National Action Plan to Combat Human Trafficking And Migrants Smuggling For Federal Investigation Agency (FIA) Pakistan

### Contents

Goal of th	he Action Plan:	4
Objective	e of the Action Plan:	5
1.	Establishing necessary mechanisms:	6
2.	Coordination of activities:	6
3.	Awareness Raising:	6
4.	Capacity building:	7
5.	Smart action border control:	7
6.	International cooperation:	7
7.	Monitoring and Evaluation:	7
Overview	/ of the Strategic Framework:	8
Responsi	bility and Implementation of the Action Plan:	10
Pakistan	National Action Plan 2021-2025	11

List of Acronyms	
FIA	Federal Investigation Agency
нтмѕ	Human Trafficking and Migrant Smuggling
IOM	International Organization for Migration
MOFA	Ministry of Foreign Affairs
MOI	Ministry of Interior
MOPHRD	Ministry of Overseas Pakistanis and Human Resource Development
NADRA	National Database and Registration Authority
ΡΙΑ	Pakistan International Airlines
PPDs	Provincial Police Departments
UNODC	United Nations Office on Drugs and Crime
AHS	Anti-Human Smuggling
AHTCs	Anti-Human Trafficking Cell

#### **Context:**

Human Trafficking and Smuggling of Migrants represent great challenges as they are an obstacle to development, to the rule of law and a serious threat to human security as both crimes affect directly the lives and dignity of human beings. Human trafficking is one of the most serious human rights violations of our modern world that brings high profits to traffickers through the acquisition and exploitation of human beings by improper means such as force, fraud or deception. Smuggled migrants have human rights which must be respected, including the right to be treated with dignity and the right to personal safety. Human Trafficking and Smuggling of Migrants are gendered phenomena; they affect men and women, individuals with variation in sex characteristics, diverse sexual orientation and/or diverse gender identities differently.

It is not only important to raise awareness about human trafficking and migrant smuggling, but also to address the root causes of social vulnerabilities, such as poverty, conflict, and to uphold gender. Human Trafficking is considered as the most heinous violation of the basic human right, as all men and women are born equal and free in rights and dignity. HTMS strips a person of his/her dignity, therefore, all efforts must provide justice, relief and rehabilitation to the victims to a point where they can assimilate back into the communities with dignity to a state they were in before HTMS took place.

The cooperation with Government institutions, the UN and civil society under this National Action Plan aims to:

- Strengthen the legislative and policy frameworks,
- Take affirmative action to increase women's participation/representation in key institutions mandated to combat HTMS especially law enforcement agencies, criminal justice institutions and the judiciary
- Enhance capacities in identification, investigation and prosecution and protection of the victims/smuggled migrants;
- Increase gender and age disaggregated data on the nature and scale of human trafficking and smuggling of migrants;
- Increase awareness on the HTMS crimes, Enhance cooperation on national, regional and international levels.

A National Action Plan can be extremely useful in (a) identifying a range of different activities that need to be undertaken against trafficking; (b) highlighting the role of different organizations; and (c) generally providing an overall framework for the national human rights-based, gender-sensitive response. The underlying premise behind the development of a National Action Plan to combat HTMS for Pakistan is that it provides a tool to plan, prioritize, coordinate and measure the response to trafficking. Also, for the capacity building of key institutions in order to curb this menace efficiently.

#### **Target Audience:**

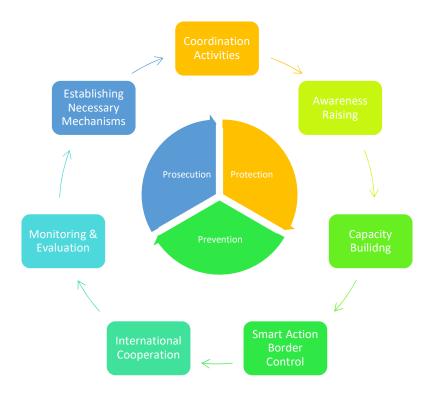
The target audience of National Action Plan are FIA, MOI, Pakistan police, Pakistan railway police (Law enforcement agencies), judiciary, civil society, media, legislators, victims and witnesses of Human Trafficking and Migrant Smuggling.

