



ZIMBABWE

# **The Zimbabwe Trafficking in Persons National Plan of Action (NAPLAC)**

(In terms of section 9(3) (a) of the Trafficking in Persons Act, Chapter 9:25)

## **2019 - 2021**

## Acknowledgments

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- Primary and Secondary Education
- Higher and Tertiary Education, Science and Technology Development
- Foreign Affairs and International Trade
- Health and Child Care
- Information Publicity and Broadcasting Services
- Public Service, Labour and Social Welfare
- Local Government, Public Works and National Housing
- National Prosecuting Authority
- Office of the President and Cabinet
- Women Affairs, Community, Small and Medium Enterprises Development
- Reserve Bank of Zimbabwe

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## Abbreviations and Acronyms

A-TIMC	Anti-Trafficking Inter-Ministerial Committee
CEDAW	United Nations Convention on the Elimination of all Forms of Discrimination against Women
FIU	Financial Intelligence Unit
GBV	Gender Based Violence
IEC	Information Education and Communication
ILO	International Labour for Organisation
IOM	International Organization for Migration
MLRO	Money-Laundering Reporting Officer
MoFAIT	Ministry of Foreign Affairs and International Trade
MoHACH	Ministry of Home Affairs and Cultural Heritage
MoHCC	Ministry of Health and Child Care
MoIPBS	Ministry of Information Publicity and Broadcasting Services
MoPSLSW	Ministry of Public Service, Labour and Social Welfare
MoPSE	Ministry of Primary and Secondary Education
MoHTESTD	Ministry of Higher and Tertiary Education, Science and Technology Development
M&E	Monitoring and Evaluation
NAPLAC	National Plan of Action
NPA	National Prosecuting Authority
NSP	National Strategic Plan
NSF	National Strategic Framework
SADC	Southern African Development Community
SOP	Standard Operating Procedures

TiP	Trafficking in Persons
UNODC	United Nations Office on Drugs and Crime
VoT	Victims of Trafficking
ZITF	Zimbabwe International Trade Fair
ZRP	Zimbabwe Republic Police

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## Preface

The Government of Zimbabwe remains committed to its national, regional and international obligation in fighting human trafficking. Human trafficking is a transnational organised crime that affects almost every country world over. Zimbabwe is affected as a source, transit and destination country for victims of human trafficking. This points to the fact that, as a country we need concerted effort in dealing with this scourge under all these dynamics.

The year 2018 saw our first National Plan of Action (NAPLAC) in the response to human trafficking coming to an end, this plan was for 2016-2018. The NAPLAC is our national guiding tool in the response to human trafficking in Zimbabwe. We had an opportunity to do an evaluation of this NAPLAC, valuable lessons and recommendations came out of this exercise and such will go a long way in informing our national response to human trafficking going forward.

We are pleased to share our second NAPLAC for the period 2019 – 2021. This plan like the previous one, is anchored on the four pillars of prevention, prosecution, protection and partnerships. This is in sync with international best practices in the response to human trafficking. It is our hope that implementation of this plan will go a long way in curbing human trafficking.

M. Matshiya

Chairperson Anti-trafficking Inter-Ministerial Committee

## 1. Background

In an effort to combat TIP Zimbabwe ratified the Convention on Transnational Organised Crime (TOC) on the 12<sup>th</sup> of December 2007. Zimbabwe acceded to one of the protocols to the TOC, the Protocol to prevent, punish and suppress trafficking in persons especially women and children popularly known as the Palermo Protocol on the 13<sup>th</sup> of December 2013. The government went on to domesticate the Palermo Protocol through the enactment of the Trafficking in Persons Act (TIP Act) Chapter 9:25) in June 2014. The TIP Act provided for the establishment of an inter-ministerial committee comprising of representatives from key line government Ministries and Departments to coordinate the national response to human trafficking. Such committee has since been established and is known as the Anti-Trafficking Inter-Ministerial Committee (ATIMC) and is chaired by the Ministry of Home Affairs and Cultural Heritage.

