



REPUBLIC OF MALAWI

**NATIONAL PLAN OF ACTION AGAINST
TRAFFICKING IN PERSONS**

2017-2022

**Ministry of Home Affairs and Internal Security
Private Bag 331,
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Lilongwe 3**

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FOREWORD

Trafficking in Persons is a complex and dynamic global phenomenon involving the trade in human beings for the purpose of exploitation. This global problem also affects Malawi as a source, transit and destination country. It is for this reason that the Government of Malawi ratified the United Nations Convention against Transnational Organized Crime and its two protocols; the Trafficking Protocol and the Protocol against the Smuggling of Migrants by Land, Sea and Air on 17th March, 2005. The Protocol, aims at preventing and combating trafficking of persons, specifically women and children and encourages Member States to develop and promulgate specific legislation and action plans in order to combat trafficking in persons.

In response, the Government of Malawi enacted the Trafficking in Persons Act No.3 of 2015 which provides a comprehensive legislative framework for combating and preventing trafficking in persons using a human rights approach. It has also established an institutional framework for effective regulation and coordination of trafficking in persons and related matters, including the provision for, among other things, the protection of victims of trafficking in persons, prevention of trafficking in persons, funding arrangements, care and support of victims and specific offences and penalties for offenders. The Government, therefore, continues to translate that political will into concrete and specific time-bound measures with the adoption of this 2017-2022 National Plan of Action against Trafficking in Persons and also acknowledges a holistic approach to the interventions by all stakeholders to achieve its vision of creating a Malawi free of trafficking in persons.

I therefore invite all stakeholders to participate in the delivery on the commitments in this Plan and work together in creating a Malawi free of trafficking in person's crime.



Professor Arthur Peter Mutharika
PRESIDENT OF THE REPUBLIC OF MALAWI

PREFACE

The Ministry of Home Affairs and Internal Security is pleased to present the Government of Malawi Trafficking in Persons National Plan of Action (TIPNPA) (2017-2022) to operationalize the Trafficking in Persons Act No. 3 of 2015.

The TIPNAP now sets a road map for a comprehensive approach towards the effective prevention of trafficking in persons, protection of victims and at risk population, effective prosecution of suspects and, most importantly, creates space for partnership. This is a demonstration of Malawi's commitment to its international obligations and the desire to improve the respect, protection, suppression, victim care and punishment of trafficking in persons offenders.

In order to effectively combat and prevent human trafficking, a holistic approach by all stakeholders is needed. Successful conviction of offenders, appropriate assistance to victims and, consequently, prevention of crimes of human trafficking is possible when first responders, namely law enforcement agencies, perform their tasks meticulously.

The TIPNAP was formulated through a participatory process that involved various stakeholders. The National Coordination Committee against Trafficking in Persons, which carried out the process was formulated in such a way to include various segments of the society. We are extremely grateful to all the stakeholders who ensured that this Plan reflects the overarching needs and priorities of the majority of the people of Malawi. The Ministry understands that concerted efforts are required in implementing the Plan and it is our hope that, through our joint efforts, we shall achieve our vision for the betterment of Malawi and where all human rights are protected and promoted.



Honourable Grace Chiumia, MP
MINISTER OF HOME AFFAIRS AND INTERNAL SECURITY

ACRONYMS

ACB	Anti-Corruption Bureau
ADC	Area Development Committee
AU	African Union
CPC	Child Protection Committee
CPW	Child Protection Worker
CSO	Civil Society Organisation
DSWO	District Social Welfare Office
FBO	Faith-Based Organisation
GoM	Government of Malawi
ILO	International Labour Organisation
IPEC	International Programme on Elimination of Child Labour
M&E	Monitoring and Evaluation
MCTU	Malawi Congress of Trade Unions
MHRC	Malawi Human Rights Commission
MLS	Malawi Law Society
MNAT	Malawi Network Against Trafficking
MoFAIC	Ministry of Foreign Affairs and International Cooperation
MoFEPD	Ministry of Finance, Economic Planning and Development
MoGCDSW	Ministry of Gender, Children, Disability and Social Welfare
MoH	Ministry of Health
MoHAIS	Ministry of Home Affairs and Internal Security
MoCECCD	Ministry of Civic Education, Culture and Community Development
MoJCA	Ministry of Justice and Constitutional Affairs
MoLGRD	Ministry of Local Government and Rural Development
MoLSYMD	Ministry of Labour, Sports, Youth and Manpower Development
MPS	Malawi Police Service
NCA	Norwegian Church Aid
NCCATIP	National Coordination Committee against Trafficking in Persons
NGO	Non-Governmental Organisation
NPA	National Plan of Action
NPATIP	National Plan of Action against Trafficking in Persons
Palermo Protocol	UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children
SADC	Southern African Development Community
SDG	Sustainable Development Goals
SOPs	Standard Operating Procedures
TIP	Trafficking in Persons
UN	United Nations
UNICEF	United Nations Children Fund
UNIMA	University of Malawi
UNODC	United Nations Office on Drugs and Crime
UNTOC	United Nations Convention against Transnational Organised Crime
VSU	Victim Support Unit
WOJAM	Women Judges Association of Malawi

ACKNOWLEDGEMENTS

This National Plan of Action against Trafficking in Persons (NPATIP) (2017-2022) is a culmination of material, physical and financial contributions provided by many stakeholders committed to combating TIP in Malawi. Sincere gratitude goes to various sectoral ministries including Ministry of Home Affairs and Internal Security (MoHAIS); Ministry of Gender, Children, Disability and Social Welfare (MoGCDSW); Ministry of Justice and Constitutional Affairs (MoJCA); Ministry of Foreign Affairs and International Cooperation (MoFAIC); Ministry of Labour, Sports, Youth and Manpower Development (MoLSYMD); Malawi Human Rights Commission (MHRC), development partners, non-governmental and civil society organisations (NGOs) and individuals for their inputs towards this plan.

The Ministry of Home Affairs and Internal Security is also sincerely grateful to the National Coordination Committee against TIP in Malawi (NCCATIP) members who worked tirelessly in coordinating the development of this plan. Special thanks are also extended to participants to the National Stakeholder Consultation and Validation Workshops as well as members of the NPATIP drafting team who included Patricia Liabuba, Trevor Hamela, Albert Phikani, Sarai Chisala-Tempelhoff, Saidi Joseph, Maxwell Matewere, Esther Masika, Elita Chayala Yobe and Alfred Dzilankhulani.

Finally, thanks to the Norwegian Church Aid (NCA), SADC Secretariat and UN Office on Drugs and Crime (UNODC) for the technical and financial support towards development of this plan.



Samuel Madula

SECRETARY FOR HOME AFFAIRS AND INTERNAL SECURITY

1.0 INTRODUCTION

1.1 BACKGROUND

In 2015, the Government of Malawi enacted the Trafficking in Persons Act (2015) in fulfilment of the country's obligations, commitments and undertakings as party to the United Nations Convention against Transnational Organised Crime (UNTOC) and its supplementing protocols, in particular the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (the Palermo Protocols). Among others, the Malawi TIP Act (2015) provides for a comprehensive legislative framework to combat and prevent trafficking in persons (TIP) through a human rights centred approach and the establishment of an institutional framework that provides for effective regulation and coordination of TIP interventions. The legislation also adopts a multi-dimensional approach by providing for, among others, the protection of victims of TIP, prevention of TIP and creates specific offences and penalties against offenders. Besides providing for increased community and institutional participation in the fight against trafficking in persons, the TIP Act provides for the creation of shelters for the care of victims of TIP.

1.2 RATIONALE

In implementing the TIP Act, deliberate initiatives need to be made to translate provisions in the Act into action. With most countries in Southern Africa enacting legislations criminalising TIP, Malawi will best undertake these initiatives and operationalise the TIP Act by developing a National Plan of Action (NPA). This plan will be a guiding and resource mobilisation tool for all stakeholders. The National Plan of Action will also form part of the priorities set by the National Coordination Committee against TIP (NCCATIP) established in 2016.

1.3 NPA DEVELOPMENT PROCESS

In 2016 and early 2017, members of NCCATIP visited Tanzania and Zambia to compare how they approached combating TIP. The visits energized and inspired members, leading to the development of this NPA. Under the leadership of the committee, the process to develop the NPA was participatory, comprising wide consultations with government departments, development partners and civil society organisations; simultaneously enriched by extensive literature review. Following the development of a concept note to develop the NPA, a multi-disciplinary task team to draft the NPA was constituted at a workshop in Kasungu on 22-23 February, 2017. A draft NPA was presented for feedback at a Stakeholder Consultation Workshop in Lilongwe on 28 February 2017. Following the Consultation Workshop, the draft was circulated to stakeholders including the Southern Africa Development Community (SADC) Secretariat and UNODC for feedback. A final draft NPA was presented and validated at a workshop in Blantyre on 6-8 March 2017.

2.0 SITUATION ANALYSIS

The UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (2000) and Malawi's Trafficking in Persons Act (2015) define trafficking in persons as:

“The recruitment, transportation, transfer, harbouring or receipt of persons, by means of threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power or position of vulnerability or giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.”

According to the definition, exploitation includes, at a minimum, “exploitation of prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or removal of organs.” Importantly, in cases where the victim of TIP is a child; the recruitment, transportation, transfer, harbouring or receipt of such child for purposes of exploitation should be deemed trafficking even if there is no use of illicit means such as threat, force or other forms of coercion, abduction, fraud or deception as is the case with trafficking of adults (UN, 2000).

2.1 LEGISLATION AND STRATEGIC FRAMEWORKS

2.1.1 Global

The UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (The Palermo Protocol), supplementing the UN Convention against Transnational Organized Crime (UNTOC) seeks to prevent and combat TIP, paying particular attention to women and children, and; protecting and assisting victims of trafficking, with full respect for their human rights. It empowers State Parties to adopt necessary legislative and other measures to establish as criminal offences, the conducts set forth in the Protocol, when committed intentionally.

The UN Convention against Transnational Organized Crime (UNTOC) applies to all transnational criminal offences that involve organized criminal groups. Although the Convention does not specifically provide for TIP in general or child trafficking in particular, some of the measures it sets out for combating organized crime are relevant to combating trafficking in persons. These include establishing as criminal offences the organizing, directing, aiding, abetting, facilitating or counselling the commission of serious crimes involving an organized group (Article 5(1)(b); strengthening extradition and mutual legal assistance (Article 16 and Article 18); protecting witnesses of organized crime from retaliation and intimidation and providing assistance and protection to victims of offences (Article 24 and Article 25) (UNODC, 2004).

Target 5.2 of the Sustainable Development Goals (SDGs) on eliminating all forms of violence against women and girls in the public and private spheres, including TIP and sexual and other types of exploitation underlines the global commitment to eliminate TIP as a key step towards achieving the global 2030 agenda.

2.1.2 Africa

Ouagadougou Action Plan to Combat Trafficking in Human Beings, especially Women and Children (2006) lays out priority actions to combat TIP. Priority actions include Prevention and Awareness Raising; Victim Protection and Assistance; Legislative Framework, Policy Development and Law Enforcement and Cooperation and Coordination. As part of implementing the action plan, the AU Commission Initiative against Trafficking (AU.COMMIT) was launched whose core message was to “Curb Both the Supply and Demand Side of Trafficking”. It spelled out hard tools (Reform of laws, prosecution of criminals and disruption of networks of crime, Coordination among countries of destination, transit and origin) and soft tools (Socio-economic development, poverty eradication and prevention and protection) to eliminate TIP out of Africa.