#### Goal of the Action Plan:

The overall goal of this plan is to combat human trafficking and migrants smuggling in Pakistan by strengthening capacities of key institutions through capacity building, awareness raising, coordination, gender and age disaggregated data management, establishment of necessary mechanisms and international cooperation. Government of Pakistan is committed to collaborate and strengthen its efforts with regional and international bodies along with governmental and non-governmental actors to combat Human Trafficking and Migrants Smuggling in Pakistan through FIA being the lead agency charged with combating HTMS.

#### Strategic Objectives of the Action Plan:

Identifying the challenges and eliminating the duplication of work was a prior step in preparation of this action plan. The priority actions described in this plan are divided into seven strategic objectives with several tactical actions concerning protection, prevention, prosecution and collaboration. Some of the tasks specified are continuous with period evaluation mechanisms while others are set for a specific period.



- 1. To develop and establish vital mechanisms to combat human trafficking and migrants smuggling in Pakistan effectively
  - Developing the gender-sensitive and human rights-based national action plan which will outline a national framework with tiered responsible bodies.
  - Developing systematic procedures to combat human trafficking and migrants smuggling.
  - Role identification of various key stakeholders (core ministries and legislators, I/NGOs, donors, mainstream media, beneficiaries) engaged in the process of developing, implementing and reporting of NAP.
  - Capacity assessment of the entities responsible for coordination, implementation, monitoring and reporting must be carried out in order to ensure efficient execution of the plan.
  - Establishing referral mechanism to protect and assist victims of trafficking and vulnerable smuggled migrants in the long run.
- 2. To develop and strengthen cooperation among the relevant bodies in order to avoid duplication of work and utilize resources to share responsibilities
  - Improvement of disaggregated data collection and sharing of Information and Intelligence, which is of pivotal importance in identifying potential victims of human trafficking and vulnerable smuggled migrants, as identification is considered one of the major challenges in combating human trafficking and migrants smuggling.
- 3. To educate the stakeholders on forced labor, irregular migration and trafficking, with activities addressing all phases of the trafficking and smuggling cycle.

Prevention of human trafficking and migrants smuggling in Pakistan is geared towards a proactive, gender-sensitive and a rights-based approach:

• Awareness-raising events for law enforcement agencies including FIA, Provincial Police, Railways Police, Frontier Constabulary etc., judiciary, migrant communities and general public so that potential victims of trafficking and vulnerable smuggled migrants can be identified.

(Awareness-raising activities may have a range of objectives, including: (a) discouraging migration that involves a risk of trafficking in persons; (b) promoting safe migration alternatives; (c) promoting reporting and self-reporting of trafficking cases to, for example, a hotline; and (d) promoting boycotts of products made by forced labour or "boycotts" of ethically made products; e) spotlighting harmful traditional practices in society and other human rights and gender issues that increase vulnerability to TIP and SOM. Each of these examples involves the target group not just acquiring awareness but also acting on it. Similar integrated awareness programs had been conducted in the past including community awareness sessions to sensitize community and police to human trafficking, and nation-wide campaign on HTMS in 2018-19).

• Following its capacity building in ethical reporting, engage mainstream media, that includes news channels, radio channels and newspapers in public awareness raising campaign on sensitivity for target groups, such as potential victims or vulnerable smuggled migrants and key institutional actors; including, legislators, policymakers, prosecutors, judges, police, labor inspectors, immigration officers and the vulnerable migrant community of Pakistan.