The TIP Act mandates the ATIMC as the national coordination body to develop and operationalise a National Plan of Action (NAPLAC) to guide the national response to human trafficking. The NAPLAC is the implementation tool for the TIP ACT and further provides the frame of reference in the national response to human trafficking. The ATIMC developed the first NAPLAC covering the period 2016 – 2018 as such it came to an end in December 2018. In April 2018, the ATIMC held a workshop in Nyanga to conduct a self-evaluation exercise for the 2016-2018 NAPLAC. The main purpose of the exercise was to evaluate the success and failures of implementation of the plan thus far and to further draw some lesson learnt and recommendations for future implementation. Key findings of the self-evaluation exercise were shared with stakeholders for their inputs and comments which were then incorporated to come up with the final evaluation report.

In November 2018, the ATIMC held a workshop in Mutare to draft an updated NAPLAC that will guide the national response to TIP from 2019 – 2021. It is worth noting that the updating of this NAPLAC was informed by key findings, lessons learnt and recommendations of the evaluation for the previous NAPLAC.

## 2. Vision

A society free from TIP.

## 3. Mission

To establish a well-coordinated response to TIP characterised by prevention, detection, investigation and prosecution of cases, and rendering protection and assistance to victims

## 4. Guiding Principles

The NAPLAC shall be guided by the following principles:

### 4.1 Evidence-Based Approach

Data collection, research and regular monitoring and evaluation should be the basis for the development of Zimbabwe's response to TIP.

#### 4.2 Coordinated and Multi-Sectoral Approach

The existing knowledge and expertise of different institutions in the field of TIP and their respective methods shall be harnessed in the development of Anti-Trafficking in Persons strategies.

#### 4.3 Rights Based and Victim Centred Approach

Zimbabwe's response to TIP shall be guided by international human rights standards and aimed at promoting and protecting human rights, particularly those of the victim. Children shall be afforded special protection and well-being regardless of their legal status. In all actions concerning those at risk and victims, the best interest of the child shall be the primary consideration.

#### 4.4 Non-Discrimination and Gender Sensitive Approach

The NAPLAC shall be implemented in a way that does not discriminate against VoT and shall take into consideration the gendered nature of TIP and promote gender equality.

#### 4.5 Sustainability

The Government of the Republic of Zimbabwe shall ensure that the national response to combat TiP is able to endure in the long term and will remain cognisant and relevant to the ever-evolving nature of TiP.

### 5. STRATEGIES/PRIORITIES/PILLARS

#### 5.1 Prosecution

Between June 2016 and December 2018 seventy-four (74) cases were reported. Positions of the case are as tabulated below: -

<b>Convictions</b>	<b>Acquitted</b>	<b>Warrants</b>	<b>Witness not located</b>	<b>Pending trial</b>	<b>Under investigations</b>
Six (6)	Nine (9)	Three (3)	Twenty-nine (29)	Ten (10)	Seventeen (17)

In some cases, victims who were trafficked by one trafficker were group as one prosecution docket. The majority of the cases which were reported during the period under review were from victim who were trafficked to Kuwait for the purposes of labour exploitation.

As part of capacity building for law enforcement officials, the Zimbabwe Republic Police has included TIP in their training modules. All New Recruits in the CID section are inducted on TIP issues. The training on TIP covers the TIP Act, investigations of TIP cases and public awareness raising around human trafficking. The sessions are facilitated by seven (7) police officers who have attended Regional workshops of Training of Trainers (ToTs).

Capacity building workshops were conducted for members of the Judiciary on adjudication and trials of TIP cases. During these workshops twenty (20) Provincial heads of Prosecution and ten (10) Provincial Heads of Magistracy were trained. There is need for more training to be conducted to cover more member of the Judiciary and NPA, including the High Court bench. Victim Friendly Courts are being utilised during trials.