2.1.3 Southern African Development Community

The Southern African Development Community (SADC) lays out various legal and strategic frameworks to combat TIP such as the 10 Year SADC Strategic Plan of Action on Combating Trafficking in Persons, especially women and children (2009-2019); SADC Protocol on Gender and Development (2008); SADC Protocol on Mutual Legal Assistance on Criminal Matters (2002); SADC Protocol on Extradition (2002) and SADC Protocol on Combating Illicit Drug Trafficking in SADC (1996).

The 10-Year Strategic Plan of Action outlines minimum requirements for responses to combating the TIP and identifies eight strategic priorities: Legislation and Policy Measures; Training for Skills Enhancement and Capacity Building (on TIP); Prevention and Public Awareness; Victim Support and Witness Protection; Coordination and Regional Cooperation; Research and Information Sharing; Monitoring and Evaluation and Resource Mobilisation (SADC Secretariat, 2009).

2.1.4 Malawi

Under s. 27 of the Constitution of Malawi (GoM, 2010), no person is to be held in slavery or servitude, slavery and slave trade are prohibited and no person is to be subjected to forced labour or tied labour that amount to servitude. These constitutional proscriptions directly relate and work to combat TIP. Realizing these constitutional precepts, both The Marriage, Divorce and Family Relations Act (2015) and the Electronic Transactions and Cyber Security Act (2016) contain provisions that indirectly contribute towards efforts to combat TIP. For instance, The Electronic Transactions and Cyber Security Act (2016) criminalises child pornography (s. 85). The Act mandates “establishments serving the public, and places open to the public proposing access to internet to use adequate pornography filtering software as defined by subsidiary legislation made under [the] Act” (s. 85 (3) (a)). This law thus criminalises one of the most common means sometimes utilized by traffickers to lure and recruit would-be-victims.

The Trafficking in Persons Act was enacted in 2015 to domesticate the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children. Before enacting the Trafficking in Persons’ Act, Malawi implemented various anti-TIP interventions simultaneously with the development of specific TIP legislation. These interventions included training of stakeholders, especially law enforcement officials, on TIP; protecting and supporting victims; prevention and awareness raising and advocacy. The criminal justice system identified and investigated cases of TIP and prosecuted them under other pieces of legislation such as the Penal Code (Chapter 7.01), the Child Care, Protection and Justice Act of 2010 and the Employment Act of 2000.

Among others, The Malawi TIP Act (2015):

1. Provides for the establishment of the National Coordination Committee against TIP (NCCATIP) to manage and coordinate anti-TIP interventions and related issues.
2. Provides for increased participation of individuals, communities and institutions in the fight against TIP and provides for the creation of shelters for the care of victims of TIP.
3. Distinguishes and particularizes the offence of child trafficking from the general offence of TIP.
4. Provides for aggravated forms of TIP and the specific penalties for punishing such offences. The Act also makes any offence under the Act an offence involving dishonesty and moral turpitude in the context of sections 51 (c) and 80 (7) (c) of the Malawi Constitution, which respectively restrict nomination for parliamentary service and the presidency on conviction.
5. Provides for care and protection of victims of TIP, giving power to the Minister responsible to appoint protection officers whose primary function is to provide care and protection to victims of TIP.
6. Provides for protection of witnesses and creates an offence in instances where a person negligently discloses the identity of a witness in a case involving TIP or the victim in such cases without judicial authorization. It also allows any witness to apply for protection where he or she reasonably believes that his or her safety or that of any member of his or her family is threatened by reason of being a witness in a case.
7. Provides for the establishment and administration of an Anti-Trafficking Fund whose purpose is to support provision of adequate care and support to victims of TIP; training of law enforcement officers; protection officers and any other personnel engaged in any capacity to effect the provisions of the Act.
8. Provides for confiscation and disposal of convicted person's assets and property acquired, obtained or associated with the crime of TIP and payment of the proceeds from the sale of such property into the Anti-Trafficking Fund.
9. Provides for the imposition of a maximum prison term of 14 years on anyone convicted of TIP while child traffickers can receive a maximum penalty of 21 years' imprisonment including life imprisonment in cases involving aggravating circumstances. In all cases of conviction, the Act provides for imprisonment without the option of fines.

2.2 TRAFFICKING SCENARIOS IN MALAWI

Studies show that there are at least three broad trafficking scenarios in Malawi;

- a. Victims trafficked from Asian and European countries to African countries including Malawi;
- b. Trafficking of persons locally; and
- c. Trafficking of persons to other countries with Malawi as a source or transit country (Ngwala 2017¹, Matewere 2012 and SADC Secretariat, 2016).

¹ Situation of Trafficking in Malawi, Microsoft Power Point Presentation by Assistant Superintendent Alexander Ngwala, National Child Protection Officer, Malawi Police Service

The UNODC reported that globally most trafficking is national or regional, carried out by people whose nationality is often the same as that of the victims. In the 2014 Global Report on Trafficking in Persons, UNODC reported that TIP everywhere usually involves domestic offenders with limited geographical reach. In addition, women are significantly involved in TIP, both as victims as well as offenders (UNODC, 2014).

In Malawi, most trafficking victims are exploited within the country, generally transported from the southern part of the country to the central and northern regions for forced labour in agriculture (tobacco farming and animal herding) and brick making. Many cases of child labour external to the family involve fraudulent recruitment and physical or sexual abuse, indicative of forced labour (Malawi Law Commission, 2011). Traffickers lure victims from their families in rural areas under the guise of employment opportunities, clothing, or lodging for which they are sometimes charged exorbitant fees, resulting in prostitution coerced through debts. Traffickers subject teenage boys to forced labour on farms and young girls to sexual exploitation in nightclubs or bars. Children are also subjected to forced labour through begging, small businesses, and in the fishing industry. Some are coerced to commit crimes. Adult tenant farmers are also vulnerable to labour exploitation, as they incur debts to landowners and may not receive payment during poor harvests. Recently, Malawi has also experienced abduction and trafficking of people with albinism for harvesting body parts purportedly on demand in neighbouring countries, in particular, Mozambique and Tanzania (Malawi Law Commission, 2011).

Malawian victims of sex and labour trafficking have been reported in Mozambique, South Africa, Zambia, and Tanzania. Recently, victims of labour exploitation have also been reported in Kuwait. Reports suggest that young girls are drugged, gang-raped, and exploited in the commercial sex industry. Some girls recruited for domestic service are instead forced to marry and are subsequently subjected to child sex trafficking by their “husbands” (Malawi Law Commission, 2011).

Profiles of victims of TIP show intriguing trends. Victims of trafficking who are exploited in Malawi are from poor backgrounds and with low education. The women tend to be unmarried, separated, divorced, abandoned or widowed. Child victims are mostly school drop-outs, orphans, or children lacking proper parental care. This shows that those targeted by traffickers are mainly from positions of vulnerability. However, a small percentage of those trafficked outside the country have some formal education that enable them communicate in English (NCA, 2007).

In addition, most victims of TIP in Malawi come mainly from Mangochi (14%), Thyolo (14%), Blantyre (10%), Mulanje (10%), Dedza (7%) and Ntcheu (6%). Most of the source districts in the Southern Region are well known for having small land holding sizes per household which are mostly inadequate. Hence, victims find few opportunities to make a living where they live and often relocate in search of work. Desire for relocation, is a risk factor for being trafficked. Some of the source districts are on the borders between Malawi and its neighbouring countries, where informal cross-border migration occurs (NCA, 2007).

2.3 DRIVERS OF TIP IN MALAWI

In Malawi, there are push and pull factors that drive the crime of TIP. The push factors include ignorance, exposure to “outside world” and poverty while pull factors include demand for cheap labour and demand for commercial sex or prostitution (AU, 2006). In addition to poverty, unemployment was also identified as a factor that pushes people in

Malawi into positions of vulnerability to trafficking (SADC Secretariat, 2016). An International Labour Organisation International Programme on Elimination of Child Labour (ILO/IPEC, 2008) study reported that push factors² that influence child trafficking in Malawi include poverty (25%) seen as the main contributing factor, lack of parental support (18.8%) and low wages for labour (15.6%). These drivers were also confirmed by a study commissioned by NCA in 2007 which found that the main causes of trafficking in women and children are both demand and supply related. Traffickers target mostly women and children from poor households. Poor victims look for opportunities to meet basic needs and are, therefore, easier to entice. On the demand side, traffickers are driven by greed for quick and easy money to be made from TIP (NCA, 2007).

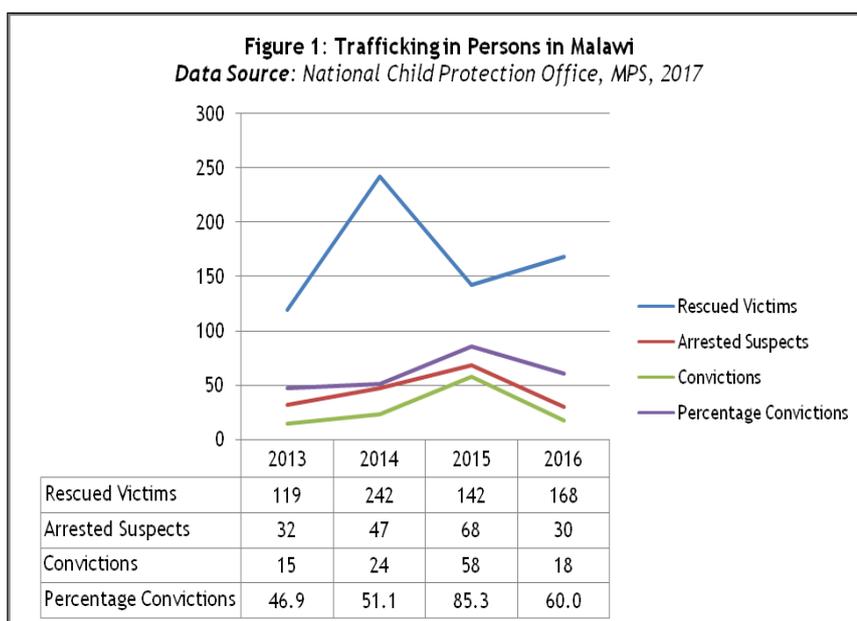
In terms of unemployment, 21% of Malawi's total labour force is unemployed³, with more unemployed females than males (26% females, 14% males). Youth unemployment between the ages of 15-24 is 28% (NSO, 2013).

2.4 PREVALENCE OF TIP IN MALAWI

Globally, the most common form of TIP is sexual exploitation (79%), with victims of sexual exploitation predominantly being women and girls. Surprisingly, in 30% of assessed countries, women made up the largest proportion of traffickers. The second most common form of TIP is forced labour (18%). Almost 20% of all trafficking victims are children. However, in some parts, children are the majority (UNODC, 2014).

UNODC reported in the 2016 Global Trafficking in Persons Report that there were 40,177 victims⁴ of trafficking globally during 2010-2012 (UNODC, 2016). During the same period, there were 33,860 suspected offenders, 34,256 prosecutions and 13,310 convictions.