- 4. To build human resource capacity through various trainings to workplace enforcement agencies, judiciary and other frontline organizations to ensure identification of victims of trafficking and vulnerable smuggled migrants
  - Create and disseminate material, including integration of gender and human rights dimensions, elucidating HTMS and implementing a wide range of trainings and sensitization workshops for all actors including government and non-governmental organizations to assist in identification and providing necessary assistance.
- 5. To enhance our border control functions by developing e-border control system with the use of biometric identifiers

The measures in this plan will increase our knowledge and control over those who use our borders for irregular migration and other forms of immigration crimes:

• Enhancing border control functions such as the use of biometric identifiers and the development of e-borders will make it harder for traffickers to use our borders as transiting points and as well as entry points. (*The biometric capabilities will also enable us to identify undocumented migrant workers. It is important to identify victims and deter the traffickers and smugglers at the border. There are several actions in the department of Immigration, which are currently ongoing, and are more generally related to migration management while others will assist in combating human trafficking and migrants smuggling, and crimes related to migrants' workers. The new border control program is a key component aiming to deliver a modernized border control system which is fundamentally more effective, efficient and secure to meet future operating needs of the border management).* 

# 6. To develop our relationship and strengthen our cooperation with the international community in order to combat TIP and SOM:

- Signing and abiding by/adhering to relevant conventions and other treaties. (Human trafficking and migrants smuggling are borderless crimes and it is vital to develop our relationship and strengthen our cooperation with the international community in order to combat this gruesome crime).
- 7. To ensure continuous monitoring, evaluation and learning of the mechanisms in place as well as update of the current plan for an effective and proactive system.
  - Gender and age disaggregated data collection and management
  - Periodic review and assessment of the action plan will be done by the designated officials and targeted actions would be reviewed and modified if found to be deficient.
  - Monitoring and Evaluation measures to be taken by reviewing all actions included in this plan and any possible proposals for improvement or new actions will be included to the plan after consideration.
  - As part of our continued work to combat trafficking, our emphasis will be upon developing robust system to minimize the risk of subsequent exploitation.

## Overview of the Strategic Framework:

The above-mentioned strategic objectives have following outputs against which indicators are mentioned. These indicators will serve as reporting mechanism, answers of which will provide a clear picture of the situation as to where Pakistan stands in terms of trafficking in persons and smuggling of migrants. The outcomes are listed below under each objective.

Output	Indicator
	anisms to combat human trafficking and migrants
smuggling in Pakistan effectively	
Output 1.1: Coordination structure and mechanisms for responding to TIP and SOM in	Coordination structure for national response to TIP and SOM in place and functional
place and functional	to TIP and SOM in place and functional
	# of TIP coordinating entities operating     according their roles and functions
	<ul><li>according their roles and functions</li><li># of women given representation in</li></ul>
	# of women given representation in coordination structures
Output 1.2: Comprehensive support to and	<ul> <li># of victims and vulnerable migrants</li> </ul>
protection of victims/survivors and witnesses	supported by type of support, age and gender
and other vulnerable TIP service providers.	<ul> <li># of victims and vulnerable migrants</li> </ul>
	protected by age and gender
	<ul> <li># of witnesses and service providers</li> </ul>
	supported by type of support, age and gender
	<ul> <li># of witnesses and service providers</li> </ul>
	<ul> <li>SOPs developed assisting victims and</li> </ul>
	survivors taking into account gender and in
	compliance with human rights
Output 1.3: Victims of TIP and SOM and	# of victims and vulnerable migrants
offenders Identified	identified
	# of offenders identified
	<ul> <li># of stakeholder's utilizing SOPs</li> </ul>
Output 1.4: Victims of TIP and SOM supported	• # victims of TIP vulnerable smuggled migrants
with care and support services	supported by gender, age and type of care
	and support service
Output 1.5: Conduct a national Gender and	A comprehensive analytical study produced
Human Rights in HTMS study	to support evidence-based policy advocacy
	tion among the relevant bodies in order to avoid
duplication of work and utilize resources to shar	
Output 2.1: Improved management and coordination of gender-sensitive and human	<ul> <li># of coordination gaps addressed</li> <li>% of status addressed</li> </ul>
rights-based national response to TIP and SOM	% of stakeholders expressing satisfaction with     functioning of the TIP coordination structure
ngitts-based hational response to the and solvi	functioning of the TIP coordination structure and mechanisms
Objective 3: To educate the stakeholders on for	ced labor, irregular migration and trafficking, with
activities addressing all phases of the trafficking	
Output 3.1: Increased awareness and	% of targeted population who can mention
knowledge of the crime of TIP and SOM	forms of TIP and SOM
-	TIP and SOM
	% of targeted population who can mention
	what to do when they suspect occurrence of
	TIP and SOM