During implementation of the current NAPLAC, a training manual will be developed for Judicial officers and capacity building workshops will be conducted. The benefits of continuous capacity building on TIP can not be overemphasised taking cognisance of the dynamic nature of the crime.

The current implementation phase will see the advancement of lobbying for the use of Victim Friendly Courts for trial of TIP cases. These courts offer the much-needed victim privacy as they will testify in camera as opposed to the open court system where they will be facing the perpetrator. As the courts continue to use existing TIP legislation during trials, its adequacy to convict will be tested and possible reviews or amendments will be effected from time to time making the legislation as water tight as possible.

## 5.2 Protection

The identification of trafficked victims is a prerequisite for their access to assistance and protection. The Government of the Republic of Zimbabwe has established and improved victim identification processes and corresponding referral mechanisms. During the implementation of the first NAPLAC (2016-2018), a total of 178 victims of trafficking were identified. 170 victims were identified in Kuwait, one (1) from Saudi Arabia, one from South Africa, one from China and 5 from Sudan (2 adults and three children). and the Government in collaboration with other partners facilitated their repatriation. All the repatriated victims were offered post arrival immediate protection assistance in the form of temporary shelter, food, medical and counselling services. The victims were profiled to assess their social, psychological and health needs. Prior to re-unification, family tracings were conducted for each of the victims to ascertain the preparedness of family members to receive victims into the family and to further counsel family members. Victims with further medical needs were referred to nearest health institutions within their home areas for further management. Assisted Medical Treatment Orders (AMTOs) were given to such victims to facilitate their access to medical services.

Reintegration support was given to victims. Between 2016 and 2018, a total of 122 (120 females and 2 males) victims received reintegration assistance. The beneficiaries were assisted to start income generating projects. Inputs to start such projects were bought for the beneficiaries. Projects undertaken included poultry, cattle farming and training in livelihood skills such as driving, baking and dressmaking. To ensure that the VoT acquire entrepreneurial skills, training workshops on entrepreneurship and mindset transformation were conducted for the VoT. Monitoring visits were

conducted at the beneficiaries' project sites. The visits helped to ensure that the projects were on track to meet targets within the allocated timeframe and expected outcomes, help identify challenges in implementation as well as identify opportunities for strengthening the intervention through guidance and other relevant support.

Three safe shelters for the accommodation of VoT have been identified so far in Harare, Bulawayo and Mutare. The shelters are existing structures that need upgrading to meet minimum international standards for VoT shelters. Assessments were done at the identified shelters and recommendations were made on the upgrade works.

Two training workshops were conducted for shelter management staff targeting Government, NGOs, CSOs and FBOs. The trainings were facilitated by IOM, TIP Secretariat and the Ministry of Public Service, Labour and Social Welfare.

To ensure a well-coordinated victim identification and referral process, Government of the Republic of Zimbabwe developed and adopted the National Referral Mechanism for Vulnerable Migrants in Zimbabwe (NRM). The document details the Standard Operating Procedures (SOPs) in dealing with various vulnerable groups in Zimbabwe which include Victims of Trafficking (VoTs). The SOPs provide guidance to the primary role players regarding assistance to victims of trafficking in a human rights-based manner. They map out an effective way of referring victims to services and defining the roles and functions of actors involved. Furthermore, they ensure that role players work in a cooperative and complementary manner. To ensure a well-coordinated response, all coordination is done through the TiP secretariat.

The Government of the Republic of Zimbabwe will continue to prioritise the protection of VoT. The NAPLAC will focus on identification, repatriation, assistance and reintegration support of VoT.

Roll out of training will be done targeting community front line workers and service providers. Improved knowledge and implementation of the SOPs will go a long in improving victims' access to services. An updated directory of service providers for TIP related services will be compiled and made available in both print and electronic form. The directory will improve the referral process for victims and enhance coordination among service providers. A national toll-free line for reporting TIP will be established in partnership with service providers, the toll-free line will improve reporting channels for VoT and informants within communities.