Due to the clandestine nature of the crime of TIP coupled with lack of comprehensive systems to capture all forms of the crime in Malawi, statistics on TIP are believed to be lower than actuals. For instance, the Malawi Child Labour Report (GoM, 2004) established that 1.4 million children were or had been involved in child labour, mainly in the agricultural sector alone⁵. Figure 1 shows cases of TIP reported by the Malawi Police Service (MPS).



² DSWO and Labour offices, supported by responses from Immigration and Malawi Police Services and some NGOs

³ Based on the broad ILO definition

⁴ Some countries were not covered by the data collection.

⁵ Government of Malawi, February 2004, "Malawi Child Labour 2002 Report" (ILO, National Statistical office and Ministry of Labour and Vocational Training), Lilongwe, Malawi.

Considering 2013 as a baseline, there is an increasing trend in rescued victims and arrested suspects between 2013 and 2016. Likewise, the rate of convictions increased from 46.9% in 2013 to 60.0% in 2016. These trends could be due to an improved national response to combatting TIP during the period.

2.5 CURRENT NATIONAL RESPONSE TO TIP

Malawi ratified or acceded to UNTOC and the Palermo Protocols in 2005. The Convention and protocols require signatories to combat transnational organized crime and TIP, protect and assist victims of serious transnational offences including trafficking in persons; through the enactment of legislation, establishment of relevant institutions and the adoption of appropriate policies. Malawi domesticated the international, continental and regional TIP protocols through the enactment of the Trafficking in Persons Act in 2015. The legislation criminalizes TIP amidst for efforts and interventions to combat the crime by various stakeholders. To-date, the national response to TIP has registered notable gains (MNAT, 2016):

1. There is strong political will and commitment to combat TIP in Malawi;
2. Even in the absence of a national plan of action, stakeholders have shown commitment to combat TIP. The Malawi Police Service (MPS) is already undertaking initiatives that mirror the requirements of the TIP Act. These initiatives include the establishment of places of refuge and security for special victims such as children, including Victim Support Units (VSUs);
3. To some extent, partnerships, coordination and referrals on TIP response are in place among stakeholders and are producing results, even in the absence of an adopted referral mechanism; and
4. Some civil society players operate victim shelters that have taken into refuge TIP victims.

In light of the enactment of the anti-TIP legislation, opportunities presented by the presence of structures to combat TIP such as the Malawi Network against Child Trafficking (MNAT), Child Protection Committees (CPCs) and Child Protection Workers (CPWs) and Victim Support Units (VSUs) are substantial and noteworthy. Nonetheless, the national response to TIP in Malawi currently faces a number of challenges, including the following:

1. There is weak coordination, including inter-country coordination on TIP. NCCATIP has just been established and it is not yet fully operational. The MNAT comprising government officials, NGOs, and international stakeholders is not as active and hasn't been meeting regularly as planned. At decentralised levels, there is no (officially) designated structure to coordinate the TIP response;
2. Malawi lacks clearly articulated policy guidance on TIP due to the absence of a national TIP policy. Likewise, there is no TIP national action plan for rallying around programming and resource mobilisation. This NPA seeks to address these challenges.
3. Enforcement of the Malawi TIP Act (2015) has been limited by administrative factors such as the delay in gazetting enforcement and protection officers as well as operationalisation of the Anti-Trafficking Fund. Enforcement of the legislation is also facing challenges due to delays in making rules for standard of care and protection services for trafficked persons at shelters and administration of shelters as required by Malawi TIP Act (2015);

4. Some key players in the criminal justice system (such as investigators, prosecutors and magistrates, among others) are not yet familiar with the legal framework on TIP and are hardly able to differentiate human smuggling from TIP. For instance, due to limited capacity, some magistrates continue to impose fines as an alternative to imprisonment, contrary to the TIP Act (2015). In some cases, magistrates are not fully applying the new legislation because of operational limitations;
5. There is limited public awareness on TIP, generally. There is limited knowledge of TIP among relevant stakeholders and/or first responders; hence the reason cases of smuggling of migrants are sometimes confused with TIP. For instance, the media is not fully aware of its role on coverage of TIP cases and as a result they sometimes fail to abide by reporting ethics and respect the gender dimension of TIP. Overall, limited awareness may affect TIP case reporting and whistle blowing;
6. Poor TIP data management (systems) to inform planning and decision making. For instance, within the MPS, poor record management contributed to inadequate tracking of investigation, prosecution, and conviction statistics nationwide; and
7. Inadequate resources (financial, material, physical) undermining government response to TIP even after passing of the TIP Act (2015). For instance, protection for victims remains weak and consequently victims are sometimes kept in police and prison cells alongside trafficking offenders. Again, donor support towards TIP response has been limited.

3.0 STRATEGIC FRAMEWORK

3.1 MALAWI NPA-TIP PRIORITIES

Priorities for Malawi National Plan of Action against TIP (2017-2022) are five-fold:

1. Prevention of TIP;
2. Support and protection of victims;
3. Detection, investigation and prosecution of trafficking offences;
4. Partnership, coordination and sustainable financing; and
5. Research, monitoring and evaluation (M&E) and reporting.

3.2 VISION

A Malawi free from crime of trafficking in persons

3.3 MISSION

Combating the crime of trafficking in persons through victim-centred and human rights-based prevention, prosecution, protection and care and support.

3.4 OVERVIEW OF STRATEGIC FRAMEWORK

NPA STRATEGIC GOAL	INDICATORS
Trafficking in persons in Malawi reduced by 50% (of baseline) by 2022	<ul style="list-style-type: none"> • # of TIP victims by gender and age

OUTCOME	INDICATORS
Strategic Outcome 1: Causes of TIP addressed	<ul style="list-style-type: none"> • List of addressed causes of TIP
1.1 Outcome 1.1: Increased awareness and knowledge of the crime of TIP	<ul style="list-style-type: none"> • % of targeted population who can mention forms of TIP • % of targeted population who can mention what to do when they suspect occurrence of TIP • % of targeted population who know where to go to report occurrence or suspected TIP • % of targeted population who took action when they became aware of suspected TIP
1.2 Outcome 1.2: Root causes of and vulnerabilities to TIP reduced	<ul style="list-style-type: none"> • % of TIP vulnerable population self-reporting reduced vulnerability to TIP
1.3 Outcome 1.3: Administrative system controls strengthened	<ul style="list-style-type: none"> • % of general population expressing increased satisfaction in administrative and systems controls controlling TIP
Strategic Outcome 2: Comprehensive support to and protection of victims/survivors and witnesses and other vulnerable TIP service providers	<ul style="list-style-type: none"> • # of victims supported by type of support, age and gender • # of victims protected by age and gender • # of witnesses and service providers supported by type of support, age and gender • # of witnesses and service providers protected by type of protection, age and gender
2.1 Outcome 2.1: Victims of TIP and offenders identified	<ul style="list-style-type: none"> • # of victims identified • # of offenders identified • # of stakeholder's utilizing SOPs
2.2 Outcome 2.2: Capacity of service providers in care and support (rehabilitate, reunify, reintegrate and repatriate) of victims of TIP enhanced	<ul style="list-style-type: none"> • # service providers with capacity to provide care and support for victims of TIP • % of TIP victims expressing satisfaction with care and support provided by service providers whose capacity has been strengthened

OUTCOME	INDICATORS
2.3 Outcome 2.3: Victims of TIP supported with care and support services	<ul style="list-style-type: none"> # victims of TIP supported by gender, age and type of care and support service
2.4 Outcome 2.4: Voluntary, dignified and safe return (re-integration) for victims of TIP	<ul style="list-style-type: none"> # of victims of TIP re-integrated according to SOPs and guidelines by gender and age
Strategic Outcome 3: Effective investigations and prosecution of TIP Cases	<ul style="list-style-type: none"> % of convictions by gender and age of victims
3.1 Outcome 3.1: Capacity building for effective investigation and prosecution of all TIP cases	<ul style="list-style-type: none"> # (%) of law enforcement officers with increased knowledge and practice in conducting TIP detections # (%) of law enforcement officers with increased knowledge and practice in conducting TIP investigations # (%) of judiciary officers and prosecutors with increased knowledge and practice in prosecuting TIP cases Law enforcement institutions with systems and mechanisms to better handle and manage TIP investigations Judiciary with systems and mechanisms to better able to handle TIP cases
3.2 Outcome 3.2: TIP cases effectively investigated and prosecuted	<ul style="list-style-type: none"> # of investigations by gender and age of victims # of prosecutions by gender and age of offender
3.3 Outcome 3.3: Enhanced post remedy treatment of victims	<ul style="list-style-type: none"> # of victims who have received compensation according to court ruling and determination # of offenders whose assets and property is confiscated and disposed
Strategic Outcome 4: Improved management and coordination of national response to TIP	<ul style="list-style-type: none"> # of coordination gaps addressed % of stakeholders expressing satisfaction with functioning of the TIP coordination structure and mechanisms
4.1 Outcome 4.1: Coordination structure and mechanisms for responding to TIP in place and functional	<ul style="list-style-type: none"> Coordination structure for national response to TIP in place and functional # of TIP coordinating entities operating according their roles and functions
4.2 Outcome 4.2: Sustainable financing for TIP in Malawi in place	<ul style="list-style-type: none"> X (MK, US\$) funding for TIP mobilised by 2022 Funding for TIP mainstreamed in sectoral and institutional budgets
Strategic Outcome 5: Evidence-informed policy making and programming	<ul style="list-style-type: none"> # of policies informed by evidence from TIP data Programming is informed by evidence from TIP data
5.1 Outcome 5.1: Quality and comprehensive TIP data collected	<ul style="list-style-type: none"> Data on TIP available and informing policy making and programming
5.2 Outcome 5.2: TIP data analysed, disseminated and used for policy and decision making	<ul style="list-style-type: none"> # of issues and lessons from analysed TIP data # of stakeholders using/accessing TIP data

