



**THE GOVERNMENT OF MONTENEGRO
MINISTRY OF INTERIOR
Office for Fight against Trafficking in Human Beings**

**ACTION PLAN FOR IMPLEMENTATION OF THE STRATEGY FOR COMBATING TRAFFICKING
IN HUMAN BEINGS 2012-2013**

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Organization for Security and Cooperation in Europe
Mission to Montenegro

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Objective:

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OBJECTIVE:

1. To strengthen cooperation between institutions at the national and local level, as well as cooperation between institutions and nongovernmental organizations with regard to implementation of the Strategy

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Objectives:

1. To ensure intensive cooperation between public institutions and civil society organizations, including nongovernmental organizations active in the field of combating trafficking in human beings in initiatives for creating/improvement of policies and methodologies for combating trafficking in human beings at the national and international level.
2. To ensure close cooperation and active participation of the civil sector/nongovernmental organizations in initiating and implementation of campaigns for awareness raising of the public on the phenomenon of trafficking in human beings, as well as conducting research in that field
3. To conduct continuous evaluation of the implementation of the Code of Conduct for the Protection of Children against Sexual Exploitation in Travel and Tourism Industry and, as appropriate, to improve implementation of the Code in the practice.

INTRODUCTORY REMARKS

Human trafficking, as one of the most profitable forms of organized crime, is a worldwide phenomenon that has recently grown to alarming proportions. Human trafficking is considered one of the three most profitable criminal activities having in mind that traffickers' profits go up to \$ 500 billion a year, while statistically speaking, very few of them end up in court and sentenced to long prison terms. Human trafficking is complex issue, and the consequences it brings are grave, both for individuals and for society as a whole. Therefore, the reaction of all positive forces in the fight against human trafficking must be adequate, well-planned and coordinated, with the inclusion of a large number of actors.

The Government of Montenegro among the first in the region adopted a National Strategy for Figh Against Trafficking in Human Beings on November 13, 2003. In order to implement goals set up by mentioned strategic document 4 Action plans were adopted and implemented (2003, 2006, 2009 and 2010 - 2011). Working group (comprising of 18 members at the level of assistant to ministers, Deputy of Special Prosecutor for Organized Crime, Corruption and War Crimes, representatives of the Cabinet o the President of the Supreme Court and international organizations) is responsible for monitoring the implementation of the National Strategy and following Action Plans, enhancing the activities of the relevant institutions, setting priorities, schedule and timelines for implementation and evaluation of the achieved results. By adoption of the final Report on implementation of the Action Plan for 2010 - 2011 in which was concluded that the existing National Strategy was fully implemented, Working group has drafted a new strategic document.

Government of Montenegro at its session from September 13, 2012. adopted a Strategy for Fight Against Trafficking in Human Beings for the period 2012-2018, with the Action Plan for 2012-2013. The Strategy is the result of one year work of representatives of state institutions, non-governmental organizations and international partners, and it has once again confirmed the willingness of the state to independently observe and identify the key challenges in the fight against human trafficking as a negative social phenomenon. Activities planned by the Strategy and Action Plan aimed at creating opportunities for the improvement of the legal and institutional framework, capacity building to combat human trafficking, strengthening regional and international cooperation, improved and qualitative identification of potential victims of trafficking, their protection, integration or reintegration in society and the efficient prosecution of the perpetrators of the crime of human trafficking. The Strategy also includes goals and measures to strengthen partnerships with business, civil society, the Agency for the Prevention of Money Laundering and Terrorism Financing, as well as measures and activities aimed at strengthening regional and international cooperation.

PREVENTION AND EDUCATION

OBJECTIVE:							
1. To raise the awareness level of the entire public on the phenomenon of trafficking in human beings/children in order to understand better the problem, to strengthen trust in public authorities, to inform the public on the methods of reporting crimes keeping the identity of citizens confidential							
Strategic objective	Measure	Activity	Implementers	Timeframe	Indicators of success	Required funds	Partners
1. To raise the awareness level of the entire public on the phenomenon of trafficking in human beings/children in order to understand better the problem, to strengthen trust in public authorities, to inform the public on the methods of reporting crimes keeping the identity of citizens confidential	1.1. To increase informing of the citizens on the problem of trafficking in human beings, in particular children and youth	1.1.1. Preparation, printing and distribution of educational materials with information about all forms of trafficking in human beings/children, and protection mechanisms, especially adapted to children's age	Ministry of Interior-Office for Fight against Trafficking in Human Beings, Police Directorate, Ministry of Labour and Social Welfare, Ministry of Education and Sports	once a year	1.1. printed and distributed materials	Regular funds, donations	International and non-governmental organizations
		1.1.2. Organizing public lectures and workshops at faculties	Universities of Montenegro, Ministry of Interior-Office for Fight against Trafficking in Human Beings	once a year	Number of organized public lectures and workshops		IO OSCE; US Embassy in Podgorica, NGOs

