



ZIMBABWE

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

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

2016 - 2018





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

(In terms of section 9(3) (a) of the Trafficking in Persons Act)

2016 - 2018

ACKNOWLEDGEMENTS

The Government of Zimbabwe would like to express its gratitude to the members of the Anti-Trafficking Inter-Ministerial Committee for their valued inputs and contributions in the development of the Zimbabwe Trafficking in Persons National Plan of Action (NAPLAC).

The Ministry of Home Affairs wishes to particularly thank representatives from the following Government Ministries and Constitutional bodies:

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

Furthermore, the Government of Zimbabwe would like to express its appreciation to the International Organization for Migration (IOM) Zimbabwe Office, SADC Secretariat and the United Nations Office on Drugs and Crime (UNODC) for the technical and financial support in the development of this National Plan of Action. Their international experience and support was invaluable.

STOP
HUMAN
TRAFFICKING

ABBREVIATIONS

AIDS	Acquired Immuno-Deficiency Syndrome
AT-IMC	Anti-Trafficking Inter-Ministerial Committee
BNRCCHTZ	Building National Response Capacity to Combat Human Trafficking in Zimbabwe
CEDAW	United Nations Convention on the Elimination of all Forms of Discrimination against Women
FIU	Financial Intelligence Unit
GBV	Gender Based Violence
HIV	Human Immuno-Deficiency Virus
IEC	Information Education and Communication
ILO	International Labour for Organisation
IOM	International Organization for Migration
MLRO	Money-Laundering Reporting Officer
MoFA	Ministry of Foreign Affairs
MoHCC	Ministry of Health and Child Care
MoHA	Ministry of Home Affairs
MoIMBS	Ministry of Information Media and Broadcasting Services
MoPSLSW	Ministry of Public Service Labour and Social Welfare
MoPSE	Ministry of Primary and Secondary Education
MoHTESTD	Ministry of Higher and Tertiary Education, Science and Technology Development
M&E	Monitoring and Evaluation
NAPLAC	National Plan of Action
NPA	National Prosecuting Authority

NSP	National Strategic Plan
NSF	National Strategic Framework
RM	Referral Mechanism
SADC	Southern African Development Community
SOP	Standard Operating Procedures
TiP	Trafficking in Persons
UNODC	United Nations Office on Drugs and Crime
VoT	Victims of Trafficking
ZIMRA	Zimbabwe Revenue Authority
ZIM-STAT	Zimbabwe National Statistical Agency
ZINATHA	Zimbabwe National Traditional Healers Association
ZITF	Zimbabwe International Trade Fair
ZRP	Zimbabwe Republic Police

**STOP
HUMAN
TRAFFICKING**

CONTENTS

ACKNOWLEDGMENTS	I
ABBREVIATIONS AND ACRONYMS	II
PREFACE	V
1. BACKGROUND	1
1.1 VISION	1
1.2 MISSION	1
1.3 GUIDING PRINCIPLES	1
2. GOALS AND OBJECTIVES	2
GOAL 1: PROSECUTION	2
GOAL 2: PREVENTION	3
GOAL 3: PROTECTION	3
GOAL 4: PARTNERSHIP/COORDINATION	3
3. AN EXAMINATION OF EXISTING RESPONSES IN LINE WITH THE FOUR KEY PILLARS OF INTERVENTION – (THE “4PS”)	4
3.1 PROSECUTION	4
3.2 PROTECTION	4
3.3 PREVENTION	5
3.4 PARTNERSHIP/COORDINATION	6
4. NATIONAL AND INTERNATIONAL OBLIGATIONS	7
5. MONITORING AND EVALUATION	7
6. NATIONAL ACTION PLAN MATRIX	9
6.1 PROSECUTION	9
6.2 PREVENTION	11
6.3 PROTECTION	16
6.4 PARTNERSHIP/COORDINATION	21

PREFACE

The Government of Zimbabwe is committed to ensuring peace and security in the country. One of the measures adopted in fighting Trafficking in Persons is its criminalisation through the enactment of the Trafficking in Persons Act [Chapter 9:25] of 2014.

His Excellency, the President Cde R.G. Mugabe, has demonstrated his commitment to counter trafficking in persons through invoking Presidential powers to ensure the criminalisation of trafficking in persons. This National Plan of Action is the implementation tool of the Trafficking in Persons Act. It is based on four pillars namely, Prosecution, Prevention, Protection and Partnership.