	<ul> <li>% of targeted population who know where to go to report occurrence or suspected TIP and SOM</li> <li>% of targeted population who acted when they became aware of suspected TIP and SOM</li> </ul>
	*target population to be representative, including women, children and youth, and migrants
Output 3.2: Strengthened administrative system controls Strengthened	<ul> <li>% of general population, disaggregated by gender, age and location, expressing increased satisfaction in administrative and systems controls controlling TIP and SOM</li> </ul>
Objective 4: To build human resource capacity t enforcement agencies, judiciary and other front victims of trafficking and vulnerable smuggled r	line organizations to ensure identification of
Output 4.1: Capacity of service providers in care and support (rehabilitate, reunify, reintegrate and repatriate) of victims of TIP enhanced	<ul> <li># service providers with capacity to provide care and support for victims of TIP and SOM</li> <li>% of TIP victims and vulnerable migrants expressing satisfaction with care and support provided by service providers whose capacity has been strengthened</li> </ul>
Output 2: Capacity building for effective investigation and prosecution of all TIP and SOM cases	<ul> <li>(#) of law enforcement officers with increased knowledge and practice in conducting TIP and SOM detections</li> <li>(%) of women law enforcement officers with increased knowledge and practice in conducting TIP and SOM investigations</li> <li>(#) of law enforcement officers with increased knowledge and practice in conducting TIP and SOM investigations</li> <li>(#) of law enforcement officers with increased knowledge and practice in conducting TIP and SOM investigations</li> <li>(#) of judiciary officers and prosecutors with increased knowledge and practice in prosecuting TIP and SOM cases</li> <li>(#) of female judiciary officers and prosecutors with increased knowledge and practice in prosecuting TIP and SOM cases</li> <li>Law enforcement institutions with systems and mechanisms to better handle and manage TIP and SOM investigations</li> <li>Judiciary with systems and mechanisms to better able to handle TIP and SOM cases</li> </ul>
Objective 5: To enhance our border control fund the use of biometric identifiers	tions by developing e-border control system with
Output 5.1: Controlled border movement	Efficient monitoring of transiting points
	engthen our cooperation with the international
Output 6.1: Effective and efficient implementation of the NAP	<ul> <li>Increase in the number of HTMS cases reported and dealt with</li> <li># of victims and witnesses provided relief</li> </ul>
	· · · · · · · · · · · · · · · · · · ·

Output 6.2: Improved social footing	Publication of Reports and online testimonials and presence
Objective 7: To ensure continuous monitoring, e	evaluation and learning of the mechanisms in place
as well as update of the current plan for an effe	ctive and proactive system.
Output 7.1: Quality and comprehensive	Gender and age disaggregated data on TIP
TIP and SOM data collected	and SOM available and informing policy
	making and programming
Output 7.2 TIP and SOM data analyzed,	# of issues and lessons analyzed from TIP and
disseminated and used for policy and decision	SOM data
making	<ul> <li># of stakeholders using/accessing TIP and</li> </ul>
	SOM data
Output 7.3: Record keeping of TIP cases	<ul> <li># of investigations by gender, age and</li> </ul>
effectively	location of victims
investigated and prosecuted	• # of prosecutions by gender, age and location of offender
Output 7.4: Effective investigations and	• #of convictions by gender, age and location of
prosecution of TIP and SOM Cases	victims
Output 7.5: Enhanced post remedy	• # of victims who have received compensation
treatment of victims	according to court ruling and determination
	(data segregated by gender, age and location)
	• # of offenders whose assets and property are
	confiscated and disposed