### 5.3 Prevention

Prevention is one of the most important aspects of an effective anti-human trafficking response. During implementation of the previous NAPLAC (2016-2018) the government stepped up its prevention efforts through public awareness raising. Through out the years, exhibitions on TIP were done during the annual Zimbabwe International Trade Fair in Bulawayo and Harare Agricultural Show in Harare, the two events are held in April and August respectively. The two events are held in the country's metropolitan provinces and attract large numbers of people from across the whole country and other parts of the region. Anti-human trafficking exhibitions during these events have proved to be quite effective. Focus group discussion around human trafficking were held with members of the

public. IEC materials with anti-human trafficking messages in the form of t-shirts, flyers, rulers and pens were distributed during the exhibitions.

Three commemorations of the World Day against Trafficking in Persons were held in 2016, 2017 and 2018, the events were held in Harare, Bulawayo and Beitbridge respectively. The commemoration events provided a platform to reach out to members of the public with anti-human trafficking information. This was achieved through showcasing of dramas, poems, distribution of IEC materials and speeches. Building up to the commemoration events, media briefings were held with different media houses and aired on televisions. The media briefs aimed at sensitising members of the public about the dangers of human trafficking.

During implementation of the 2019-2021 NAPLAC, prevention of human trafficking will be stepped up through increased awareness on anti-human trafficking. Information will be disseminated through print, digital and electronic media to try and reach out to a wider audience targeting both primary and secondary beneficiaries. Community engagements will be held targeting traditional leadership and community members at large. The community engagements are aimed to empower members of the public to be able to detect and report possible human trafficking cases. Nation wide roadshows will be carried out targeting remote areas within the country. The road shows will provide a platform to engage with members of the public on issues around human trafficking. Schools and institutions of higher learning will be targeted for anti-human trafficking campaigns. Debates, public speeches and article writing around TIP will be promoted within learning institutions as a way of raising awareness and empowering the target populations. A detailed information publicity and campaign strategy will be developed to guide implementation of the awareness raising initiatives alluded to above.

Targeted capacity building trainings will be conducted for policy makers, community front line workers and other front-line responders to TIP. Capacity building will also target CSOs, FBOs and the media. The training will aim to capacitate the targeted beneficiaries to be able to respond effectively to the scourge of human trafficking.

#### 5.4 Partnership/Coordination

The ATIMC is the national coordination body responsible for the response to human trafficking in Zimbabwe. To ensure smooth coordination among the various Ministries that constitute the ATIMC, quarterly meetings were held by the committee during the implementation of the previous NAPLAC. The quarterly meetings provide a platform for the committee to take stock of the implementation of the national response to human trafficking. Building up to each of the quarterly meetings, pillar specific meetings were held to deliberate on issues relating to each of the pillars and a report compiled

for sharing during the full committee quarterly meeting. The TIP Secretariat play a coordinating role in the pillar and quarterly meetings through organising, taking of minutes and following up on issues discussed. IOM offered financial and technical support for the quarterly meeting under the project “Promoting Migration Governance in Zimbabwe” funded by the European Union.

As part of its policy direction to further strengthen national coordination, the ATIMC resolved to establish Provincial Anti-Trafficking Taskforce teams. The teams are constituted like the ATIMC but will be coordinating response at provincial level. Five such teams have been constituted for the following provinces, Bulawayo metropolitan, Masvingo, Manicaland, Mashonaland East and Mashonaland Central. Establishment of the provincial task teams has seen decentralisation and more effective response to human trafficking.

The ATIMC is endeavouring to scale up national coordination through formalisation of engagement with non-state actors in the response to human trafficking in Zimbabwe. During its quarterly meeting held in November 2018, the committee adopted guidelines that will facilitate the establishment of a national coordination forum for state and non-state actors in the response to TIP. The committee went on to pass a resolution to have such coordination forum established by June 2019. Once established the forum will provide a formal platform of engagement between the government, civil society organisations (CSOs) and the private sector in the various interventions of TIP response.