3.5 GUIDING PRINCIPLES

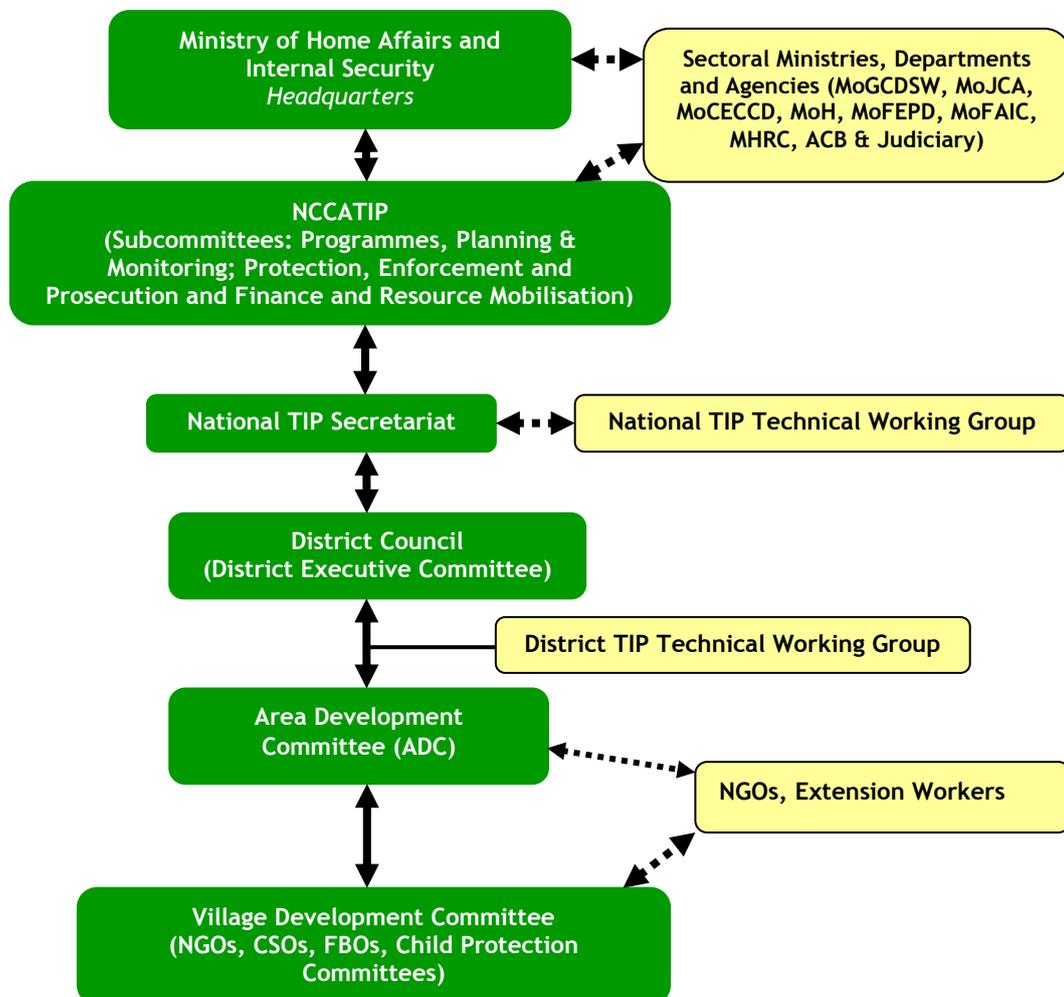
The implementation of this NPA will be guided by the following key principles:

- **Human rights-centred approach:** rights-based programming that put victims at the centre of all measures and emphasis on safeguarding human rights;
- **Gender-responsive:** acknowledging the differences that are deeply rooted in marginalized social, economic and political human entitlements and putting a gender sensitive approach at the center of programming;
- **Victim-centred approach:** seeking to minimize retraumatization associated with the criminal justice process by providing the support of victim advocates and service providers, empowering survivors as engaged participants in the process, and

providing survivors an opportunity to play a role in seeing their traffickers brought to justice;

- **Child-centred approach:** considering the best interests of child first in all child counter-trafficking programming and service delivery;
- **Stakeholder participation:** ensuring the views and opinions of stakeholders are reflected in the design and provide adequate space for full participation in the implementation of the anti-trafficking response;
- **Government ownership:** government owning the anti-trafficking response by allocating adequate resources, creating an enabling environment for participation, providing the necessary leadership and meeting outcomes of the national TIP response; and
- **Sustainability:** combating TIP by maximizing available national and local resources and investing into existing and relevant response structures.

3.6 INSTITUTIONAL FRAMEWORK FOR IMPLEMENTING THE NPA



4.0 RESULTS FRAMEWORK

NPA STRATEGIC GOAL	INDICATORS
Trafficking in persons in Malawi reduced by 50% (of baseline) by 2022	<ul style="list-style-type: none"> # of TIP cases by gender and age

Priority Area 1:	Prevention of TIP								
Strategic Outcome 1:	Causes of TIP addressed								
	Indicators	Means of Verification	Critical Assumptions						
	<ul style="list-style-type: none"> List of addressed causes of TIP 	<ul style="list-style-type: none"> Periodic reports National M&E system on TIP 	<ul style="list-style-type: none"> Existence of age registration or birth certification system 						
Outcome 1.1: Increased awareness and knowledge of TIP	Indicators	Means of Verification	Critical Assumptions						
	<ul style="list-style-type: none"> % of targeted population who can mention forms of TIP % of targeted population who can mention what to do when they suspect occurrence of TIP % of targeted population who know where to go to report occurrence or suspected TIP % of targeted population who took action when they became aware of suspected TIP 	<ul style="list-style-type: none"> Survey Periodic reports National M&E system on TIP 	<ul style="list-style-type: none"> Supportive political will Adequate resources available to implement interventions to required scale Functional response mechanism 						
Key Activities	Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)					
				2017-18	2018-19	2019-20	2020-21	2021-22	Total
1.1.1 Awareness campaigns on TIP (at a minimum campaigns will focus on identification of victims and offenders and what to do when victims and offenders are identified)	<ul style="list-style-type: none"> # of people (general public, clients or perpetrators or traffickers) reached by gender and age 	Ongoing	MoHAIS, Ministry of Civic Education, Culture and Community Development (MoCECCD), MoGCDSW, Media Council of Malawi, Media houses, MNAT, National Initiative for Civic Education (NICE), Judiciary, FBOs and CSOs						
1.1.2 Produce and distribute tailor made IEC materials	<ul style="list-style-type: none"> # of IEC materials produced and distributed by type 	Ongoing	MoHAIS, MNAT, FBOs, CSOs						
1.1.3 Orient private sector on TIP and NPA TIP (2017-2022)	<ul style="list-style-type: none"> # of private sector players oriented on TIP and NPA-TIP 	2017-2019	MoHAIS, MNAT, CSOs, FBOs						

1.1.4	Develop and launch TIP communication strategy	<ul style="list-style-type: none"> TIP communication strategy developed and implemented 	2018-2019	MoHAIS, MoCECCD, MoGCDSW, FBOs, CSOs, Media Council of Malawi and Media houses						
1.1.5	Popularize Malawi TIP Act 2015	<ul style="list-style-type: none"> # of TIP Act 2015 copies distributed % of targeted population aware of key provisions of Malawi TIP Act 2015 	2017-2022	MoCECCD, MoHAIS, MoGCDSW, Media Council of Malawi, Media houses, FBOs and CSOs						
1.1.6	Develop and update resource-based website to cover TIP issues	<ul style="list-style-type: none"> Resource based website developed 	2017-2019	MoHAIS, MoGCDSW, FBOs and CSOs						
1.1.7	Train media houses on Malawi TIP Act 2015 and on-going TIP issues	<ul style="list-style-type: none"> # of media houses supported with literature and reports on TIP issues # of media personnel trained # of media houses reporting on TIP and issues 	2017-2022	MoCECCD, MoHAIS, MoGCDSW, Media Council of Malawi, Media houses, FBOs and CSOs						
1.1.8	Commemorate International Day against TIP	<ul style="list-style-type: none"> # of stakeholders who attend International Day against TIP # of high profile persons attending International Day against TIP 	Ongoing	MoHAIS, MoCECCD, MoGCDSW, Media Council of Malawi, Media houses, MNAT, National Initiative for Civic Education, FBOs and CSOs						
1.1.9	Train service providers to identify and report suspected or actual cases of trafficking especially with regard to orphans and vulnerable children at risk of exploitation	<ul style="list-style-type: none"> # of service providers trained # of cases reported by trained service providers 	2017-2022	MoHAIS, MoGCDSW, MHRC, MNAT and WOJAM, FBOs and CSOs						
1.1.10	Conduct in-service specialised training for transport and hospitality industries to build skills for prevention, identifying and responding to situations of exploitation particularly	<ul style="list-style-type: none"> # of transport and hospitality industry service providers trained # of cases identified and referred from the transport and hospitality industry 	2017-2022	MoHAIS, Ministry of Industry, Trade and Tourism (MoITT- (Department of Tourism), MHRC, MNAT, FBOs and CSOs						

	situations where children may be at risk of sexual exploitation.									
1.1.11	Develop code of conduct for transport and hospitality industries	<ul style="list-style-type: none"> Code of conduct for transport and hospitality industry developed and implemented # of transport and hospitality industry players utilising code of conduct 	2017-2022	MoITT (Department of Tourism), MoHAIS, MHRC, MNAT						
1.1.12	Mainstream TIP education in training curricula of professional education institutions e.g. police training school, theological colleges etc	<ul style="list-style-type: none"> TIP education mainstreamed in training curricula of professional education institutions Professional education institutions deliver courses based on curriculum with TIP mainstreamed 	By December 2019	MoHAIS, MoEST, MoGCDSW, Judicial Service Commission, MPS and religious bodies (Malawi Council of Churches, Episcopal Conference of Malawi, Muslim Association of Malawi and Qadria Association of Malawi)						
1.1.13	Sensitize border control structures and communities on TIP	<ul style="list-style-type: none"> # of border communities and structures sensitised on TIP # of cases reported by sensitised boarder structures and communities 	Ongoing	MoHAIS, WOJAM, MNAT, CSOs and FBOs						
1.1.14	Launch and disseminate Malawi National Plan of Action against TIP (2017-2022)	<ul style="list-style-type: none"> # of stakeholders who attend NPA launch # of copies of NPA distributed 	30 July 2017	MoHAIS, MoCECCD, MoGCDSW						
Outcome 1.2: Root causes of and vulnerabilities to TIP reduced		Indicators		Means of Verification	Critical Assumptions					
		<ul style="list-style-type: none"> % of TIP vulnerable population self-reporting reduced vulnerability to TIP 		<ul style="list-style-type: none"> Surveys Periodic reports National M&E system on TIP 	<ul style="list-style-type: none"> Participation of victims of TIP Adequate resources available to implement interventions to required scale 					
Key Activities		Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)					
					<i>2017-18</i>	<i>2018-19</i>	<i>2019-20</i>	<i>2020-21</i>	<i>2021-22</i>	<i>Total</i>
1.2.1	Link vulnerable and TIP at risk populations to social protection programmes and services	<ul style="list-style-type: none"> # of vulnerable and TIP at-risk population linked to social protection programmes and services # of programmes on social protection linked to TIP response 	Ongoing	MoGCDSW, MoHAIS, CSOs and FBOs						

1.2.2	Orient communities in gender relations and inequality in relation to TIP vulnerabilities	<ul style="list-style-type: none"> # of communities oriented on gender relations and inequality as it relates to TIP 	Ongoing	MoGCDSW, MHRC, MNAT, CSOs and FBOs						
1.2.3	Orient parents (guardians) in good parenting	<ul style="list-style-type: none"> # of parents (guardians) oriented in good parenting # of parenting support structures established and operational # of parents oriented on Malawi Child Care, Justice Act 	Ongoing	MoGCDSW, MoHAIS, CSOs, FBOS, community policing structures, CBOs						
1.2.4	Review related laws and policies to conform with Malawi TIP Act 2015	<ul style="list-style-type: none"> # of laws and related policies identified, reviewed and adopted to conform to TIP Act 2015 	Ongoing	MoJCA, Malawi Law Commission, MoHAIS, MoGCDSW, FBOs and CSOs						
1.2.5	Develop Malawi TIP policy	<ul style="list-style-type: none"> Malawi TIP policy developed 	December 2018	MoHAIS, MoGCDSW, MoJCA						
Outcome 1.3: Administrative systems and controls strengthened		Indicators	Means of Verification		Critical Assumptions					
		<ul style="list-style-type: none"> % of general population expressing increased satisfaction in administrative and systems controls controlling TIP 	<ul style="list-style-type: none"> Survey Periodic Reports National M&E system on TIP 		<ul style="list-style-type: none"> Supportive political will towards strengthening of administrative controls at all levels Adequate resources available to implement interventions to required scale 					
Key Activities		Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)					
					<i>2017-18</i>	<i>2018-19</i>	<i>2019-20</i>	<i>2020-21</i>	<i>2021-22</i>	<i>Total</i>
1.3.1	Conduct assessment study on key TIP administrative control measures and system (e.g. border management, airport immigration checks etc)	<ul style="list-style-type: none"> Administrative control and systems gaps identified 	December 2018	MoHAIS, MoGCDSW, NCCATIP, MoFAIC, MoJCA						
1.3.2	Address administrative control and systems gaps	<ul style="list-style-type: none"> # of capacity building interventions implemented to address the gaps 	Ongoing	MoHAIS, MoGCDSW, NCCATIP and MoFAIC						
1.3.3	Conduct labour inspections in all employment sectors to check child labour and other illegal (TIP-related) labour practices	<ul style="list-style-type: none"> # of labour officers trained on TIP related issues in all sectors # of labour inspections conducted # of sector players with child labour and illegal (TIP-related) labour practices # of cases on child labour redress in all sectors 	Ongoing	MoHAIS, Ministry Labour and Vocational Training, MHRC, CSOs, FBOs and MCTU						