The successful implementation of this National Plan of Action is the Government of Zimbabwe's main concern. It will go a long way in aiding collaborative regional and international efforts to ensure the achievement of sustainable development, protection of the vulnerable in society and general peace and security.

M. Matshiya

Chairperson

Anti Trafficking Inter-Ministerial Committee

20 July 2016

1. BACKGROUND

Trafficking in persons is a heinous crime that is a grave violation of human rights. Due to its exploitative nature it is also described as a modern day form of slavery which affects many men, women and children worldwide. Trafficking in Persons is one of the crimes that the over-arching United Nations Convention against Transnational Organised Crime (hereinafter referred to as the Convention) intends to curb through one of its supplementing protocols. This Convention has three supplementing Protocols dealing with specific transnational organised crimes. These are: the Protocol to Prevent Suppress and Punish Trafficking in Persons, Especially Women and Children; the Protocol against Smuggling of Migrants by Land, Sea and Air; and the Protocol against the Illicit Manufacturing of and Trafficking in Firearms, their Parts and Components and Ammunition.

Zimbabwe is a source, transit and destination country for men, women and children subjected to various forms of exploitation which include sexual abuse, domestic servitude and forced labour in agriculture amongst many other forms. In an effort to combat trafficking in persons, Zimbabwe ratified the Convention on the 12th of December 2007. Zimbabwe acceded to the Trafficking in Persons Protocol on the 13th of December 2013. The Government of Zimbabwe then developed a Trafficking in Persons Bill which was enacted in terms of the Presidential Powers (Temporary Measures) Act in January 2014. These Regulations were only for six months (January – June 2014). Thereafter the Trafficking in Persons bill, was subsequently enacted and signed into law-the Trafficking in Persons Act [Chapter 9:25] - on 13 June 2014.

Amongst other things the Act provides for:

- The prohibition, prevention and prosecution of the crime of trafficking in persons, the protection of victims of trafficking in persons;
- The establishment of an Anti-Trafficking Inter-Ministerial Committee and its composition and functions;
- Establishment of centres for victims of trafficking in persons; and
- Matters connected with or incidental to trafficking in persons.

1.1 Vision

A society free from trafficking in persons.

1.2 Mission

To establish a well-coordinated response to trafficking in persons (TiP) characterised by prevention, detection, investigation and prosecution of cases, and rendering protection and assistance to victims

1.3 Guiding Principles

The National Plan of Action (NAPLAC) shall be guided by the following principles:

Evidence-Based Approach

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

Coordinated and Multi-Sectoral Approach

The existing knowledge and expertise of different institutions in the field of trafficking in persons and their respective methods shall be harnessed in the development of anti-trafficking in persons strategies.

Rights Based and Victim Centred Approach

Zimbabwe's response to TiP shall be guided by international human rights standards and aimed at promoting and protecting human rights, particularly those of the victim. Children shall be afforded special protection and well-being regardless of their legal status. In all actions concerning those at risk and victims, the best interest of the child shall be the primary consideration. At the core of the response is the consideration for the dignity, confidentiality and respect, inclusive of the right to choice of the victim.

Non-Discrimination and Gender Sensitive Approach

The NAPLAC shall be implemented in a way that does not discriminate against and amongst victims of TiP on the basis of their nationality, race, colour, tribe, place of birth, ethnic or social origin, language, class, religious belief, political affiliation, opinion, custom, culture, sex, gender, marital status, age, pregnancy,

disability or economic or social status, or whether they were born in or out of wedlock. It shall take into consideration the gendered nature of trafficking in persons and promote gender equality.

Sustainability

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

2. GOALS AND OBJECTIVES

Goal 1. PROSECUTION

An effective criminal justice response and legal framework is established

Specific Objectives

- To detect, investigate and prosecute TiP cases
- To continuously review legislation to keep it aligned with regional and international standards;
- To eliminate corruption in TiP cases

Goal 2: PREVENTION

Trafficking in persons is prevented

Specific Objectives

- To conduct research and documentation and facilitate information sharing on the crime
- To raise public awareness of trafficking in persons
- To build capacity¹ of key stakeholders on the prevention of trafficking in persons
- To carry out poverty alleviation programmes in coordination with non-state actors involving potentially vulnerable groups and targeted communities
- To enact laws that support the Trafficking in Persons Act.²