The country was linked to the regional TIP database as a way to promote regional and international coordination on TIP data. During the implementation period, IOM donated equipment to establish a national TIP database for Zimbabwe that will be synchronised with the regional database but tailored made to suite the country context. UNODC and SADC Secretariat are have provided technical assistance for the configuration and deployment of the national TIP database, works are which is at an advanced stage in this regard.

As part of regional and international coordination and cooperation, the ATIMC and TIP Secretariat took part in regional and international workshops on TIP. The workshops were on TIP investigative techniques, data collection, regional legislation harmonisation among other TIP thematic topics.

To ensure effective implementation of all the activities planned for the current implementation phase, a detailed monitoring and evaluation strategy will be developed and applied implemented. To further strengthen implementation effort will be directed in establishing a national TIP fund to finance most of the NAPLAC activities.

## 6. National and international obligations

The NAPLAC aims to align itself and be consistent with national and international obligations and commitments including:

- The Constitution of the Republic of Zimbabwe
- The Trafficking in Persons Act
- The Criminal Law (Codification and Reform) Act
- The UN Convention against Transnational Organized Crime (UNTOC)
- The Palermo Protocol
- The ILO Convention on the Worst Forms of Child Labour

- The UN Supplementary Convention on the abolition of Slavery, Slave Trade and Institutions and Practices Similar to Slavery
- Convention on the Protection of the Rights of all Migrant Workers and members of their families
- The UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- The UN Convention on the Rights of the Child

## 7. Monitoring and Evaluation

A detailed monitoring and evaluation framework for the NAPLAC shall be developed by the Inter-Ministerial Committee and shall be made available to stakeholders. The framework will:

- Monitor TiP with a particular focus on incidence, patterns of TiP;
- Monitor the implementation of the national strategic framework and action plan and report periodically on its implementation; and
- Develop and implement an evaluation agenda for the national strategic framework and action plan

The overall impact of the implementation of the NAPLAC will be measured by the following core indicators:

- The level of public awareness on TiP;
- The quality, accuracy, and quantity of information available on TiP;
- The standard of victim identification and treatment by frontline officials;
- The extent to which victims are protected, including provision of social and psychosocial support and protection of privacy;
- The standard of investigation and the number of cases of TiP finalized in the courts;
- The soundness of the domestic legislative framework and its level of compliance with international human rights standards; and
- The level of coordination among all stakeholders involved.

The NAPLAC will undergo two evaluations, mid-term and final evaluation. The mid-term will be conducted in the middle of the national strategic framework and action plan life span and will evaluate the activities, challenges, emerging issues as well as make recommendations for the remaining term of the national strategic framework and action plan.

## 8. NATIONAL ACTION PLAN IMPLEMENTATION MATRIX

### 8.1 PROSECUTION

Goal: An effective criminal justice response and legal framework is established								
Objective	Activity	Sub-Activity	Indicator(s)	Time Frame for the actions	Output	Outcome	*Financial and human resources required	Coordinating agency/agencies
To Detect, Investigate and prosecute TIP cases including liaison countries as appropriate to identify and thwart would be traffickers	Specialised continuous training of investigators, MLRO, Prosecutors, Judiciary Officers and other stakeholders	Develop and roll out training curriculums	Number of workshops conducted	2019-2020	Training workshop successfully conducted	Improved investigation and prosecution of TIP cases	US\$50 000	MoHACH in conjunction with NPA, ZRP, President's Department, Immigration and the Reserve Bank of Zimbabwe
		-Roll out training of Police, Prosecutor, Immigration Officers and MLRO	<i>Baseline: 1</i> <i>Target: 10</i>	2019-2020	Personnel successfully trained			
		-Roll out training of Judiciary Officers (Judges and Magistrate)	Number of personnel trained.	2019-2020	Training manuals developed			
		-After every conviction to ensure that compensation order is granted for the victim	Baseline Thirty (30) Target One Hundred (100)	2019-2020	Law enforcement and Criminal Justice Practitioners capacitated			
			Number of VoT compensated		victims compensated			
			Baseline Zero (0) Target Ten (10)					