Priority Area 2: Support and Protection of Victims										
Strategic Outcome 2: Comprehensive support to and protection of victims and survivors; and witnesses and service providers										
		Indicators	Means of Verification			Critical Assumptions				
		<ul style="list-style-type: none"> # of victims supported by type of support, age and gender # of victims protected by age and gender # of witnesses and service providers supported by type of support, age and gender # of witnesses and service providers protected by type of protection, age and gender 	<ul style="list-style-type: none"> Periodic reports National M&E system on TIP 			<ul style="list-style-type: none"> Adequate resources available to implement interventions to required scale 				
Outcome 2.1: Victims of TIP and offenders identified		Indicators	Means of Verification			Critical Assumptions				
		<ul style="list-style-type: none"> # of victims identified # of offenders identified # of stakeholder's utilizing SOPs 	<ul style="list-style-type: none"> Periodic reports National M&E system on TIP TIP database 			<ul style="list-style-type: none"> The general public and different cadres of law enforcement are willing to provide information leading to identification of victims of TIP and offenders Adequate resources available to implement interventions to required scale 				
Key Activities	Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)						
				2017-18	2018-19	2019-20	2020-21	2021-22	Total	
2.1.1	Develop victim and offender SOPs and guidelines on identification and referral for legal and social support services	<ul style="list-style-type: none"> SOPs and guidelines for identification and referral of victims developed 	2017-2018	MoGCDSW, MoHAIS, Min of Foreign Affairs and International Cooperation, FBOs, CSOs and Private Sector, Development Partners						
2.1.2	Popularize SOPs and guidelines on identification and referral of TIP victims for legal and social support services	<ul style="list-style-type: none"> SOPs and guidelines for identification and referral for legal and social support services popularized % aware of SOPs and guidelines on identification and referral of TIP victims for legal and social support services 	Ongoing	MoGCDSW, MoCECCD, MoHAIS and CSOs, media and Development Partners						
2.2.1	Orient different cadres of criminal justice practitioners, duty bearers and media to accurately identify those at risk of being trafficked, victims and perpetrators	<ul style="list-style-type: none"> # of different cadres of criminal justice practitioners, duty bearers and media oriented # of victims, perpetrators identified 	2017-2022	MoGCDSW, MoHAIS, MoH, CSOs and Private Sector and FBO						

2.1.3	Identify and refer victims and offenders for legal and support social services.	<ul style="list-style-type: none"> • # of different victims and offenders who have been identified • Cadres of law enforcement, criminal justice practitioners, duty bearers and service providers (tourism, labour and protective and social service providers) who accurately identify those at risk of being trafficked, victims and offenders • # (%) of victims referred for appropriate legal and social support services • # (%) of offenders taken to enforcement agencies 	Ongoing	MoGCDSW, Malawi Police Service, Malawi Immigration and Citizenship Services, MoFAIC, FBOs, CSOs and Private Sector, Ministry of Information, Media and MoITT (Department of Tourism) and MoHAIS,						
Outcome 2.2: Capacity of service providers in care and support (rehabilitate, reunify, reintegrate and repatriate) of victims of TIP strengthened		Indicators	Means of Verification		Critical Assumptions					
		<ul style="list-style-type: none"> • # of service providers with capacity to provide care and support for victims of TIP • % of TIP victims expressing satisfaction with care and support provided by service providers whose capacity has been strengthened 	<ul style="list-style-type: none"> • Periodic reports • National M&E system on TIP 		<ul style="list-style-type: none"> • Adequate resources available to implement interventions to required scale 					
Key Activities		Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)					
					<i>2017-18</i>	<i>2018-19</i>	<i>2019-20</i>	<i>2020-21</i>	<i>2021-22</i>	<i>Total</i>
2.2.1	Establish and support helpline for victims of TIP	<ul style="list-style-type: none"> • Helpline for victims established and supported • # of victims using helpline per year by gender and age 	2017-2018	MoGCDSW, MoHAIS, MoH, CSOs and Private Sector						
2.2.2	Link TIP victims to other social protection services and programmes (around shelters and safe spaces)	<ul style="list-style-type: none"> • # of TIP victims linked to other social protection programmes and services by type of service, gender and age (around shelters and safe spaces) 	Ongoing	MoGCDSW, MoHAIS, MoH, CSOs and Private Sector, Development partners and FBOs						
2.2.3	Develop standard package for protection and social support for victims of TIP	<ul style="list-style-type: none"> • Standard package for protection and social support for TIP victims developed 	2017-2019	MoGCDSW, MoHAIS, MoH, CSOs and Private Sector, Development partners, FBOs						

2.2.4	Develop standard package for victim shelters and safe spaces	<ul style="list-style-type: none"> Standard package for victim shelters and safe spaces developed 	2017-2019	MoGCDSW, MoHAIS, MoH, CSOs and Private Sector, FBOs and Development partners						
2.2.5	Develop SOPs and guidelines on victim shelters and safe places	<ul style="list-style-type: none"> SOPs and guidelines for shelters and safe places developed 	2017-2018	MoGCDSW, MoHAIS, MoH, CSOs, Malawi Human Rights Commission and Private Sector						
2.2.6	Establish shelters and safe spaces for victims of trafficking (by gender and age)	<ul style="list-style-type: none"> # of shelters and safe spaces established by gender and age 	2017-2021	MoGCDSW, MoHAIS, MoH, CSOs, Development partners, FBOs and Private Sector						
2.2.7	Develop a directory of social protection services and programmes in the community and district where shelters and safe spaces are situated	<ul style="list-style-type: none"> Directory of social protection services and programmes in the community and district where shelters and safe spaces are situated developed and used to link victims to the services 	2017-2021	MoGCDSW, MoHAIS, MoH and Development partners						
2.2.8	Strengthen existing One Stop Centres (OSCs) for provision of care and support for TIP victims	<ul style="list-style-type: none"> # of existing OSCs strengthened to provide care and support for TIP victims 	2017-2021	MoGCDSW, MoHAIS, MoH, CSOs and Private Sector						
2.2.9	Establish OSCs in all border posts	<ul style="list-style-type: none"> # of OSCs established in all border posts 	2017-2022	MoGCDSW, MoHAIS, MoH, CSOs and Private Sector						
2.2.10	Establish transit homes in all border posts	<ul style="list-style-type: none"> # of transit homes established in all border posts 	2017-2022	MoGCDSW, MoHAIS, MoH, CSOs and Private Sector						
2.2.11	Gazette shelters for TIP victims	<ul style="list-style-type: none"> # of shelters gazetted 	2017- 2022	MoGCDSW, MoJCA, and MoHAIS						
Outcome 2.3: Victims of TIP supported with care and social protection services		Indicators	Means of Verification		Critical Assumptions					
		<ul style="list-style-type: none"> # of victims of TIP supported by gender, age and type of care and support service 	<ul style="list-style-type: none"> Reports National M&E system on TIP 	<ul style="list-style-type: none"> Adequate resources available to implement interventions to required scale 						
Key Activities		Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)					
					2017-18	2018-19	2019-20	2020-21	2021-22	Total
2.3.1	Develop care and support needs assessment tool for victims of TIP	<ul style="list-style-type: none"> Care and support needs assessment tool for victims of TIP developed 	2017-2018	MoGCDSW, MoHAIS, MoH, MHRC, CSOs and FBOs						

2.3.2	Deliver care and support services for victims of TIP based on standard package	<ul style="list-style-type: none"> # of safe spaces (shelters, OSCs and others) functional and providing care and support to victims of TIP # of victims supported through shelters and safe spaces by gender, age and type of care and support service (Psycho-social, medical treatment, financial, materials, referral, follow-up, case review, closure, reintegrated) 	2017-2022	MoGCDSW MoHAIS, MoH, CSOs, FBOs and Private Sector						
2.3.3	Provide consular services to victims of TIP in Malawi and Malawians trafficked abroad	<ul style="list-style-type: none"> # of victims assisted with consular services by gender, age and place (in-country, abroad) 	Ongoing	MoFAIC, MoGCDSW and MoHAIS						
Outcome 2.4: Voluntary, dignified and safe re-integration for victims of TIP		Indicators	Means of Verification		Critical Assumptions					
		<ul style="list-style-type: none"> # of victims of TIP re-integrated according to SOPs and guidelines by gender and age 	<ul style="list-style-type: none"> Periodic reports National M&E system on TIP 		<ul style="list-style-type: none"> Victims of TIP victims willing to return and re-integrate Adequate resources available to implement interventions to required scale MoHAIS will provide the necessary leadership 					
Key Activities		Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)					
					2017-18	2018-19	2019-20	2020-21	2021-22	Total
2.4.1	Develop SOPs for voluntary, dignified and safe return (re-integration) of victims of TIP	<ul style="list-style-type: none"> SOPs for voluntary, dignified and safe return (re-integration) of victims developed 	2017-2018	MoGCDSW, MoHAIS, MoJCA, MoH, MoFAIC, MHRC, CSOs and Private sector						
2.4.2	Provide material and initial education support for voluntary, dignified and safe return of victims of TIP according to SOPs	<ul style="list-style-type: none"> # of victims of TIP received material and initial education support for voluntary, dignified and safe return by gender, age and type of support 	Ongoing	MoGCDSW, MoHAIS, MoH, CSOs, FBOs, Development Partners, MHRC and Private Sector						
2.4.3	Provide victims with vocational skills- business management skills and start up capital (package) and/or link them to financial lending institutions	<ul style="list-style-type: none"> # of victims supported with vocational skills, Business management skill and start up capital and/or linked to financial services by gender and age 	2017-2022	MoGCDSW, MoHAIS, MoH, CSOs, FBOs, development Partners and Private Sector						
Key Result Area 3: Detection, Investigations and Prosecution										
Strategic Outcome 3: Effective detection investigations and prosecution of TIP Cases										
		Indicators	Means of Verification		Critical Assumptions					