1 For example capacity for early detection of vulnerability

2 Including laws that aim to prevent labour and sexual exploitation

Goal 3: PROTECTION

The identification, referral and assistance system for Victims of Trafficking is established

Specific Objectives

- To establish a functional identification and referral system for reported cases of TiP;
- To facilitate the provision of appropriate direct assistance including shelter and psycho-social support services to identified VoT
- To establish a sustainable national reintegration and rehabilitation programme for identified victims of trafficking
- To protect the privacy and identity of trafficked persons before, during and after criminal proceedings

Goal 4: PARTNERSHIP/COORDINATION

Coordination and cooperation at national, regional and international level is ensured

Specific Objectives

- To ensure enhanced participation and coordination in international and regional cooperation
- To monitor and evaluate the implementation of the overall national response to trafficking in persons
- To fund the implementation of the NAPLAC

3. AN EXAMINATION OF EXISTING RESPONSES IN LINE WITH THE FOUR KEY PILLARS OF INTERVENTION – (THE “4PS”)

3.1 Prosecution

Between January 2014 and May 2016, 10 cases have been prosecuted of which two have been completed (one conviction and one acquittal), while eight are still pending before the courts. A case is still pending with the National Prosecuting Authority.

There is need for further capacity building of law enforcement, prosecution, and the judiciary on identification, investigation, prosecution and adjudication of the crime as well as on victim support and witness protection. In August 2014, a training of trainers workshop for law enforcement officers was conducted in Kadoma, by the Ministry of Home Affairs in partnership with IOM and UNODC to sensitise law enforcement officers (i.e. police, customs, immigration, officers from the Registrar-General’s office and social workers) of the new legislation, and to impart skills on how to conduct victim-centred investigations of TiP. The training recommended continuous capacity building of frontline officers on TiP. Subsequent to that training, a refresher course was conducted in June 2015.

It is hoped that these capacity-building initiatives will result in more prosecutions of offenders. There is need to continuously review the applicable legislation to respond to evolving local needs and international standards.

There is also need to strengthen anti-corruption efforts to ensure the integrity of officers handling TiP cases.

3.2 Protection

The Trafficking in Persons Act [Chapter 9:25] of 2014 provides for the establishment of centres for VoT. The centres will also provide victims with shelter that is safe and secure from traffickers; offer counselling, psycho-social support especially for those with post-traumatic stress disorders and rehabilitation. The centres shall run care and development programmes for victims.

Implementation of these provisions, however, has been delayed due to lack of designated shelters for victims of trafficking, especially unavailability of shelters for male victims. Existing safe houses for vulnerable people currently cater only for women and children.

There is no system for referral of victims of trafficking. There is a need to strengthen the multi-stakeholder coordinating structure in this regard.

In addition there is an absence of formal training and expertise in skills and tools³ are required for assisting victims of trafficking and there is no comprehensive national monitoring and evaluation system for the implementation of procedures for handling cases of trafficking in persons.

Existing structures and opportunities that can be used to address these challenges include:

- National Victim Friendly System and the Multi-Sectoral Protocol on Management of Sexual Violence
- The National Case Management System for welfare and protection of children in Zimbabwe;
- Existing Case Care Workers for identified child welfare cases;
- Existing shelters for children in need of care and adult female victims of gender based violence and other forms of abuse; and
- Current referral mechanisms used for:
 - Victims of abuse.
 - Gender based violence.
 - Community drop in centres (suggestion boxes) and
 - The child phone hotline that is administered by (Childline).

With regard to protection of victims as witnesses in trafficking in persons cases heard in courts, according to the new legislation, provisions of the Criminal Procedure and Evidence Act relating to protection of vulnerable witnesses apply. Therefore provisions such as protection of the identity and privacy of the victim, e.g. Victim Friendly Unit and the possibility of testifying in camera are applicable. The Act also makes provision for compensation of victims for any

3 SOPS, screening forms, interpretation guidelines, shelter standards, standards for minimum care etc

injury, damage or loss incurred in terms of the Criminal Procedure and Evidence Act. The current pending cases in the courts will demonstrate how effective these provisions are in practice.

It is also considered good practice over and above these measures to establish a comprehensive witness protection programme, which will benefit not just victims of trafficking but other victims and witnesses of crimes. Protection programmes or centres should disseminate information of their existence to create awareness to the public.

