cooperation share of information and referral mechanism,

1.3.4	Establish mandatory 'visits' for the prosecutors handling human trafficking cases of the human trafficking investigators at least twice per week at the Police Station to ensure quality and control of the cases.	2011 - 2014				The assigned TIP prosecutors conduct 2 consultative sessions with the THB investigators on KP grounds.
1.3.5	Regular meeting with the Department of Citizenship, Asylum and Migration (MIA) and with the Department of Labour and Employment (MLSW)			MIA, NATC, KP, MLSW		
1.3.6	Training of KP on the new amendments of the Criminal Code and Procedural Code	2011-2014	8000	KJI, KP, Prosecution offices		Number of prosecutors trained on the new CP and CPC amendments.
Strategic Goal 2 – Strengthen and develop cooperation with other states and international organizations to combat trafficking in human beings						
Specific Objective 2.1- Cooperate with other states and international organizations, Interpol/Europol/Eurojust/Seci/Frontex, for joint						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
2.1.1	Sharing of information related to joint investigations in cases when trafficking tends to be of a transnational criminal nature	2011 - 2014		MIA, MoJ, KPC, KJC, KP		Number of joint investigations conducted.
2.1.2	Creating a reporting model to facilitate transnational cooperation in the operational level between countries of destination, origin and transiting to support the implementation of Transnational Referral Mechanism for trafficked persons, with particular emphasis on the special measures related to children and forced labour	2011-2012		MIA, MoJ, KPC, KJC, KP	ICMPD	Report

2.1.3	Participation in cross-regional workshops in order to strengthen transnational referral mechanism	2011-2014		MIA, MoJ, KPC, KJC, KP	IO, ICMPD	Number of cross-regional workshops attended, reporting
2.1.4	Continue lobbying to seek SECI, EUROPOL, INTERPOL and EUROJUST membership					Number of negotiations/contacts made; Steps towards SECI membership were established. Policies were updated and/or established; MOU endorsed.
2.1.5	Membership of Kosovo Police in international organizations, such as Interpol, Europol, etc.	2011-2012		MIA-KP		Membership
2.1.6	Training of police, prosecution and court members for the implementation of transnational referral mechanisms	2011-2014		MIA, MoJ, KPC, KJC, KP	IO	Number of trainings organized Number of participants in the trainings
2.1.7	Work meeting in certain targeted EU countries in order to strengthen future cooperation related to trafficking in person outside South Eastern Europe	2011-2014	32000	MIA, KP, MoJ, KJC, KJI, KPC	IO	Number of trainings. Number of participants
2.1.8	Develop procedures for returning-receiving of victims and extradition of traffickers pursuant to international procedures	2011-2014	5000	MIA, MoJ, KPC, KJC, KP	IO	Number of returned/received and of those extradited.

2.1.9	Organize meeting with representatives of countries of origin and destination of the victims of trafficking	2011-2014	40000	MIA, MoJ, KPC, KJC, KP	IO	Number of meetings held
Strategic Goal 3- Increase the efficiency of Police, Prosecution and Courts to investigate and convict trafficking perpetrators						
Specific Objective 3.1 – Increase the capacities of Police, Prosecution and Courts						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
3.1.1	Supplying the Prosecution, Courts and Police with advanced logistic equipment in order to improve the efficiency of investigation and court procedures.	2011 - 2014		MIA, MoJ, KPC, KJC, KP	EC WSSI/UNDP	Number of specialized equipment
3.1.2	Filling up positions in Prosecution, Police and Courts.	2011-2014		MIA, MoJ, KPC, KJC, KP		Number of newly hired staff in those institutions
Specific Objective 3.2 – Enhance the institutional capacities of prosecution and courts in convicting perpetrators of such crimes						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
3.2.1	Enforce the existing stringent punishments by drafting and implementing policies for adequate conviction in accordance with the aggravated circumstances of such crime.	2011-2014		KJC, KJI		Number of convicted individuals on human trafficking charges; Number of convicted individuals that received punishments over 5 years imprisonment; Number of convicted individuals that received punishments over 7 years imprisonment; Number of convicted individuals that received over 10 years