\* NB: Amounts are quoted in USD and the ZWL\$ equivalent can be calculated using the prevailing interbank rates

	Lobby for the utilisation of existing specialised VFU courts	Inclusion of TiP cases in VFU courts	Number of VFU courts availed Baseline Two (2) Target Ten (10)	2019-2021			US\$50 000	
To continuously review legislation to keep it aligned to regional and international standards	Review and assess the adequacy of the current TiP legal framework and propose appropriate amendments	Recommend the current draft TIP amendment bill to the Minister for enactment. -Advocate for the enactment of the proposed amendments	Number of draft TIP amendments <i>Baseline: 0</i> <i>Target: 1</i>	2019-2020	TIP amendment bill approved	Improved TIP legislation	US\$5 000	MoHACH, Attorney General and ATIMC
To Reduce bribery corruption in TiP cases	Conduct a bribery and corruption vulnerability assessment of institution that deals with TiP cases and develop corruption mitigating strategies	Determine and lobby for the provision of resources required by personnel involved in TiP cases  To investigate and prosecute all corrupt activities involving TiP cases	Number of vulnerability assessment reports <i>Base line: 0</i> <i>Target: 1</i> Bribery and corruption mitigation strategies Baseline Zero (0) Target Ten (10) Number and nature of	2019-2020  2019-2020  2019-2020	Assessment reports		US\$50 000	MoHACH in conjunction with NPA, ZRP, President's Department, Immigration and the Reserve Bank of Zimbabwe

		-Training Law enforcement and Judiciary on TiP related corruption	resources availed Baseline Zero (0)					
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## 8.2 PROTECTION

<b>Goal: The identification, Referral and assistance system for Victims of Trafficking in Persons is established</b>								
<b>Objective</b>	<b>Activity</b>	<b>Sub-Activity</b>	<b>Indicator/s</b>	<b>Timeframe for the actions</b>	<b>Outputs</b>	<b>Outcomes</b>	<b>Financial and human resources required</b>	<b>Coordinating agency/agencies</b>
To establish a functional identification and referral system for reported cases of TiP	Implement developed SOPs on identification, referral and assistance of VoT	Train first line responders on the use of the SOPs Disseminate SOPs to AT-IMC members, Provincial taskforce teams and other relevant stakeholders Monitor the implementation of the SOPs	Number of first line responders trained Number of dissemination meetings Number of cases handled using the SOPs	Dec 2019  2019-2021	First line responders trained  Monitoring reports	Improved access to services by Victims of Trafficking	US\$50 000	ATIMC MPSLSW TIP Secretariat MoHACH Development Partners
	Update the directory of service providers	Mapping of organisations dealing with TiP  Compiling and printing of updated	Number of organisations identified Number of updated directories of service providers	August 2019  August 2019	Directory of service providers updated		US\$2000	ATIMC MPSLSW TIP Secretariat MoHACH Development Partners

		directory of service providers						
	Establish a national toll-free line for reporting TiP	Engage telephone service providers for a national toll-free line on TiP Partner with other service providers with existing toll-free lines	Number of service providers engaged Number of partnerships Number of cases reported through the toll-free line	Dec 2019  2019-2021	Toll free line established	Improved reporting of TIP cases	US\$5000	Establish a national toll-free line for reporting TiP
To facilitate the provision of appropriate shelter and psycho-social support services to identified VOT	Establish shelters for VOT	Renovate 3 existing shelters Identify and renovate new shelters for the remaining 7 Provinces Recruit and train shelter management staff Carry out learning visits to Countries with Best Practices on protection of VOT including in shelter provision	Number of shelters renovated Number of shelter staff recruited Number of shelter staff trained Number of learning visits conducted	2019-2021	Shelters renovated New shelters in the remaining 7 provinces identified Shelter management staff recruited and trained  Reports on Learning visits conducted	Improved access to standard shelter by VoT	US\$100 000	AT-IMC MLGPW&NH MoHACH MPSLSW Development Partners Ministry of Finance and Economic Development