	<ul style="list-style-type: none"> • % of convictions by gender and age of victims 	<ul style="list-style-type: none"> • Judiciary registry records 	<ul style="list-style-type: none"> • Adequate resources available to implement interventions to required scale 						
Outcome 3.1: Strengthened capacity building for effective detection, investigation and prosecution of all TIP cases	Indicators <ul style="list-style-type: none"> • # (%) of law enforcement officers with increased knowledge and practice in conducting TIP detections • # (%) of law enforcement officers with increased knowledge and practice in conducting TIP investigations • # (%) of judiciary officers and prosecutors with increased knowledge and practice in prosecuting TIP cases • # of Law enforcement institutions with systems and mechanisms to better handle and manage TIP investigations • Judiciary with systems and mechanisms to better able to handle TIP cases 	<ul style="list-style-type: none"> • Judiciary registry records • Law enforcement reports • Periodic reports • National M&E system in TIP 	Critical Assumptions <ul style="list-style-type: none"> • Adequate resources available to implement interventions to required scale 						
Key Activities	Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)					
				<i>2017-18</i>	<i>2018-19</i>	<i>2019-20</i>	<i>2020-21</i>	<i>2021-22</i>	<i>Total</i>
3.1.1 Develop SOPs and guidelines for victim and witness protection	<ul style="list-style-type: none"> • SOPs and guidelines for victim and witness protection developed 	2018	MoHAIS , MoGCDSW, MoJCA, MHRC						
3.1.2 Develop TIP Act regulations	<ul style="list-style-type: none"> • TIP Act regulations developed 	2017-2018	MoHAIS, MoJCA						
3.1.3 Develop or Enhance effective case flow management system	<ul style="list-style-type: none"> • Effective case flow management system developed or enhanced 	Ongoing	Judiciary, MoHAIS						
3.1.4 Popularize sentencing guidelines	<ul style="list-style-type: none"> • Sentencing guidelines on TIP Act emphasising on confidentiality, witness protection popularised 	2017	MOHAIS , Judiciary						
3.1.5 Strengthen confirmation process	<ul style="list-style-type: none"> • Confirmation processor Judges strengthened 	Ongoing	Judiciary, MoHAIS, MoJCA						
3.1.6 Provide model equipment for TIP detection	<ul style="list-style-type: none"> • Model equipment for TIP detections provided • Model equipment for TIP investigations provided • # of investigators effectively using model equipment for TIP investigations 	2018	MoHAIS, NGOs						

		<ul style="list-style-type: none"> • # victim friendly spaces 								
3.1.7	Conduct specialised TIP training for law enforcement officers (Malawi Police, Department of Immigration and Malawi Revenue Authority) to investigate cases (update them on local, regional and international developments on current trends in the mode of commission of the offence, victim identification techniques and how to interview women and children as victims)	<ul style="list-style-type: none"> • # of law enforcement officers trained (Malawi Police, MRA and Immigration) (detection, investigation of TIP interviewing skills for women and children) 	2018	MoHAIS, MoJCA						
3.1.8	Train prosecutors to prosecute TIP cases	<ul style="list-style-type: none"> • # of prosecutors trained to prosecute TIP cases (knowledge on TIP, interview techniques and laws that can be used to prosecute TIP cases) increased 	2017-2019	MoJCA, Judiciary, MoHAIS						
3.1.9	Train judiciary officers to convict and sentence traffickers	<ul style="list-style-type: none"> • # of judiciary officers trained to convict and sentence traffickers (knowledge on definition of TIP , interview techniques, laws that can be used to convict traffickers and appropriate sentencing guidelines) 	2017-2019	MoJCA, Judiciary, MoHAIS						
3.1.10	Train protection officers (Social Protection Officers, Labour Officers, NGOs/FBO animators) in detection and referral mechanisms	<ul style="list-style-type: none"> • # of protection officers trained in detection and referral mechanisms of TIP 	2017-2019	MoGCDSW, MoHAIS						
3.1.11	Establish transparency and accountability mechanisms within the criminal justice system to minimize corruption	<ul style="list-style-type: none"> • # of Court decisions opened to public scrutiny • Effective corruption reporting mechanisms • Monitoring mechanism in place to evaluate uniformity of decisions and sentencing between cases heard • # of convictions • Corruption Perception Index 	2017	MoJCA, Judiciary, MOHAIS, ACB, NGOs						

3.1.12	Establish and support victim centred approaches in criminal justice process	<ul style="list-style-type: none"> # of complaints by victims Victim friendly testimony options (remote, video, conferencing) Witness protection process in place 	2017-2018	MoGCDSW, MHRC, MoHAIS, NGOs						
3.1.13	Develop effective compensation guidelines for victims of TIP	<ul style="list-style-type: none"> Guidelines for effective damage assessment, computation and enforcement of compensation for victims of TIP developed 	2019	MoGCDSW, MoHAIS, Judiciary						
3.1.14	Develop referral guidelines for, during and post trial remedies	<ul style="list-style-type: none"> Referral mechanisms for post trial remedies developed 	2018	MoJCA, Judiciary, MoHAIS						
3.1.15	Develop SOPs and guidelines on cross-border joint investigations, identification and treatment of victims (to promote cooperation amongst law enforcement agencies)	<ul style="list-style-type: none"> SOPs and guidelines on cross-border joint investigations, identification and treatment of victims are developed #of regular meetings held among criminal justice agencies 	Ongoing	MoJCA, Judiciary, MoHAIS						
3.1.16	Support regular forums and training of court users committee in TIP case management with participation of Immigration and Police Officers	<ul style="list-style-type: none"> Court users committee supported and trained in TIP case management (with participation of Immigration and Police Officers) 	Ongoing	MoJCA, Judiciary, MoHAIS						
3.1.17	Support Judicial colloquium on emerging TIP issues and cases	<ul style="list-style-type: none"> Judicial colloquium on emerging TIP issues and cases supported 	Ongoing	MoJCA, Judiciary, MOHAIS						
3.1.18	Use Friends of the Court (amicus curiae) in research and submission of legal opinions on TIP cases	<ul style="list-style-type: none"> Friends of the Court (amicus curiae) in research and submission of legal opinions on TIP cases used 	Ongoing	Judiciary, MHRC, MoHAIS, MLS						
Outcome 3.2: Investigation and prosecution of all TIP cases		Indicators	Means of Verification		Critical Assumptions					
		<ul style="list-style-type: none"> # of investigations by gender and age of victims # of prosecutions by gender and age of offender 	<ul style="list-style-type: none"> National M&E System on TIP Judiciary records Periodic reports 	<ul style="list-style-type: none"> Adequate resources available to implement interventions to required scale 						
Key Activities		Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)					
					<i>2017-18</i>	<i>2018-19</i>	<i>2019-20</i>	<i>2020-21</i>	<i>2021-22</i>	<i>Total</i>
3.2.1	Support TIP investigations	<ul style="list-style-type: none"> # of investigations 	Ongoing	MoHAIS, MoGCDSW						
3.2.2	Support cross-border investigations of TIP in collaboration with INTERPOL	<ul style="list-style-type: none"> # of cross-border investigations 	Ongoing	MoHAIS, Malawi Police Service (Interpol) and MoGCDSW						

3.3.1	Sign Memorandum of Understanding (MoU) with MLS for legal representation of TIP victims on pro bono basis	<ul style="list-style-type: none"> # MLS available to represent TIP victims on pro bono basis # of TIP cases where MLS lawyers represent TIP victims on pro bono basis 	Ongoing	MoHAIS, MLS, MoGCDSW, MHRC						
3.2.3	Support legal representation of victims in TIP case prosecution	<ul style="list-style-type: none"> # of victims with legal representation in TIP case prosecution, by gender and age 	Ongoing	MoHAIS, MLS, Legal Aid Bureau, MoGCDSW						
3.2.4	Provide TIP witness protection services	<ul style="list-style-type: none"> # of victims and witnesses who have received witness protection, by gender and age 	Ongoing	MOHAIS, MPS and MHRC						
Outcome 3.3: Enhanced post remedy treatment of victims		Indicators	Means of Verification		Critical Assumptions					
		<ul style="list-style-type: none"> # of victims who have received compensation according to court ruling and determination # of offenders whose assets and property is confiscated and disposed 	<ul style="list-style-type: none"> Periodic reports National M&E system on TIP Judiciary records 		<ul style="list-style-type: none"> Adequate resources available to implement interventions to required scale 					
Key Activities		Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)					
					<i>2017-18</i>	<i>2018-19</i>	<i>2019-20</i>	<i>2020-21</i>	<i>2021-22</i>	<i>Total</i>
3.3.1	Provide legal support for compensation of TIP victims after conclusion of cases	<ul style="list-style-type: none"> Legal support for compensation of TIP victims after conclusion of cases provided # of TIP victims who have benefitted from legal support for compensation, by gender and age 	Ongoing	MoHAIS, MHRC, NGOs						
3.3.2	Provide legal support for confiscation and disposal of convicted person's assets and property	<ul style="list-style-type: none"> legal support for confiscation and disposal of convicted person's assets and property provided # of TIP victims who have benefitted from legal support for confiscation and disposal of convicted person's assets and property, by gender and age 	Ongoing	MOHAIS, MLS, Legal Aid Bureau						
Priority Area: Partnership, Coordination and sustainable financing										
Strategic Outcome 4: Improved management and coordination of national response to TIP										
		Indicators	Means of Verification		Critical Assumptions					
		<ul style="list-style-type: none"> Coordination gaps addressed % of stakeholders expressing satisfaction with functioning 	<ul style="list-style-type: none"> Survey Periodic reports Minutes of coordination meetings 		<ul style="list-style-type: none"> Adequate resources available to implement interventions to required scale 					

	of the TIP coordination structure and mechanisms	<ul style="list-style-type: none"> National M&E system on TIP 	<ul style="list-style-type: none"> Willingness of stakeholders to attend meetings and activities to combat TIP 						
Outcome 4.1: Coordination structure and mechanisms for responding to TIP in place and functional	Indicators	Means of Verification	Critical Assumptions						
	<ul style="list-style-type: none"> Coordination structure for national response to TIP in place and functional # of TIP coordinating entities operating according to their functions 	<ul style="list-style-type: none"> Minutes of coordination meetings Periodic reports 	<ul style="list-style-type: none"> Adequate resources available to implement interventions to required scale Willingness of stakeholders to attend meetings and activities to combat TIP 						
Key Activities	Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)					
				<i>2017-18</i>	<i>2018-19</i>	<i>2019-20</i>	<i>2020-21</i>	<i>2021-22</i>	<i>Total</i>
4.1.1. Conduct mapping of stakeholders involved in counter-trafficking at all levels	<ul style="list-style-type: none"> Directory of stakeholders involved in counter-trafficking by type of service/programme area (prevention, support and protection, investigation and prosecution, research, development partners) 	2017-2018	MoHAIS, MGCDSW, NCCATIP						
4.1.2. Operationalise TIP coordination mechanisms at national, district, community and sectoral ministry level (NCC, TWG at national and district level, secretariat, geographic area specific networks)	<ul style="list-style-type: none"> Coordination mechanisms established and operational at all levels # of coordination meetings conducted by TIP coordination structures at all levels List of TIP coordination issues discussed and addressed 	2017-2022	MoHAIS, NCCATIP, MGCDSW, MoLGRD						
4.1.3. Conduct capacity needs assessment of TIP coordination structures at all levels	<ul style="list-style-type: none"> Capacity needs of TIP coordination structures identified Capacity building plan for TIP coordination structures based on the identified needs 	2017-2019	MoHAIS, MGCDSW, MoLGRD						
4.1.4. Strengthen capacity of coordination structures at all levels (Secretariat, TWGs, sectoral ministries) as per capacity needs assessment	<ul style="list-style-type: none"> Type of capacity strengthening undertaken # of coordination structures with strengthened capacity to coordinate TIP issues at their level 	2017-2019	MoHAIS, MGCDSW, MoLGRD and NCCATIP						