Strategic Goal 4 – Confiscation of property as of commission of the crime of human trafficking and victims’ compensation						
Specific Objective 4.1 – Implement the procedures for confiscation of traffickers’ property.						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
4.1.1 Make functional, the agency for the management of sequestrated and confiscated assets	2011-2012		MoJ,MPB	NATC	Number of assets managed, Reporting	
4.1.2 Monitor the implementation of legal provisions for confiscating the property of traffickers by police prosecutors and judges.	2011-2014		MIA, NATC, AMSCA, KPC, KJC, KP		Number of cases and confiscated assets	
4.1.3 Monitor the implementation of legal provisions for compensation of victims of trafficking by judges and the Agency for the Management of Sequestrated and Confiscated Assets (AMSCA).	2011-2014		KJC, KP, AMSCA, NATC,VAAD		Number of VOT compensated	
Strategic Goal 5 - Ensure proper and non-discriminatory treatment of victims of trafficking						
Specific Objective 5.1 – Implement standard procedures for victims of trafficking in accordance to local laws and international standards						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
5.1.1 Providing the form and introduction to the rights of the victims of trafficking	2011-2014		KP, Courts, Prosecution Office		Reporting	
5.1.2 Ensuring the protection of the victim by conducting Risk Assessments pertaining to VOTs and their families	2011-2014		KP-SWC, KPC, MoJ, KJC		Number of risk assessments conducted	

Strategic Goal 6 – Achieve quality professional development through trainings

Specific Objective 6.1 – Training of the Police, Prosecutors and Judges, etc.

	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
6.1.1	Joint training of Police, Prosecutors and Judges on investigation procedures in cases of trafficking in human beings	2011-2014	20000	MIA, KP, MoJ, KJC, KJI	IO, ICITAP	Number of trainings Number of participants
6.1.2	Joint training of Police, Prosecutors and Judges on confiscation of assets	2011-2014	16000	MIA, KP, MoJ, KJC, KJI	IO, ICITAP	Number of trainings and participants
6.1.3	Joint training of Prosecutors and Judges on conviction policies	2011-2014		KJC, KJI	IO	Number of trainings and participants
6.1.4	Joint training of Police, Prosecutors and those protecting the victims on identification of victims of trafficking	2011-2014	16000	MIA, KP, KJC, KJI, MoJ	IO	Number of trainings and participants
6.1.5	Joint training of Police, Prosecutors and Judges on complex cases of trafficking	2011-2014	20000	MIA, KP, MoJ, KJC, KJI, KPC	IO	Number of trainings and participants
6.1.6	Training on European Convention on Human Rights and judiciary practices of European Court of Human Rights, as well as on Council of Europe Convention on Trafficking in Human Beings and guiding principles, which are more useful than general trainings according to international convention on human rights.	2011-2014	10.000	MIA - MoJ	IO	Number of trainings and participants

6.1.7	Organizing trainings for newly hired judges and prosecutors on anti-trafficking issues	2011-2014	10.000	KJI, KP, KPC	WSSI/UNDP	Number of certified trainers. Number of new prosecutors trained Number of new judges trained
6.1.8	Conduct informative sessions on legal matters such as the new amendments to the CC and/or CPC for prosecutors and judges related to victims' rights, the role of the victims' advocates and VOTs post traumatic disorders.			MOJ KJC KPC KJI		Number of informative sessions conducted regarding the amendments to the CP. Number of informative sessions conducted regarding the amendments to the CPC.
6.1.9	Update the licensed Interpreter/Translator's District Courts Roster in accordance with the current needs. Assess the current translators' language skills.			MOJ KJC KPC KJI		Number of interpreters re-tested; Number of interpreters added to the roster; Number of new foreign language skills added to the roster. Number of Translator's Roster disseminated; Number of tests conducted to measure the language proficiency of the listed translators and the new ones.
6.1.10	Training of KP in the amendments made on CC and CPC	2011-2014	10.000	KJI, KP, KPC		Number of prosecutors and Kosovo Police trained in the amendments of KPC and CPC
6.1.11	Establish mandatory reporting procedures of the outcomes of each prosecuted human trafficking case.	2011-2014		KPC, KJC		Monthly reports on convictions are shared with KP on all the cases that were received from KP;

V.4 Protection of Children

Strategic Goal 1 – Improving the early identification and referral system of vulnerable children and potential victims of trafficking, as well as raising the awareness of the society related to child trafficking						
Specific Objective 1.1 – Revision and implementation of current legislation and policies on identification of child victims of trafficking						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
1.1.1 Adoption of the Law on Pre-University Education and monitoring of its implementation	2011-2014		MEST MED	Municipal Education Directorates	The law adopted Reports on law implementation	
1.1.2 Implementation of the Law on Empowerment and Participation of Youth	2011-2014		MCYS	DCYS	Evaluation reports on the implementation of legislation.	
1.1.3 Implementation of existing strategies dealing with children's interests	2011-2014		Central and local institutions	IO	Evaluation reports on the implementation of strategies	
Specific Objective 1.2 – Increasing the capacities of institutions responsible (government and non-government) for the early identification of vulnerable children to trafficking and victims of trafficking						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
1.2.1 Research on dangerous trafficking factors and the level of awareness of the society about child trafficking.	2011-2014		MIA, NATC, IMWG, MLSW	NGO, IO, TDH	Number of research Research reports	
1.2.2 Organize workshops on the amendment of the Article 202 - Child Pornography of the Kosovo Criminal Code in accordance with the International Center for Protection and Missing Children (ICPMC), legal guide.	2012		NATC, MoJ, KPC, KJC	NGO, IO, TDH	Article 202 amended in accordance with the international standards; Changes accepted and passed by the Kosovo Assembly	