3.3 Prevention

The Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children enjoins state parties to establish policies, programmes and measures to prevent trafficking in persons. These include information and mass media campaigns; as well as social and economic activities to alleviate factors that make women and children vulnerable to trafficking, such as poverty, under development and lack of equal opportunities.

Poverty is a major factor that contributes to the crime of Trafficking in Persons. Zimbabwe is spearheading poverty alleviation policies and programmes under different Ministries and through non-state actors targeting vulnerable groups to empower citizens especially women and child-headed households. Experience in the region, for example in Mozambique, has shown that there is value in establishing income generating programmes, skills building activities and other opportunities targeting communities that are affected by trafficking in persons. Efforts that have yielded good results in the SADC region have included engaging traditional leaders and rural community structures to raise awareness about trafficking in persons.

In 2011, the Government of Zimbabwe, in collaboration with the International Organisation for Migration (IOM) launched a program called 'Building National Response Capacity to Combat Human Trafficking in Zimbabwe' (BNRCCHTZ). Through the program, awareness campaigns were conducted and support facilities were availed to victims.

Further awareness raising campaigns were conducted by the Government of Zimbabwe through the Ministry of Home Affairs at the Harare Agricultural Show organised by the Zimbabwe Agricultural Society (ZAS) as well as at the

Zimbabwe International Trade Fair (ZITF) in Bulawayo. In November 2014, the Government in partnership with UNODC, IOM and SADC Secretariat conducted a workshop to sensitize Parliamentarians on the Trafficking in Persons Act and empower them with information to reach out to their constituencies.

Whilst there have been some efforts towards prevention of trafficking in persons in Zimbabwe, there remains some areas that are still lagging behind in efforts to prevent TiP. These include:

- Lack of adequate consolidated data on the crime of trafficking in persons. This results in an inability to quantify the problem thus making it difficult to devise a sufficient national response.
- Lack of public awareness on TiP: – several communities are yet to be reached and engaged on TiP.
- Lack of qualified and experienced human and technical resources.
- Limited coordination pertaining to TiP amongst stakeholders.

This National Plan of Action aims to address the problem areas by:

- Facilitating the conducting of research to consolidate data.
- Raising awareness among communities.
- Promoting poverty alleviation initiatives.
- Supporting the enactment and tightening of other laws that support

3.4 Partnership/Coordination

The Act establishes an Anti-Trafficking Inter-Ministerial Committee consisting of key stakeholders involved in the response to trafficking in persons in order to ensure national coordination.

The SADC region provides examples of best practices regarding national coordination strategies which include the establishment of smaller inter-ministerial operational task forces at provincial and district levels in response to specific trafficking cases.

This practice has worked particularly well in Mozambique (where they are called “reference groups”), in South Africa (where they are called “task forces”) and

in Swaziland (where they are called “rapid response teams”). This ensures that the victim is referred systematically to the relevant service provider and evidence is collected and collated from the different sectors involved in each individual case.

Zimbabwe has also established extra-territorial jurisdiction in its Act. Hence cooperation and coordination with other countries, especially those in the SADC region and other identified countries of destination is very important in investigation and prosecution of trafficking in persons cases. Often the crime starts in one country, continues in another and ends in another. A functional mutual legal assistance mechanism is therefore critical. Harmonisation of legislation, as well as participation in regional platforms must be encouraged.

4. NATIONAL AND INTERNATIONAL OBLIGATIONS

The NAPLAC aims to align itself and be consistent with national and international obligations and commitments including, but not limited to:

- The Constitution of the Republic of Zimbabwe
- The Trafficking in Persons Act, Chapter 9:25 of 2014
- Immigration Act, Chapter 4:02 of 1979
- Prevention of Corruption Act, Chapter 9:16 of 1986
- The Criminal Law (Codification and Reform) Act, Chapter 9:23 of 2004
- The UN Convention against Transnational Organized Crime (UNTOC)
- The United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (“TiP Protocol”)
- The ILO Convention on the Worst Forms of Child Labour, No. 183 and Other related ILO Conventions⁴
- The UN Supplementary Convention on the abolition of Slavery, Slave Trade and Institutions and Practices Similar to Slavery

4 ILO Convention Against Child Labour and Forced Labour; ILO Forced Labour Convention, No. 2; ILO Forced Labour (Supplementary Measures) Protocol, NO. 203