4.1.5.	Provide technical and financial support for coordination at all levels (e.g. TWG and secretariat meetings)	<ul style="list-style-type: none"> • Technical and financial support for coordination at all levels provided • Stakeholders allocate own resources towards TIP coordination meetings 	2017-2022	MoFEPD, Development Partners, NCCATIP, MoLGRD, FBOs						
4.1.6.	Conduct bilateral collaboration meetings with development partners	<ul style="list-style-type: none"> • # of meetings and issues discussed and plan for addressing them • # of areas of donor technical support identified 	2017-2022	MoHAIS, NCCATIP, MoFEPD						
4.1.7.	Conduct annual consultative meetings with development partners (feedback, review progress, map way forward)	<ul style="list-style-type: none"> • # of meetings and issues discussed and plan for addressing them • Priority areas for development partners' support in TIP issues in the year identified 	2017-2022	MoHAIS, NCCATIP, MoFEPD						
4.1.8.	Conduct annual consultative meetings with stakeholders working on counter-trafficking issues (feedback, review progress, map way forward)	<ul style="list-style-type: none"> • # of meetings and issues discussed and plan for addressing them 	2017-2022	MoHAIS, NCCATIP, MoFEPD						
4.1.9.	Conduct joint monitoring visits for lessons sharing	<ul style="list-style-type: none"> • # of joint monitoring visits per year • List of issues/lessons learned during the joint monitoring visits • Planned actions to be taken on the lessons learned 	2017-2022	MoHAIS, NCCATIP, MoFEPD						
4.1.10.	Capacity strengthening of all stakeholders focal points in institutions	<ul style="list-style-type: none"> • Technical and financial support provided by type 	2017-2022	MoHAIS, MGCDSW, MHRC, MoFEPD						
4.1.11.	Develop and sign Memorandum of Understanding (MoU) with countries in the region and countries to which Malawi exports labour on combating TIP	<ul style="list-style-type: none"> • List of countries with which Malawi has signed MoUs • # of MoUs developed and signed 	2017-2022	MoHAIS, MoFAIC, MoLSYMD and MoJCA						
Outcome 4.2: Sustainable financing for counter-trafficking in Malawi in place.		Indicators	Means of Verification		Critical Assumptions					
		<ul style="list-style-type: none"> • X (MK, US\$) funding for TIP mobilised by 2022 	<ul style="list-style-type: none"> • Periodic Reports • Audit reports of Anti-Trafficking Fund 		<ul style="list-style-type: none"> • Government, Development partners, , CSOs and private sector willing to support TIP response 					

Key Activities	Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)						
				2017-18	2018-19	2019-20	2020-21	2021-22	Total	
	<ul style="list-style-type: none"> Funding for TIP mainstreamed in sectoral and institutional budgets 									
4.2.1	Develop and roll-out resource mobilisation strategy for counter-trafficking	<ul style="list-style-type: none"> Resource mobilisation strategy developed and rolled out X (MK, US\$) of funding mobilised through resource mobilisation strategy 	2017-2019	MoHAIS, MoLGRD, MoFEPD, CSOs and FBOs						
4.2.2	Operationalise Anti-trafficking Fund	<ul style="list-style-type: none"> Anti-trafficking Fund established SOPs for Anti-Trafficking Fund developed (Mechanism for valuation and (disposal) (sale) of confiscated property of convicted traffickers) X (MK, US\$) from the Anti-Trafficking Fund disbursed as per SOPs 	2017-2019	MoHAIS, NCCATIP						
4.2.3	Lobby Ministry of Finance and Parliament to allocate resources to combat TIP	<ul style="list-style-type: none"> X (MK, US\$) allocated by Ministry of Finance towards combating TIP 	2017-2020	MoHAIS, MoFEPD, CSOs, FBOs and Media						
4.2.4	Lobby development partners for increased financial and technical support to TIP	<ul style="list-style-type: none"> X (MK, US\$) from development partners towards counter-trafficking 	2017-2020	MoHAIS, NCCATIP, MoGCDSW						
4.2.5	Lobby and engage private sector for financial and technical support to TIP as part of Corporate Social Responsibility (CSR)	<ul style="list-style-type: none"> X (MK, US\$) from private sector towards counter-trafficking as part of CSR 	2017-2019	MoHAIS, NCCATIP, Private Sector, MoGCDSW and MoLDRD						
4.2.6	Prepare and submit Project Proposals	<ul style="list-style-type: none"> # of project proposals submitted and funded X (MK, US\$) TIP raised from project proposals 	2017-2022	MoHAIS, NCCATIP, MoGCDSW, NGOs, CSOs						
4.2.7	Lobby for mainstreaming of TIP interventions in existing programmes and projects	<ul style="list-style-type: none"> TIP interventions mainstreamed in existing programmes and projects 	2017-2022	MoHAIS, MoGCDSW, CSOs, Development Partners, NCCATIP, Media						

4.2.8	Lobby for inclusion of TIP interventions in District Implementation Plans (DIPs)	<ul style="list-style-type: none"> TIP interventions included in District Implementation Plans (DIPs) 	2017-2019	MoHAIS, MoLGRD, DEC, LGFC, MoFE&D						
4.2.9	Lobby for allocation of Local Development Funds (LDF) and Constituency Development Funds (CDF) towards TIP interventions.	<ul style="list-style-type: none"> X (MK, US\$) LDF allocated towards combating TIP X (MK, US\$) CDF allocated towards combating TIP 	2017-2019	MoHAIS, MoLGRD, DEC, LGFC and MoFE&D						
Priority Area 5: Research, M&E and Reporting										
Strategic Outcome 5: Evidence-informed policy making and programming										
	Indicators	Means of Verification	Critical Assumptions							
	<ul style="list-style-type: none"> Policies are informed by evidence from TIP data Programming is informed by evidence from TIP data 	<ul style="list-style-type: none"> Minutes of NCCATIP Programme and M&E reports, Survey and evaluation reports 	<ul style="list-style-type: none"> Supportive political will for policy change Adequate resources available to implement interventions to required scale 							
Outcome 5.1: Quality and comprehensive trafficking and data on TIP collected and used	Indicators	Means of Verification			Critical Assumptions					
	<ul style="list-style-type: none"> Data on TIP available and informing policy making and programming 	<ul style="list-style-type: none"> Periodic reports National M&E system on TIP 			<ul style="list-style-type: none"> NSO is willing to include data collection on TIP during census and other population-based surveys 					
Key Activities	Outputs	Time Frame	Responsible Partners		Estimated Budget (US\$)					
			2017-18	2018-19	2019-20	2020-21	2021-22	<i>Total</i>		
5.1.1. Establish TIP national M&E system	<ul style="list-style-type: none"> Standard TIP data collection forms designed TIP database established and operational 	2017	MoHAIS, NSO, CSR MoGCDSW, FBOs and CSOs							
5.1.2. Conduct baseline study to understand nature and prevalence of TIP in Malawi	<ul style="list-style-type: none"> Baseline conducted on TIP in Malawi 	2017	MoHAIS, NCCATIP, MoGCDSW, FBOs and CSOs							
5.1.3. Provide technical support towards collection, analysis and dissemination of TIP data	<ul style="list-style-type: none"> # of partners trained in M&E # of grants given to partners and stakeholders by type and source 	2017-2022	MoHAIS, UN (UNODC, UN Women, UNICEF), CSO and NSO							
5.1.4. Conduct quarterly monitoring and supervision at all levels	<ul style="list-style-type: none"> # of monitoring visits done per year Issues identified from monitoring visits and resolved 	2017-2022	MoHAIS, NCCATIP, MoGCDSW, Development Partners, FBOs and CSOs							

5.1.5.	NSO to collect TIP data during census and other population based surveys	<ul style="list-style-type: none"> TIP data being collected through census and other population-based surveys 	Ongoing	NSO, MoHAIS, NCCATIP						
5.1.6.	Conduct operational research on TIP as per need	<ul style="list-style-type: none"> Operational research conducted Best practices identified and disseminated 	2017-2022	MoHAIS, NSO, Academia (UNIMA and MZUNI), MHRC						
5.1.7.	Monitor and evaluate implementation of the NAP	<ul style="list-style-type: none"> Mid-term review of the NAP Final evaluation of the NAP Monitoring reports 	On going	MoHAIS, MoGCDSW MHRC, NCCATIP						
5.1.8.	Develop and review annual work plans	<ul style="list-style-type: none"> Annual work plans developed Annual work plans reviewed 	2017 - 2022	NCCATIP, MoHAIS, MoGCDSW, MNAT						
Outcome 5.2: TIP data analysed and disseminated		Indicators	Means of Verification		Critical Assumptions					
		<ul style="list-style-type: none"> # of issues and lessons from analysed TIP data # of stakeholders using/accessing TIP data 	<ul style="list-style-type: none"> National M&E system on TIP Periodic reports 		<ul style="list-style-type: none"> Adequate resources available to implement interventions to required scale 					
Key Activities		Outputs	Time Frame	Responsible Partners	Estimated Budget (US\$)					
					<i>2017-18</i>	<i>2018-19</i>	<i>2019-20</i>	<i>2020-21</i>	<i>2021-22</i>	<i>Total</i>
5.2.1.	Produce monthly, quarterly and annual reports on status of trafficking interventions	<ul style="list-style-type: none"> Monthly, quarterly and annual reports produced 	2017-2022	MoHAIS, NCCATIP, Ministry of ICT, CSOs and FBOs,						
5.2.2.	Conduct national bi-annual conferences to share latest information on trafficking issues, programmes and best practices	<ul style="list-style-type: none"> National bi-annual conferences conducted 	2019-2022	MoHAIS, NCCATIP						
5.2.3.	Publish and disseminate semi-annual newsletters including summaries of latest research, programming events, evaluation reports and status of interventions etc.	<ul style="list-style-type: none"> Quarterly newsletters published and disseminated 	2017-2022	MoHAIS, NCCATIP, CSOs, MoCECCD						

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ANNEX 1: M&E FRAMEWORK

(To be completed after baseline study)

Priority Area 1: Prevention of TIP

	Indicators	Baseline	Mid-2019	2022
Strategic Goal: TIP in Malawi reduced by 50% (of baseline) by 2022	<ul style="list-style-type: none"> # of TIP cases by gender and age 			
Strategic Outcome 1: TIP in Malawi is prevented by 2022	<ul style="list-style-type: none"> List of addressed causes of TIP 			
Outcome 1.1: Increased awareness and knowledge of the crime of TIP	1.1.1 % of targeted population who can mention forms of TIP			
	1.1.2 % of targeted population who can mention what to do when they suspect occurrence of TIP			
	1.1.3 % of targeted population who know where to go to report occurrence or suspected TIP			
Outcome 1.2: Root causes of and vulnerabilities to TIP reduced	1.2.1 % of TIP vulnerable population self-reporting reduced vulnerability to TIP			
Outcome 1.3: Administrative controls strengthened	1.3.1 % of general population expressing increased satisfaction in administrative and systems controls controlling TIP			
Priority Area 2: Support and Protection of Victims				
Strategic Outcome 2: comprehensive support to and protection of victims and survivors and witnesses and other vulnerable TIP service providers	<ul style="list-style-type: none"> # of victims supported by type of support, age and gender 			
	<ul style="list-style-type: none"> # of victims protected by type of protection, age and gender 			
	<ul style="list-style-type: none"> # of witnesses and service provider supported by type of support, age and gender 			
	<ul style="list-style-type: none"> # of witnesses and service provider protected by type of protection, age and gender 			
Outcome 2.1: Victims of TIP and offenders identified	2.1.1 # of victims identified			
	2.1.2 # of offenders identified			
	2.1.3 # of stakeholder's utilizing SOPs	0		
	2.2.1 # of service providers with capacity to provide care and support for victims of TIP			