To respond to protection needs of VoT (medical, psychological, physical and material)	Attend to medical, psychological physical and material; needs of trafficked persons	Assess bio-psycho-social wellbeing of VOT Offer counselling services to VOT  Rehabilitate and Re-integrate Survivors of Trafficking Train Survivors of trafficking on vocational skills/livelihood	Number of VoT assessed Number of VoT Counsellled Number of VoT reintegrated Number of VoT trained on livelihood skills		Counselling sessions		US\$30 000	MoYSAC MoWACSMED MPSLSW Development Partners CSOs
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### 8.3 PREVENTION

Goal: TIP is prevented								
Objective	Activity	Sub-Activity	Indicator/s	Timeframe for the actions	Outputs	Outcomes	Financial and human resources required	Coordinating agency/agencies
Develop National Publicity strategy and plan on TIP	Operationalise National Publicity strategy and plan on TIP	<ul style="list-style-type: none"> <li>Finalise the national publicity strategy and plan (NPSP)</li> <li>Adoption of NPSP</li> <li>Implementation of NPSP</li> <li>Monitoring and evaluation of NPSP</li> </ul>	Feedback from 4 pillars Adoption workshop Number of publicity strategy review meeting Number of Monitoring and evaluation reports	April 2019 April 2019 May 2019 Ongoing	Adoption workshop report 5year implementation plan National Publicity strategy and plan on TIP document M and E plan	Coordinated and effective implementation of the TIP response activities	US\$10 000	MIPBS MOPSE ATIMC MHTC MOHACH MPISLW DEVELOPMENT PARTNERS
To raise public awareness on trafficking in persons	Raising awareness on TIP in Zimbabwe	Conduct publicity campaigns through social media (bulk SMSs, FACEBOOK, Twitter Handle, YOUTUBE, WhatsApp number, Email, Website),	Number of bulk SMSs <i>Baseline:0</i> <i>Target:25/year</i> Number of Social media pages developed <i>Baseline:0</i>	2019-2021	Publicity campaigns Bulk SMSs TV, Print and Radio programmes Commemorations Road shows	Increased public awareness on TIP in Zimbabwe  Increased reports on cases of TIP by the public	US\$150 000	

		<p>Raise awareness through TV, Print and Radio Programmes (talk shows, jingles, dramas, documentaries, commercial advertisement, news items, newspaper columns, media briefing, press conference and press statements)</p> <p>Exhibitions during ZITF, ZAS and Provincial Agricultural Societies</p> <p>Commemoration of TIP day</p> <p>Conduct road shows in all provinces</p> <ul style="list-style-type: none"> <li>• Develop IEC and promotional materials (pamphlets, billboards, newsletters, brochures, t-shirts, wrist bands) etc</li> <li>• Conduct community engagement through town hall meetings (targeting traditional</li> </ul>	<p><i>Target:3</i></p> <p>Number of awareness campaigns conducted</p> <p>Number of people reached disaggregated by sex</p> <p>Number of community engagements</p> <p>Number of schools reached</p> <p>Number of participants</p> <p>Number advocacy and lobby meetings.</p>		<p>IEC materials</p> <p>Awareness campaigns in schools and tertiary institutions conducted</p> <p>Advocacy meeting reports</p>	<p>Increased participation on TIP by the media</p> <p>Improved behaviour change</p> <p>Increased knowledge on TIP in schools, higher and tertiary institutions</p>		
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		<p>leaderships, religious leaders, traditional healers and business community)</p> <ul style="list-style-type: none"> <li>• Raising awareness campaigns in schools, higher and tertiary institutions through drama clubs, debates, public speaking, essay competitions on TiP</li> <li>• Sponsoring of media competition on TIP stories</li> <li>• Advocating for mainstreaming of TIP in school's curriculum.</li> </ul>						
	Develop a National Publicity strategy and plan on TIP which is applicable to communication	Training and Roll out of the developed National Publicity Strategy	Number of trainings conducted	August 2019	National Publicity Strategy and Plan	Increased public awareness on TiP in Zimbabwe	US\$30 000	<p>ATIMC MoHA, MoICTPCS</p> <p>MoPSE MHTESTD MYSR</p>