- Convention on the Protection of the Rights of all Migrant Workers and Members of their Families
- The UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- The UN Convention on the Rights of the Child and Optional Protocols thereto⁵
- The SADC Strategic Plan of Action on Trafficking in Persons: 2009 - 2019

5. MONITORING AND EVALUATION

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

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

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

- The level of public awareness on TiP;
- Increase in number of victims identified, referred and assisted by frontline officers;
- The increase in the number of citizen reported incidences and referrals made to government
- Number of studies conducted on TiP
- Number of statistical and qualitative periodic reports on TiP produced
- Number of successful investigations and prosecutions of cases

5 The CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography

- The soundness of the domestic legislative framework and its level of compliance with international human rights standards; and
- The availability of functional coordination structures among all responders involved.

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



6. NATIONAL ACTION PLAN MATRIX

6.1 Prosecution

Goal 1: An effective criminal justice response and legal framework is established				
Specific objective	Activity	Timeframe for the actions	Outputs	Indicators
To detect, investigate and prosecute TIP cases including liaising with authorities in other countries as appropriate to identify and thwart would be traffickers	Specialised continuous training of investigators, MLRO, prosecutors, judicial officers, and other relevant stakeholders	2016 – 2018	Training workshops successfully conducted	Nur con of p Tar 501 offic Gen ML
	Lobby for the establishment of a specialised court(s) for TIP cases utilising existing resources	2016 – 2018	Political commitment for establishment of specialised courts for TIP obtained	Nur am to r cou Nur cou
	Attendance & participation in international and regional TIP fora by relevant officers.	Bi-annually or annually	Zimbabwe is engaged in regional and international process to combat TIP	Nur atte inte
To continuously review legislation to keep it aligned with regional and international standards	Review and assess the adequacy of the current TIP legal framework and propose appropriate amendments	2017 – 2018	TIP legislative framework is reviewed and recommendations made	Ava rep Nur am
To eliminate corruption in TIP cases	Conduct a corruption vulnerability assessment of institutions that deal with TIP cases and develop corruption mitigation strategies	2016 – 2018	Corruption vulnerability assessment successfully conducted and corruption mitigation strategies developed	Ava vul ass cor str:
	Lobby for improvement in conditions of service of personnel involved in TIP cases	2016 – 2018	Consultations on conditions of service for personnel involved in TIP cases conducted with relevant ministries and stakeholders	Nu cor cor for obt mir sta

	Indicator(s)	Outcomes	Financial and human resources	Coordinating agency / agencies
	Number of workshops conducted; Number of personnel trained Targets: 10 Judges (JSC); 50 Magistrates, 50 Police officers; 45 Registrar General; 50 Prosecutors; 60 MLRO	Criminal justice practitioners have increased capacity to respond to TiP cases; TiP cases are detected; effectively, investigated and prosecuted	\$40,000	MoHA in conjunction with NPA, ZRP, Presidents Department, Immigration and the Reserve Bank of Zimbabwe
sed	Number of draft legislative amendments developed to make provision for TiP courts Number of specialised courts established	Improved adjudication of TiP cases through specialised courts	\$15,000	ATIMC and NPA
	Number of relevant officers attending regional and international TiP fora	Improved coordination and harmonisation of strategies to combat TiP with the region and the international community	\$30,000	MoHA and ATIMC
	Availability of analytical report on legislation; Number of draft amendments made	TiP legislation is aligned to regional and international standards	\$20,000	MoHA, Prosecutor General and ATIMC
ty ily	Availability of vulnerability assessment report and corruption mitigation strategies	Reduced incidences of corruption in TiP cases	\$10,000	MOHA and ATIMC
or TiP d	Number of consultations conducted; Number of formal commitments obtained from relevant ministries and stakeholders	Improved conditions of service for officers handling TiP cases and reduced corruption in TiP cases	\$10,000	MOHA and ATIMC