	Indicators	Baseline	Mid-2019	2022
Outcome 2.2: Capacity of service providers in care and support (rehabilitate, reunify, reintegrate and repatriate) of victims of TIP strengthened	2.2.2 % of TIP victims expressing satisfaction with care and support provided by service providers whose capacity has been strengthened			
Outcome 2.3: Victims of TIP supported with care and social protection services	2.3.1 # of victims of TIP supported by gender, age and type of care and support service			
Outcome 2.4: Voluntary, dignified and safe return (re-integration) for victims of TIP	2.3.1 # of victims of TIP re-integrated according to SOPs and guidelines by gender and age			
Priority Area 3: Detection, Investigations and Prosecution				
Strategic Outcome 3: Effective investigations and prosecution of TIP Cases	<ul style="list-style-type: none"> % of convictions by gender and age of victims 	60.0		
Outcome 3.1: Capacity building for effective detection, investigation and prosecution of all TIP cases	3.1.1 % of law enforcement officers with increased knowledge and practice in conducting TIP detections			
	3.1.2 % of law enforcement officers with increased knowledge and practice in conducting TIP investigations			
	3.1.3 % of judiciary officers and prosecutors with increased knowledge and practice in prosecuting TIP cases			
	3.1.4 # of law enforcement institutions with systems and mechanisms to better handle and manage TIP investigations			
	3.1.5 Judiciary with systems and mechanisms to better able to handle TIP cases			
Outcome 3.2: TIP cases effectively detected, investigated and prosecuted	3.2.1 # of investigations by gender and age of victims			
	3.2.2 # of prosecutions by trained prosecutors			
Outcome 3.3: Enhanced post remedy treatment of victims	3.3.1 # of victims who have received compensation according to court ruling and determination			
	3.3.2 # of offenders whose assets and property is confiscated and disposed			
Priority Area 4: Partnership, Coordination and sustainable financing				
Strategic Outcome 4: Enhanced partnership, coordination of all stakeholders and resource mobilization for TIP response	<ul style="list-style-type: none"> Coordination gaps addressed 			
	<ul style="list-style-type: none"> % of stakeholders expressing satisfaction with functioning of the TIP coordination structure and mechanisms 			

	Indicators	Baseline	Mid-2019	2022
Outcome 4.1: Enhanced partnership and coordination	4.1.1 Coordination structure for national response to TIP in place and functional			
	4.1.2 # of TIP coordinating entities operating according to their functions			
Outcome 4.2: Sustainable financing for TIP in Malawi in place.	4.2.1 X (MK, US\$) funding for TIP mobilised by 2022			
	4.2.2 Funding for TIP mainstreamed in sectoral and institutional budgets	Not yet		
Priority Area 5: Research and M&E				
Strategic Outcome 5: Evidence-informed policy making and programming	• # of policies informed by evidence from TIP data			
	• Programming is informed by evidence from TIP data			
Outcome 5.1: Quality and comprehensive trafficking and data on TIP collected and used	5.1.1 Data on TIP available and informing policy making and programming			
Outcome 5.2: Trafficking data analysed, disseminated and used for policy and decision making	5.2.1 # of issues and lessons from analysed TIP data			
	5.2.2 # of stakeholders using/accessing TIP data			

ANNEX 2: ANNUAL WORK PLAN (2017-2018)

Priority Area 1: Prevention			Cost (US\$)
Main Activity	Timeline	Responsible Partners	
1.1.15 Launch and disseminate Malawi National Plan of Action against TIP	30 July - 30 August 2017	MoHAIS	
1.1.16 Awareness campaigns on TIP, identification of victims and offenders and what to do when victims and offenders are identified	On-going	MoHAIS, MoCECCD, MoGCDSW, Media Council of Malawi, Media houses, MNAT, NICE, Judiciary, FBOs and CSOs	
1.1.3 Orient private sector on the NPA (2017-2022)	2017	MoHAIS, MNAT	
1.2.6 Review related laws and policies to conform with TIP Act 2015	On going	MoHAIS, MoGCDSW, MoJCA, Malawi Law Commission, FBOs and CSOs	
1.2.7 Develop Malawi TIP policy	December 2018	MoHAIS, MoGCDSW, MoJCA	
1.1.17 Popularize Malawi TIP Act 2015	2017-2018	MoHAIS, MoCECCD, MoGCDSW, Media Council of Malawi, Media houses, FBOs and CSOs	
1.1.18 Commemorate International Day against TIP	30 July	MoHAIS, MoCECCD, MoGCDSW, Media Council of Malawi, Media houses, MNAT, National Initiative for Civic Education, FBOs and CSOs	
1.3.4 Conduct assessment study on key administrative TIP Administrative control measures and system (e.g. border management, airport immigration checks etc)	December 2018	MoHAIS, MoGCDSW, NCCATIP, MoFAIC and MoJCA	
Priority Area 2: Support and protection			
2.1.4 Develop victim and offender SOPs and guidelines on identification and referral for legal and social support services	2017-2018	MoGCDSW, MoHAIS, MoFAIC, FBOs, CSOs and Private Sector, Development Partners	
2.1.5 Popularize SOPs and guidelines on identification and referral of TIP victims for legal and social support services	Ongoing	MoGCDSW, MoHAIS and CSOs, MoCECCD, media and Development partners	
2.1.6 Identify and refer victims and offenders for legal and support social services.	Ongoing	MoGCDSW, Malawi Police Service, Malawi Immigration and Citizenship Services, MoFAIC, FBOs, CSOs and Private Sector, MoCECCD, MoLYSMD and MoITT (Department of Tourism)	
2.2.12 Develop standard package for protection and social support for victims of TIP	2017-2019	MoGCDSW, MoHAIS, MoH, CSOs and Private Sector, Development partners, FBOs	

2.2.13	Develop standard package for victim shelters and safe spaces	2017-2019	MoGCDSW, MoHAIS, MoH, CSOs and Private Sector, FBOs and Development partners
2.2.14	Develop SOPs on victim shelters and safe places	2017-2018	MoGCDSW, MoHAIS, MoH, CSOs, MHRC and Private Sector
2.3.4	Develop care and support needs assessment tool for victims of TIP	2017-2018	MoGCDSW, MoHAIS, MoH, MHRC, CSOs and FBOs
2.3.5	Deliver care and support services for victims of TIP based on standard package	2017-2022	MoGCDSW MoHAIS, MoH, CSOs, FBOs and Private Sector
2.4.4	Develop SOPs for voluntary, dignified and safe return (re-integration) of victims of TIP	2017-2019	MoGCDSW, MoHAIS, MoJCA, MoH, MoFAIC, MHRC, CSOs and Private sector
Priority Area 3: Detection, Investigation and Prosecution			
3.1.19	Develop SOPs and guidelines for victim and witness protection	2017-2018	MoHAIS, MoGCDSW and MoJCA
3.1.20	Provide model equipment for TIP detection	2017-2018	MoHAIS, NGOs
3.1.21	Conduct specialised TIP training for law enforcement officers (Malawi Police, Department of Immigration and Malawi Revenue Authority) to investigate cases (update them on local, regional and international developments on current trends in the mode of commission of the offence, victim identification techniques and how to interview women and children as victims)	2017-2018	MoHAIS, MoJCA
3.1.22	Train prosecutors to prosecute TIP cases	2017-2018	MoHAIS, MoJCA
3.1.23	Train judiciary officers to convict and sentence traffickers	2017-2018	MoHAIS, Judiciary
3.1.24	Train protection officers (Enforcement Officers, Social protection Officers, Labour Officers, NGOs/FBO animators) in detection and referral mechanisms	2017-2018	MoHAIS, MoGCDSW, Ministry of Labour, NGOs, FBOs
3.1.25	Establish transparency and accountability mechanisms within the criminal justice system to minimize corruption	2017	MOHAIS, ACB, NGOs
3.1.26	Establish and support victim centred approaches in criminal justice process	2017	MoGCDSW, MoHAIS, NGOs
3.2.5	Support TIP investigations	Ongoing	MoHAIS
3.2.6	Support cross-border investigation of TIP in collaboration with INTERPOL	Ongoing	MoHAIS
3.3.2	Sign Memorandum of Understanding (MoU) with MLS for legal representation of TIP victims on pro bono basis	Ongoing	MoHAIS, MLS
3.2.7	Support legal representation of victims in TIP case prosecution		MoHAIS

	Ongoing		
3.2.8 Provide TIP witness protection services	Ongoing	MoHAIS, MHRC	
Priority Area 4: Partnership, Coordination and Sustainable Financing			
4.1.12. Conduct mapping of stakeholders involved in TIP response at all levels	2017-2018	MoHAIS, MGCDSW and NCCATIP	
4.1.13. Operationalise TIP coordination mechanisms at national, district, community and sectoral ministry level (NCC, TWG, secretariat, geographic area specific networks)	2017-2022	MoHAIS, MGCDSW and MoLGRD	
4.1.14. Conduct capacity needs assessment of TIP coordination structures at all levels	2017-2019	MoHAIS, MGCDSW and MoLGRD	
4.1.15. Strengthen capacity of coordination structures at all levels (Secretariat, TWGs, sectoral ministries) as per capacity needs assessment	2017-2019	MoHAIS, MGCDSW and MoLGRD	
4.1.16. Provide technical and financial support for coordination at all levels (e.g. TWG and secretariat meetings)	2017-2022	MoFEPD, Development Partners, MoLGRD, FBOs	
4.2.10 Develop and roll-out resource mobilisation strategy for counter-trafficking	2017-2019	MoHAIS, MoLGRD, MoFEPD, CSOs and FBOs	
4.2.11 Operationalise Anti-trafficking Fund	2017-2019	MoHAIS, NCCATIP	
4.2.12 Lobby Ministry of Finance and Parliament to allocate resources for counter-trafficking	2017-2020	MoHAIS, MoFEPD, CSOs, FBOs and Media	
Priority Area 5: Research, M&E and Reporting			
5.1.9. Establish TIP national M&E system	2017-2018	MoHAIS, NSO, CSR MoGCDSW, FBOs and CSOs	
5.1.10. Conduct baseline study to understand nature and prevalence of TIP in Malawi	2017-2018	MoHAIS, NCCATIP , MoGCDSW, FBOs and CSOs	
5.1.11. Conduct quarterly monitoring and supervision at all levels	2017-2022	MoHAIS, NCCATIP , MoGCDSW, FBOs and CSOs	
5.2.4. Produce monthly, quarterly and annual reports on status of trafficking interventions	2017-2022	MoHAIS, NCCATIP , Ministry of ICT, CSOs and FBOs,	