		1.1.3. Promoting SOS Hotline for victims of trafficking in human beings/children opened at a government shelter	Ministry of Interior-Office for Fight against Trafficking in Human Beings, Police Directorate, Ministry of Labor and Social Welfare	continuously	Number of media representation, number of printed and distributed brochures	Regular funds, donations	NGOs
		1.1.4. Conducting peer education of RAE population on trafficking in human beings	Ministry of Interior-Office for Fight against Trafficking in Human Beings, Police Directorate, Ministry of Minority Rights	Once a year	Number and type of realized activities		NGO, international organization UNICEF, IOM
		1.1.5. Preparation of a project that will aim to reduce the number of children on the streets (beggars)	Ombudsman Office, Ministry of Interior-Office for Fight against Trafficking in Human Beings, Police Directorate	III Quarter of 2013	Research conducted, the report adopted by the Parliament		Red Cross Montenegro, UNICEF, NGOs
		1.1.6. Conducting a research on presence of prostitution in Montenegro and degree of vulnerability of sex workers in relation to trafficking in human beings	Kancelarija Ombudsmana, MUP-Kancelarija za borbu protiv trgovine ljudima, Uprava policije	IV Quarter of 2012	Sprovedeno istraživanje; Izvještaj usvojen u Skupštini		Crveni krst Crne Gore, UNICEF, nevladine organizacije

		1.1.7. Conducting targeted campaigns aimed at informing the public on manners of reporting suspicions of the existence of trafficking in human beings- all forms of exploitation	Ministry of Interior-Office for Fight against Trafficking in Human Beings, Police Directorate, local government	Right before and during tourist season	Conducted campaigns		Employers' Union of Montenegro, NGOs
		1.1.8. Conducting activities with the aim to mark the European Day Against Trafficking in Human Beings, on 18 October	Ministry of Interior-Office for Fight against Trafficking in Human Beings, Police Directorate in cooperation with all implementing institutions in implementation of the national strategy	Once a year	Number and type of realized activities		IO UNICEF, IO OSCE; IO IOM, NGOs, Red Cross Montenegro
	2.1. To implement activities aimed at reducing demand for services of victims of trafficking in human beings	2.1.1. Specialized campaigns intended for groups that commit violence, especially users of victims' services	Ministry of Interior-Office for Fight against Trafficking in Human Beings, Ministry of Minority rights, Police Directorate	I Quarter of 2013	Conducted campaign		IO, NGO

EDUCATION

OBJECTIVE:							
1. To strengthen professional capacities of all target groups regarding combating all forms of trafficking in human beings/children through proactive identification, good quality protection of potential victims and efficient prosecution of offenders							
Strategic objective	Measure	Activity	Implementers	Timeframe	Indicators of success	Required funds	Partners
1. To strengthen professional capacities of all target groups regarding combating all forms of trafficking in human beings/ children through proactive identification, good quality protection of potential victims and efficient prosecution of offenders	1.1 To strengthen capacities of investigation and judicial authorities with the aim to improve proactive identification of potential victims of trafficking in human beings and efficient prosecution of offenders	1.1.1 Continuing trainings of judges and prosecutors	Judicial Training Centre	2013- continuously	Number of judges and prosecutors who have attended specific training on specific topics related to criminal offences of trafficking in human beings/ children		Human Resources Management Authority of Montenegro, international organizations
		1.1.2. Providing training for police officers and students of Police Academy in terms of basic and specialized education related to all aspects of the fight against trafficking in human	Police Directorate, Police Academy, Ministry of Interior-Office for Fight against Trafficking in Human Beings	continuously	Number of police officers who have undergone training by sector (border police, criminal police, police of general jurisdiction, community police), number of students from		Human Resources Management Authority of Montenegro, IO OSCE; IO IOM

		beings (prevention, education, identification, security protection, criminal prosecution, national and international cooperation and partnership), in relation to all forms of trafficking in human beings			the academy who within their specialist and primary education undergone training on trafficking in human beings		
	1.2. To sensitize social and health care workers for active participation in prevention activities, identification, assistance and protection of victims of trafficking in human beings	1.2.1. Strengthening participation of the HRMA in organizing training programs for civil servants and employees in order to sensitize them in the field of trafficking in human beings	Ministry of Interior-Office for Fight against Trafficking in Human Beings and other implementing institutions	Once a year	Meeting with the management of the HRMA held, Training team for trafficking established, a program of training of civil servants within the annual program of the HRMA adopted		
		1.2.2. Conducting training for professionals in social work centers, Children's Home "Mladost" - Bijela, Center for Children and Youth	Ministry of Labor and Social Welfare	Once a year	Number of educated professional workers of centers for social work		MI-Office for Fight against Trafficking in Human Beings, HRMA, Police Directorate, IO UNICEF, NGO