6.2 Prevention

Goal 1: Trafficking in persons is prevented				
Specific Objective	Activity	Outputs	Indicator/s	Tim
To conduct research, information sharing and documentation of the crime of TiP	Conduct baseline study on the nature and prevalence of TiP	Consolidated data on TiP; Baseline report	Number of research and statistical reports	201
	Establish a database on trends and statistics pertaining to TiP	National TiP database established	Number of statistical reports produced annually	201
	Produce annual reports on TiP	Annual TiP Report produced	Number of Annual TiP Reports produced	201
To raise public awareness of trafficking in persons	Develop a National Publicity strategy and plan on TiP	Publicity Strategy and plan developed	Availability of Publicity strategy and Plan	201
	Conduct publicity campaign including media campaigns; social media campaigns; exhibitions; Commemorate of TiP day; conduct road shows; Update MOHA website in order to create a media hype on TiP; develop IEC materials; Produce pamphlets, billboards, newsletters, brochures, etc	Publicity campaign successfully conducted	Number of publicity campaigns	201
	Establish toll free lines for victims of TiP	Toll free lines established	Number of functional Toll free lines	201
To build capacity of stakeholders	Conduct workshops for policy makers (MP's Perm Sec's etc)	Policy makers trained	Number of trained policy makers	201
	Integrate TiP into the training curriculum of law enforcement agencies	Law enforcement curriculum including TiP training developed	Number of Law enforcement agents trained in TiP	Jan
	Conduct training of trainers (immigration, customs, teachers, lecturers, traditional leaders, faith based organizations, media personnel, consular department in Foreign Affairs	Trainers trained	Number of trained trainers	201
	Training of media personnel	Trained media personnel	Number of trained media personnel	201

	Timeframe for the actions	Outcomes	Financial and human resources	Coordinating agency/agencies
	2016 - 2017	Improved policy-making and programming	\$15,000	MoHA/ZIMSTATS- ATIMC
y	2016 - 2018	Improved policy-making, programming and intelligence gathering for investigative purposes	\$10,000	MoHA,ZIMSTATS
	2016 - 2017	Improved decision-making on the national response to TiP	\$30000	MoHA, ATIMC
	2016	Increased general public awareness	\$8,000	MoHA, MoIMBS
	2016-2018	Increased public awareness	\$150,000	ATIMC & MoHA
l	2016 - 2018	Ability to phone freely by victims	\$2,000	MoHA, MoICTPCS
	2016-2018 Ongoing	Increased mainstreaming of TiP issues in policies	\$24,000	MoHA in cooperating partners (UNODC, IOM and SADC Secretariat)
ed	Jan 2016 – Dec 2018	Increased capacity of law enforcement agencies to respond to TiP	\$40,000	MoHA
rs	2016 - 2018 Ongoing	Increased capacity to train relevant stakeholders	\$30,000	MoHA with coordinating partners (UNODC, IOM and SADC Secretariat)
	2016 - 2018 Ongoing	Improved reportage on i		MoHA and coordinating partners and ATIMC

6.3 Protection

Goal 3: The identification, referral and assistance system for Victims of Trafficking in Persons is established				
Specific Objective	Activity	Outputs	Indicator/s	Time
To establish a functional identification and referral system for reported cases of TiP	Develop and finalise sectoral SoPs	Number of SoPs developed, finalised and in use.	Jan 2016- December 2016	SOI
	Develop updated directory of service providers	Number of service providers in the developed directory	2016	Dir pro
	Develop a referral system of victims of TiP	Number of victims assisted through the referral system	Ongoing	Ref est
	Develop common identification tools for victims of TiP	Number of common identification tools developed and finalised	2016	Deve
	Establish a national toll free line for reporting TiP.	Existence of a national toll free line	Dec-16	Toll Est
	Train relevant government officials and civil society officers in the use of SOPs and identification tools	Number of trained personnel	Ongoing	Per
To facilitate the provision of appropriate shelter and psycho-social support services to identified victims of trafficking	Identify existing shelters for renovations	Number of existing structures identified for TiP	Jan 2016-June 2016	Cer
	Establish new shelters	Number of centres established	Ongoing	Ide she

ed				
	Timeframes	Outcomes	Financial and human resources required	Coordinating agency/agencies
016	SOPs developed	Enhanced coordination and communication amongst service providers in TiP	\$20,000	MoHA, MoPSLSW, MoHCC, Ministry of Local Government, Public Works and National Housing, Specialised UN Agencies and Civil Society Organizations
	Directory of service providers	Establishment and identification of referral system for TiP	\$2 000	MoHCC, MoPSLSW, AT-IMC
	Referral system established	Enhanced protection of TiP victims		MoPSLSW, MoHCC, ZRP
	Developed identification tools	Enhanced operational coordination	\$2,000	MoPSLSW, MoHA
	Toll free lines Established	Enhanced communication for TiP cases	\$2,000	AT-IMC Secretariat
	Personnel Trained	Increased efficiency in use of SOPs and identification tools	\$20,000	MoPSLSW, MoHCC
	Centres revamped	Increased access to assistance and protection	\$100,000	MoPSLSW, MoHCC
	Identified three (3) shelters	Specific accommodation for TiP in place	\$300,000	MoPSLSW

