



INTERNATIONAL CENTRE FOR  
MIGRATION POLICY DEVELOPMENT



## **Comprehensive Anti-Trafficking Training Strategy For Law Enforcement Officials in South Eastern Europe**

In the framework of



Well trained law enforcement agencies are an indispensable component of an effective strategy to counter trafficking in Human Beings and Southeast European Governments have therefore included the commitment to establish recurrent training programmes on human trafficking as part of the curriculum for law enforcement agencies in their National Anti-Trafficking Action Plans (NAPs).

Training should be offered at two levels: at the generalist level, directed to all (non-specialized) police officers, aimed at raising awareness on trafficking in human beings as a serious crime and a human rights violation and consequently at better identifying and dealing with victims of the crime; as well as at the specialist level, targeting specialized police and investigators who hold specific responsibility for dealing with the crime.

To this end, and in support of SEE governments, two complementary regional training manuals have been elaborated. Under the umbrella of the Stability Pact Task Force on Trafficking in Human Beings (SPTTF), ICMPD developed a training programme for non-specialist patrol officers aiming at providing the initial tools for better identifying and protecting victims of trafficking, as well as enhancing the co-operation with NGOs. Conversely, UNDP Romania designed an advanced training programme to develop the capacity and investigative skills of specialist officers who have direct responsibility for dealing with the human trafficking crime.

This position paper provides an overview on both programmes and tries to define an appropriate comprehensive and coordinated regional training strategy for law enforcement officials in SEE countries, under the umbrella of the Stability Pact.

### **Anti-Trafficking Training for the General Police (implemented by ICMPD)**

The objective of this training programme is to raise the awareness of the non-specialist police (front line and recruit police officers) on the impact and scale of the human rights abuses that are at the core of human trafficking crime and enable them to identify and to adequately deal with the victims.

To this end, the training manual that is the basis of the project has been designed to highlight and explain the whole range of factors that contribute to the phenomenon and includes modules on root causes, 'push and pull' factors, the role of gender discrimination and the principles of democratic policing, but also the trauma of the victim. In order to stress the human rights based approach as well as enhance practical co-operation between the police and NGOs, the training has been designed to be delivered with an NGO input.

At the operational level, the training manual incorporates a series of practical modules designed to enable front line patrol officers to adequately and professionally deal with trafficking victims during the initial phase of any investigation. It provides guidelines for the identification of the victim and better initial measures aimed at protecting the victim. This has been added following the realization that in many cases, it is the non-specialist front line patrol officer that is called upon to provide the initial response to trafficked victims.

To give added value to the project, the training manual also includes instruction for front line officers on low-level counter-trafficking intelligence gathering in order to maximize their potential to contribute to the operations of specialist counter-trafficking investigators.

Following a piloting phase, the participating countries have during a regional follow up meeting in May 2003 agreed on a regional standard for training of non-specialized police of all ranks, human rights based and victim-centered, with a minimum duration of 18 hours and to be delivered with NGO input. This standard manual will henceforth be the basis for sustained national level implementation. The training will be soon be part of the training curriculum for new police recruits and for continuous training of all police training institutes in the region.

### **Advanced Training for Special Police (implemented by UNDP)**

The objective of this project is to provide a SEE regional specialist investigator's manual that develops the capacity and investigative skills of specialists within the SEE region who have day-to-day responsibility for combating the trafficking crime and to enhance the co-operation of specialized investigators in the region. The beneficiary countries (Albania, Bosnia-Herzegovina, Bulgaria, Croatia, Greece, Hungary, Former Yugoslav Republic of Macedonia, Moldova, Romania, Slovenia, Turkey, Serbia and Montenegro, Ukraine) are either members or have observer status within the SECI Regional Centre for Combating Trans-border Crime, and represent a geographical regional entity that reflects the current intelligence concerning trafficking methodology and routes.

The manual has three core sections; a regional legislative and procedural compendium that sets out the relevant laws, mutual legal assistance provisions and operational procedural requirements; a 'best practice' section that provides specialist guidance on victim treatment, intelligence gathering, international judicial co-operation, joint pro-active operations and specialist pro-active investigative techniques; and a regional, international contact directory of specialist investigative units, prosecutors and non-governmental support organizations.

Following a regional validation process in November 2002 and a train-the-trainers seminar in May 2003 the manual is now being rolled out at national level in the beneficiary countries.

### **Towards a Comprehensive Training Strategy for Law Enforcement Officials**

As mentioned above, these two training programmes are complementary. This fact is reflected in the different contents and target groups of the two training programmes.

To recall, the ICMPD-led training aims to develop the capacity of recruits and front line officers to understand and recognize the crime and deal adequately with it and to achieve a regional standard of recruit and continuity training for front line police patrol officer.

The UNDP-led training on the other hand targets specialist investigators who hold specific responsibility for dealing with the crime and aims to develop a regional standard of specialized investigation and co-operation within the SEE region.

As for the contents of the two manuals, there are unavoidably similarities in respect of the 'best practices' for the treatment of trafficked victims and the collection of counter-trafficking intelligence, since both manuals follow a human-rights based, 'victim-first' approach, which is applicable and relevant irrespective of whether it is delivered to police recruits and front line patrol officers or to specialist counter-trafficking investigators. Overall the manuals are however reflective of the different roles of these two target groups.

As such, there is a clear synergy between the two projects because they are designed to develop the capacity of both levels of the law enforcement response to this crime. This fact highlights the need of establishing a comprehensive training strategy which takes into consideration both general and specialized levels and ensures that the delivery and development of both training programmes is coordinated at the national and regional level so that the interlocking and complementary components of the two are maintained and (training) resources are utilized in an efficient way. Thereby SEE governments can develop and implement a consistent regional standard of recruit and continuity training as well as specialist training for law enforcement agents, in accordance with their National Action Plans. Such a concerted and coordinated approach may also serve as a useful model for other parts of the world.

In support of the above, coordinated and joint follow up measures of ICMPD and UNDP, under the framework of the Stability Pact Task Force on Human Trafficking (SPTF) are envisaged.

A joint follow-up seminar of all organizations concerned, as well as the UN Office on Drugs and Crime will be held on 15-16 December 2003. The seminar should bring together senior officials of the ministries in charge of policing, as well as a representative of the national police training units. The purpose of this seminar will be for participating countries to (i) present updates on national level sustained implementation of the anti trafficking training for non specialist police as well as the specialist investigators, and (ii) reinforce their commitment for large scale national level implementation for the coming year(s); (iii) agree on follow up measures at national and regional levels and (iv) officially hand-over the regional training manuals for police (general and specialist) to the UNODC, for utilization also in other parts of the world.

ICMPD and UNDP will also prepare a joint follow up project in order to support the participating countries.