### Responsibility and Implementation of the Action Plan:

Executing this action plan will be led by the Federal Investigation Agency through shared responsibility among all relevant stakeholders. Each party has the nodal responsibility to conclude the identified actions designated to them enlisted on this plan. Within the Federal Investigation Agency, the responsibility of implementation will lie upon the Immigration wing and ultimately Anti Human Smuggling Directorate of the Immigration wing. The Anti Human Smuggling directorate will coordinate with Anti Human Trafficking Circles nation-wide as well as provincial police departments and relevant stakeholders including, social services and Labor departments. Representation of government and nongovernmental organizations plays an essential role in implementing this action plan thus without the commitment and active involvement of all the actors we would be unable to achieve the primary goal of this action plan.

#### Pakistan National Action Plan 2021-2025

	Activities	Baseline	Sub-Activities	IP	Costing		20	)21			20	22			2	023			20	24			20	)25		comments
	7100171000	Indicator			costing	Q1			Q4	Q1			Q4	Q1			Q4	Q1	Q2	Q3	Q4	Q1	02		Q4	commente
Obi	ective 1: To deve	lop and establ	ish vital mechanis	ms to combat huma	n trafficking a						_												-			
1	Develop Victim Identification, Protection and assistance SOPs	Document being drafted. Draft	Issue victim identification, protection and assistance SOPs (gender- sensitive, child friendly)	FIA/UNODC/IOM/ Social Welfare					00																	
2	Accede to UN TIP Protocol		Conduct a national Gender and Human Rights in HTMS study based on Qual and Quant methodology Conduct Stakeholder meetings- Conduct Advocacy and lobbying- Ratify UN TIP Protocol	FIA/MOI/MOFA/U NODC																						
3	Accede to UN SOM Protocol		Conduct Stakeholder meetings- Conduct Advocacy and lobbying- Ratify UN SOM Protocol	FIA/MOI/MOFA/U NODC																						
4	Capacity building of Immigration, AHS and AHTCs		Allocate proper staffing and resources Establish 24/7 toll free helplines. (*to be made more women friendly through appointment of	FIA/MOI FIA																						

		CMS is developed and updated	more female operators and training to make complainants feel safe) Implement Case Management system Specialized	FIA/UNODC FIA/UNODC									
			training programmes of staff										
		Immigration Handbook already updated and developed	Distribute immigration handbook	FIA									
5	Establishment of victim support		Establishment of VRFC at Taftan	FIA/UNODC									
			Capacity building of VRFC staff	FIA/UNODC									
6	Strengthening regulatory framework with due regard to		Developing necessary regulations under the legislation	FIA/MOI/MOFA/Pr ovincial departments									
	human rights and gender requirements		Finalize and get the TIP rules approved	FIA/MOI/UNODC/ Provincial Police									
			Finalize and get the SOM rules approved	FIA/MOI/MOFA/U NODC									
			Review existing regulatory frameworks	FIA/MOI									
		Draft already presented	Establish regulatory framework to regulate immigration and education consultants	FIA/MOI/SCEP/Pro vincial Departments/MO PHRD/UNODC									
			Establish parliamentary										