	Identify and train relevant personnel for manning the shelters	Number of relevant personnel trained	Ongoing
To respond to medical, psychological, physical and material needs of trafficked persons	Attend to medical, psychological, physical and material needs of trafficked persons	Number of victims identified, examined, treated and rehabilitated	Ongoing
To provide for the physical, psychological and social recovery of trafficked persons	Provision of bio-psycho social recovery of trafficked persons	Number of trafficked persons provided with bio-psychosocial	Ongoing
	Develop mechanism to examine the mental status of the victims of TiP	Number of Mechanisms to examine the mental health status of victims developed	Jan 2016-December 2016
To adapt to protection and assistance measures for trafficking victims to the special needs of children	Provide for special needs for protection and assistance measures for children	Number of children protected and assisted	Ongoing
To establish a sustainable national reintegration and rehabilitation programme for identified victims of trafficking	Assessment of needs	Functional sustainable programme established.	Jan 2016-Jun 2016
	Identification of stakeholders	Number of stakeholders identified	Ongoing

	Trained personnel	Efficiency enhanced	\$20,000	MoPSSLW, MoHCC, ZRP
	Victims of TiP treated and rehabilitated	Improved health status	\$50,000	MoHCC, MoPSSLW
	VoT provided with bio-psychosocial recovery package	Improved health status	\$30,000	MoHCC
er	Mechanisms developed	Improved efficiency in operations	\$10,000	
	Special needs provided	Enhanced protection of children	\$10,000	MoHCC , MoPSSLW, MoHTE
5	Needs Assessment Report	Improved efficiency in reintegration and rehabilitation of TiP victim	\$15,000	MoPSSLW, ZRP, MoHCC
	List of Stakeholders identified	Improved stakeholder coordination		MoPSSLW, ZRP, MoHCC

6.4 Partnership/Coordination

Goal 4: Coordination and Cooperation at national, regional and international level is ensured			
Specific Objective	Activity	Outputs	Indicator/s
To enhance cooperation and coordination at national, regional and international levels on TiP	Research on regional and international best practices in victim assistance and data collection on TiP	Research reports developed	Number of studies commissioned
	Conduct study tours and learning excursions in the area of protection & participation in regional and international for a	SOP and RM aligned to Regional and International best practices	Number of study tours conducted
	Advocate for harmonisation of TiP legislation regionally	Harmonised legislation	Number of pieces of legislation harmonised
	Establish a national TiP coordination forum for state and non-state actors	Improved coordination between state and non-state actors on TiP	Number of non-state actors engaged Number of MoUs signed
To monitor and evaluate the implementation of the overall national response to trafficking in persons	To develop a monitoring and evaluation framework for the NAPLAC	M & E Framework established	Availability of M & E framework
To fund the implementation of NAPLAC	Develop and implement resource mobilisation strategy	Resource mobilisation strategy developed	Number of resource mobilisation strategies developed
	Establish a fund for TiP activities	Fund constituted	TiP fund established

	Timeframe for the actions	Outcomes	Financial and human resources required	Coordinating agency/agencies
es	2016 - 2018	Improved victim assistance and data collection	5 IMC members and 1 Secretariat \$150,000	Ministry of Home Affairs Ministry of Foreign Affairs OPC Presidents Department
	Ongoing	Improved victim referral and assistance	\$50,000	AT-IMC Secretariat
s	Ongoing	Improved TiP legal framework	Sponsored as part of on-going alignment to Constitution \$10,000	Home Affairs
ged	2016	National TiP Coordination forum established	\$2,000	AT-IMC
& E	2017 (mid-term), 2018 (final)	Improved implementation of the plan	\$100,000	AT-IMC
rce ped	2016	Improved funding for NAPLAC	\$75,000	AT-IMC
hed	2016	Enhanced implementation of NAPLAC	\$50,000	AT-IMC Chairperson