	requirements of all pillars							
To build capacity of relevant stakeholders	Conduct capacity building workshops	<p>Conduct training workshops for policy makers (MPs), Permanent Secretaries</p> <p>Conduct training workshop for front line responders- border officials, social workers, labour inspectors, CSOs, FBOs</p> <p>Conduct familiarisation tours at shelters, sites and border posts.</p> <p>Familiarisation and exchange regional and international tours</p>	<p>Number of workshops conducted</p> <p>Number of Policy makers trained disagreted by sex.</p> <p>Number of exchange visits</p>	Dec 2019	<p>Policy Makers, Government Officials and Stakeholders trained</p> <p>Sites visited</p> <p>Regional and international awareness established</p>	<p>Increased capacity on stakeholders to respond to TIP cases</p> <p>Increased mainstreaming of TIP issues in policies</p> <p>Increased appreciation on the VOT cases both locally and internationally</p>	US\$25 000	<p>MoHA, ATMIC, MoICTPCS, MFA, with coordinating partners</p> <p>UNODC, IOM, SADC Secretariat</p> <p>MYSR, MWACSMED, MPPLSW</p>

## 8.4 PARTNERSHIP/COORDINATION

Goal 4: Coordination and Cooperation at regional and international level is ensured								
Objective	Activity	Sub-Activity	Indicator/s	Timeframe for the actions	Outputs	Outcomes	Financial and human resources required	Coordinating agency/agencies
To enhance cooperation and coordination on TIP at National, Regional, and International levels	To keep abreast with regional and international best practices and data collection on TIP.	Attend Regional, and International workshops and for a and participate in SADCTipnet platform	Number of workshops	By end of September 2019	Workshops attended	Improved Cooperation and coordination on Tip	US\$20 000	Partnership pillar and Secretariat
		Establish a National Database	Functional National Database	By 31 March 2019	National TIP Database established	Improved data collection		Partnership and Secretariat
		Training of Administrator and users of the National Database.	Number trained Baseline 0 Target 22	By end of Sept 2019	Administrator and Users Trained	Improved data collection		Partnership and Secretariat
	Conduct 2 Provincial workshops	Establish 4 remaining Provincial Task Teams	Number of workshops Baseline 7 Target 2	By end of Sept 2019	Provincial task teams established	Improved coordination at sub national level	US\$25 000	partnership and Secretariat
	Establish a National TIP coordination forum for state and non-state actors	Identify Private companies, PVOs, IGOs, with TIP mandates which are registered in specific areas	Number of state and non-state actors  Number signed Baseline 0	By end of June 2019	National TIP Coordination forum established  MOUs signed	Improved coordination between state and non-state actors on TIP	US\$4800	Partnership and secretariat

		Launch a coordinating forum with PVOs Sign MoUs with approved PVOs	Target 10					
To fund the implementation of the NAPLAC	Establish a fund for TIP activities  Lobby govt treasury for funding	Establish the fund through the Public Finance and Management Act.  Identify revenue streams for the fund. a) Gaming licence b) Donations c) Commercial partnerships  Establish govt threshold commitment	TIP Fund approved  Number of revenue streams Baseline 1 Target 4  Govt funding secured	End of June 2019  End of June 2019  By end of Aug 2019	Fund established  revenue streams established  Availability of funds	Enhanced implementation of the NAPLAC.	US\$75 000	Partnership and Secretariat.  Partnership and Secretariat.  Partnership and Secretariat.