			caucuses and																			
			sensitize																			
			legislators on root causes of																			
			TIP and SOM,																			
			e.g. gender and																			
			human rights																			
			issues, for																			
			purposes of																			
			promoting																			
			advocacy and																			
			policy reform												-							
-		op and streng		among the relevant	bodies in orde	r to av	oid d	uplicat	tion o	fwor	k and u	ıtilize ı	resou	rces to	shar	e resp	onsibi	lities				
7	Coordination		Signing MoUs	FIA/MOI/Social																		
	and		between, social	Welfare/Labor/M OPHRD/UNODC/P																		
	cooperation among		services, provincial police	arliament																		
	national and		departments	anianieni																		
	international		and other																			
	organizations		relevant																			
	helping on		departments for																			
	HTMS		data and																			
			information																			
			sharing																			
			Initiating																			
			dialogue with																			
			parliamentarian																			
			s for effective																			
			legislation and																			
			advocate for the																			
			establishment																			
			of parliamentary caucus on TIP																			
			and SOM																			
8	Bridging	IOM is	Identify relevant	FIA/MOI/UNODC/I																		
	partnership	conducting	NGO who can	OM																		
	with NGOs on	mapping of	help in areas																			
	combating	potential	such as legal,																			
	HTMS	service	medical,																			
		providers	psychosocial and shelter and																			
			establish victim																			
			assistance																			
			directory.																			
			(including																			
			stakeholders																			
			specialized in																			
			human rights																			

	1		1		<u> </u>				-													 	
		and gender																					
		issues)																					
9		Signing MoU/LoU with NGOs identified in victim	FIA/MOI/UNODC/I OM																				
		assistance																					
10	Contributing to National Action Plan on HTMS	Hold HTMS conferences on HTMS with all relevant stakeholders to address the limitations that currently exist. (including stakeholders	FIA/Provincial departments/MO FA/MOPHRD/UNO DC/IOM																				
		specialized in human rights and gender																					
-		issues)					<b>C</b>										<b>60</b>				_		
		the targeted audience on for		r migration and	outco	mes o	of traffic	king,	, with	activi	ties ad	dress	sing all	l phas	es of	the tra	ffickin	ig and	smuggl	ing cy	cle	 	
11	Multimedia Campaign	Place anti HTMS banners and posters at	FIA/MOI/Provincia I Police/UNODC/M																				
		immigration counters Awareness	edia FIA/MOI/Provincia																				
		leaflets on HTMS	l Police/UNODC/M edia																				
		Radio/TV messages on HTMS	FIA/MOI/Provincia I Police/UNODC/M edia																				
		Social Media Campaign on HTM	FIA/MOI/Provincia I Police/UNODC/M edia																				
		Newspaper coverage related to HTMS	FIA/MOI/Provincia I Police/UNODC/M edia																				
		Organize sensitization workshop on TIP and SOM for media personnel	FIA/MOI/UNODC/ Media/Other partners												_								

						<u> </u>												-				-				
12	Pamphlets on	Developed	Information	FIA/MOI/Provincia																						
	anti HTMS in	in previous	pamphlets of	1																						
	local languages	campaign in	anti-HTMS in	Police/UNODC/M																						
		2018-19	English and	edia																						
			Urdu																							
13	Awareness		Conduct	FIA/MOI/Provincia																						
	raising		community	ļ																						
	seminars		awareness	Police/UNODC/M																						
	targeting		sessions	edia																						
	relevant govt		nationwide																							
	agencies,		including on																							
	community,		harmful cultural																							
	civil society		practices and																							
	civil society		gender																							
			imbalance in																							
			society																							
			increasing																							
			vulnerability to																							
			TIP and SOM;																							
<u> </u>																										
		numan resour	ce capacity, throu	gh various trainings	to workplace e	entorce	ment	agen	cies, ju	uaicia	ary and	a otne	r tron	tilne o	rganiz	zation	s to er	sure lo	aentiti	Ication	N VICTIN	ns or i	tramic	king ai	na vuli	nerable
	ggled migrants	-			r												1				1	1				
14	Capacity		Training of	FIA/UNODC																						
	building of		Police Officers																							
	AHTC,		on victim																							
	immigration		identification,																							
	staff and		investigation																							
	relevant		and prosecution																							
	authorities		in HTMS,																							
			Training of	FIA/UNODC																						
			prosecutors and																							
			investigators on																							
			HTMS,																							
			Training of	FIA/UNODC/FJA/P		1 1																				
			judiciary on	JA/PPDs																						
			newly enacted	, . = -																						
			laws on HTMS																							
				iven to meaningful inc	lusion of female I	law enfo	prcemi	ent offi	cers. n	roseci	utors. i	udicial	officer	rs and a	other c	rimina	l iustice	actors	in all c	aboven	nentior	ned tra	ininas	l		
15	ToT training		Develop	FIA/UNODC/Provi					<u>, p</u>				.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				,									
1.2	Programme on		standardized	ncial Police																						
	HTMS		training																							
			curricula for FIA																							
			training																							
			•																							
			Academy and																							
			Police training																							
			college																							
			Devise a training	FIA/UNODC/Provi																						
			strategy for FIA	ncial Police																						
			Academy and																							
1			then replicate it																							