1.2.3	Conduct training session on child pornography for the Kosovo law enforcement and judiciary on the new amendment.						Number of trained police officers, prosecutors and judges; Number of training session conducted; Number of initiated investigations;
1.2.4	Create sustainability by introducing the new amendments into the KJI and KCPSSED's curricula.						The child pornography (child maltreatment) lesson plans were pdated/drafted; Number of KCPSSED's cadets introduced to the new syllabus; Number of new generation of prosecutors introduced to the new curricula.
1.2.5	Trainings for government institutions (schools, children's organizations, MHRU, MED, MDH, MDCYS, DSW, labour inspectorates, market and sanitary inspectorates, Police, central level institutions, etc.) to early identification of potential child victims of trafficking.			2011-2014		NATC-IMWG NGO, IO,	Number of trainings organized Number of participants in the training Training curricula drafted Training modules
1.2.6	Training for non-government organizations (Youth organizations, NGOs) and for the community on issues of child trafficking and early identification of child victims.			2011-2014		IMWG MCYS NGO, IO,	Number of trainings Number of participants Number of indirect beneficiaries Number of curricula drafted Number of manuals prepared

Specific Objective 1.3 – Empowering and coordinating among institutions (government and non-government) in case referral process						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
1.3.1	Establishing inter-institutional coordination groups in municipal level for the protection of children, including their regular meetings (according to existing models)	2011-2014		NATC, MIA, IMWG, MLGA, MLSW	NGO, IO, TDH	Groups established Number of municipalities involved Regular reports
1.3.2	Trainings for coordination group for the protection of children, especially on identification, prevention, referral and protection of children from trafficking	2011-2014		NATC, MIA, IMWG, MLGA	NGO, IO,	Number of trainings held Number of beneficiaries Number of training modules created
Specific Objective 1.4 – Raising the awareness of all categories of the society for the danger of child trafficking						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
1.4.1	Awareness campaigns for the general public on the danger of child trafficking	2011-2014		NATC, MIA, MEST, MLGA, MCYS, MLSW, Municipalities	NGO, IO	Number of campaigns organized, TV programs, debates, promotional materials Number of events organized
1.4.2	Debates, roundtables, training organized by children on issues of anti-trafficking.	2011-2014		MCYS, MLSW	Children Municipal Assemblies, Youth organizations	Number of events, debates, trainings organized Number of direct and indirect beneficiaries

Strategic Goal 2 – Improving the protection system of vulnerable children and victims of trafficking in a coordinated manner among institutions responsible having in mind the best interest of the child						
Specific Objective 2.1 – Aligning the local legal framework with the international legislation and adoption of new international policies related to the protection of vulnerable children to trafficking and child victims of trafficking.						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
2.1.1	Conducting a research on national criminal legislation, which regulates child protection from abuse, maltreatment and exploitation.	2011 – 2013	NATC, MoJ	IO, TDH	Number of laws Number of laws amended	
2.1.2	Based on the finding of the above mentioned study, further legal initiatives to combat trafficking and improvement of by laws and specific articles of the anti-trafficking legislation are taken.	2012 – 2013	NATC, MoJ	IO, TDH	Number of workshops organized	
Specific Objective 2.2 – Improving and implementation of different forms to protect vulnerable children to trafficking and child victims of trafficking through child's own participation						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
2.2.1	Improving standards for the protection of child victims of trafficking	2011 - 2013	Direct Assistance Group		Standards package improved	
2.2.2	Licensing providers of social services	2012 - 2013	MLSW, NATC		Number of providers of social services licensed	
2.2.3	Provide sustainable financial support to shelters that provide services for vulnerable children to trafficking and child victims of trafficking	2011 - 2014	MLSW, MLGA		Funds in Euro allocated for shelters. Number of shelter beneficiaries	