									1		1 1	-							
			in Police																
			Training College											 					
			Conduct training	FIA/UNODC/Provi															
			of trainer	ncial Police															
			workshop to																
			develop a set of																
			master trainers																
Obje	ctive 5: To enha	nce our borde	r control functions	by developing e-bo	rder control sys	stem	with th	e use of l	biomet	tric ide	ntifiers								
16	Developing	Integrated	Establish	FIA/MOI															
	Migration	Border	advance																
	Management	Manageme	passenger																
	System	nt system	information																
	System	exists	system																
		EXISTS																	
			Link IBMS with	FIA/MOI/NADRA/															
			NADRA and	DGIP															
			DGIP database																
			for real-time																
			verification																
Obje	ctive 6: To devel	op our relation	nship and strength	en our cooperation	with the intern	ation	al com	munity in	order	to cor	nbat TI	P and	SOM						
19	Regional and		Participate in	FIA/MOI/MOFA/U															
	international		regional and	NODC															
	Participation		international																
	- arcioipación		seminars and																
			conferences																
			related to HTMS																
20	Coordination		Identify areas of	FIA/MOI/MOFA															
20	and		coordination	T A WO WO A															
	cooperation		and cooperation																
	among other		and																
	counties to		establishment																
	help on HTMS		of relations											 					
			Conduct	FIA/MOI/MOFA/U															
			regional	NODC															
			conferences																
			Conduct training	FIA/MOI/MOFA/U															
			on TIP and SOM	NODC															
			for liaison																
			officers in																
			Tehran																
	1		Conduct high	FIA/MOI/MOFA/U					1		1 1				1				
			level strategic	NODC											1				
			planning/advoca						1						1				
			cy meetings						1						1				
			with Iran to																
									1						1				
			agree upon											1					
			strategy and												1				
			modalities for						1										

		information/ intelligence Sharing Conduct bi- lateral operational planning meetings with Iran	FIA/MOI/MOFA/U NODC																	
		continuous monitoring, evalu		f the mechanis	ms in	place	as well a	is upda	te of th	ne curre	ent pla	in for an	effec	tive and p	proacti	ve sys	tem.		 	
17	Assessment of HTMS Scenarios in Pakistan	Conduct Gender analysis in HTMS scenario	FIA/UNODC																	
18	Establish	Conduct gap analysis	FIA/UNODC																	
	Research and Analysis Center	Conduct periodic review	FIA/MOI/Provincia I Police/Social Welfare/Labor/UN ODC																	
		Monitoring of achievements of objectives under the national action plan	FIA/MOI/Provincia I Police/Social Welfare/Labor/UN ODC																	
		Depute staff to Research and Analysis Center	FIA/UNODC																	
		Publish Quarterly newsletters	FIA/UNODC																	
		Publish Annual reports	FIA/UNODC																	