2.2.4	Providing services within shelters based on Minimum standards of care for victims of trafficking	2011 - 2014		MLSW, Shelters		Number of services provided. Procedures of application of standards Monitoring reports on application of standards
2.2.5	Inclusion of child victims of trafficking in family shelters	2011 - 2014		MLSW, SWC, Municipalities	NGO	Number of children included in the family shelter program
2.2.6	Creating a semi-independent life	2011 - 2014		NATC, IMWG, MLSW	IO, NGO	Number of victims included in the program
2.2.7	Monitoring of the quality of services; Another activity that should be included is: monitoring for a certain period of time of the VOT children returned to their families	2011- 2014		NATC		Monthly monitoring reports compiled
Specific Objective 2.3 – Better coordination of activities among institutions responsible (government and non-government) for the management of cases related to vulnerable children to trafficking and child victims of trafficking through child’s own participation						
	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
2.3.1	Signing a memorandum of understanding between responsible government and non-government institutions for provision of services vulnerable children and child victims of trafficking	2011-2014		NATC, MoH, MLSW, MoJ, MCYS		Number of agreements signed and implemented
2.3.2	Improving coordination of local government and non-government institutions in case management	2011 - 2014		NATC, Municipal Directorates, Police, Victim protectors, NGOs		Number of cases managed

Specific Objective 2.4 – Implementing and improving of long-term reintegration programs by institutions responsible for vulnerable children to trafficking through child's own participation						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
2.4.1 Inclusion of vulnerable children and child victims of trafficking in education	2011-2014		MEST, Municipal Directorates	SWC and NGOs	Number of children included in education	
2.4.2 Providing vocational courses for vulnerable children and child victim of trafficking	2011-2014		MEST, MLWS, DLE	NGOs	Number of beneficiaries Number of courses organized	
2.4.3 Conduct family counselling for families that have vulnerable children and trafficked children	2011-2014		SWCs	MV, NGOs	Number of benefiting families	
Specific Objective 2.5 – Advanced coordination for repatriation services for child victims of trafficking						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
2.5.1 Empowerment and implementation of transnational referral mechanisms related to victims of trafficking	2011-2014		NATC, MIA, MFA, IMWG	NGOs	Number of repatriated cases	
2.5.2 Monitoring and implementation of the MTR .	2012 - 2014		NATC Anti-trafficking sevreatarit		Monitoring reports	

Strategic Goal 3 – Improve proactive and reactive investigation techniques in order to increase the efficiency in combating child trafficking within the framework of organized crime

Specific Objective 3.1 – Improving and advancing the legal framework and aligning it with the EU directives

	Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators
3.1.1	Amending the juvenile code of justice	2012-2014		MoJ, MIA, KJC, KPC		Number of provisions amended.
3.1.2	Amend the law for the administration of sequestrated or confiscated property in order to establish a fund for compensating victims	2012-2014		MoJ, MIA, KJC, KPC, Kosovo Assembly		Number of provisions revised and amended
3.1.3	Enable a child-friendly environment to interview child victims of trafficking.	2011-2014		KP, KJK, KPK		Interview protocols created Interview standards Number of training for persons interviewing children.
3.1.4	Establish the register of psychologists in courts in order to secure their participation in court sessions dealing with children	2011-2014		MoJ, KJC, KPC		Number of cases of psychologists' participation.

Specific Objective 3.2 – Coordinate services for relocation of child victims of trafficking to third countries						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
3.2.1 Sign mutual agreements with third countries for relocation of child victims of trafficking	2011-2014		NATC, MIA, MoJ, MFA		Number of agreements signed	
Strategic Goal 4 – Increase the efficiency of Police, Prosecution and Courts to investigate and convict perpetrators of trafficking						
Specific Objective 4.1 – Increase the capacities of Police, Prosecution and Courts						
Activities	Timeframe	Budget	Implementer(s)	Partnerët	Performance Indicators	
4.1.1 Systematic and specialized training for police, judges and prosecutors for special treatment of trafficked children in line with standards, SOP and adopted guidelines	2011-2014		NATC, KJC, KPC, KP		Number of trained police, prosecutors and judges;	
4.1.2 Improve the capacities of juvenile protection sectors of Kosovo Police through joint trainings with other stakeholders in order to record, coordinate and refer child trafficking cases to the police	2011-2014		KJC, KPC, MoJ		Number of joint trainings Number of participants in the training	

4.1.4	Publication of manuals or brochures on child trafficking	2011-2014		NATC, MIA		Published manuals, brochures
4.1.5	Specialization of judges and prosecutors on child trafficking issues	2011-2014		Kosovo Judicial Council, Kosovo Prosecutorial Council,		Number of specialized judges on child trafficking Number of specialized prosecutors on child trafficking