		“Ljubovic” on methods for early identification of potential victims of trafficking and effective methods of working with them					
		1.2.3. Conducting training of health workers from the Emergency Health Care Center, emergency services on indicators for early identification of potential victims of trafficking and further referral procedures	Ministry of Health	once a year	Number of participants who completed the training		MI-Office for Fight against Trafficking in Human Beings, HRMA, IO UNICEF, NGOs
	1.3. To strengthen professional capacities of inspection services, employees in the now established shelter for foreign citizens, the employment agency regarding the issue of trafficking in human beings/ children	1.3.1. Conducting training for labor inspectors, occupational safety inspectors, tourist and communal inspectors, officers with a focus on identifying false advertisements for employment as a means of recruitment of victims of trafficking	Ministry of Labor and Social Welfare, Ministry of Tourism and Sustainable Development	2013.	Number of trainings / trainees who were trained		HRMA, Office for Fight against Trafficking in Human Beings, IO ICPMPD

		1.3.2. Conducting joint training for commissioners for foreigners and employees of the newly opened Shelters for Foreigners on possibilities of early identification of potential trafficking victims among migrants	Police Directorate, Police Academy,	II Quarter of 2013	Number of conducted trainings		MI-Office for Fight against Trafficking in Human Beings, IO IOM;
	1.4. To sensitize education workers on the specifics of transferring knowledge on trafficking in human beings/ children in school and extra-curriculum activities	1.4.1.Development and distribution of educational materials intended for teachers and students	Ministry of Interior – Office for Fight against Trafficking in Human Beings, Ministry of Education and Sports	III Quarter of 2012	Developed methodological manual on specific methods of transferring knowledge about trafficking for teachers, developed and distributed materials for students		IO UNICEF
		1.4.2 Introducing the theme of ‘trafficking in human beings’ as a regular curriculum unit within the subject of Civil Education	Ministry of Education and Sports, Bureau for Education Services	II Quarter of 2013	Theme of trafficking in human beings/children introduced as a regular lesson within the subject Civic Education		
	1.5. To increase the level of sensibility and participation of	1.5.1.Implementation of motivation seminars/meetings, for editors	Ministry of Culture	once a year	Realized seminars/workshops		Ministry of Interior – Office for Fight against Trafficking in

	media in raising awareness level of the public on the phenomenon of trafficking in human beings/ children and protection of their data	and members of the Public Service Council on the issue of trafficking in human beings and the need to ensure appropriate media space for preventive actions					Human Beings, IO
		1.5.2 Development and printing of informational publications on the topic of “Role of media in combating trafficking in human beings”	Ministry of Culture	IV Quarter of 2013	Developed and distributed manual		Ministry of Interior – Office for Fight against Trafficking in Human Beings, IO
	1.6.To strengthen cooperation between the relevant authorities with the aim to keep the information that might compromise the security of a victim and further course of investigation confidential	1.6.1. Organizing joint meetings of the representatives of judiciary, prosecutor’s office, police, bar chamber and media with the aim to inform them on the consequences of providing sensitive information to the public on the security and recovery of the victim and the quality of the course of the proceedings.	Ministry of Interior – Office for Fight against Trafficking in Human Beings	once a year	Number of meetings held		

		1.6.2. Development of the Rules for processing and protection of personal data of victims of trafficking in human beings and traffickers	Agency for Personal Data Protection, Ministry of Interior – Office for Fight against Trafficking in Human Beings	II Quarter of 2013	Developed Rules		
		1.6.3. Delivering records of personal data on the victims of trafficking in human beings and traffickers	Ministry of Interior – Office for Fight against Trafficking in Human Beings	After development of the Rules of Processing and Protection of personal Data in continuity	Number of submitted records		
	1.7. To ensure implementation of regular trainings on the topic of combating trafficking in human beings/ children within the preparation of the members of armed forces of Montenegro and members of the police to participate in peacekeeping missions	1.7.1 Continuing organization of trainings on the topic of trafficking in human beings for all Montenegrin troupes prior to deployment into peacekeeping missions abroad.	Ministry of Defense	twice a year	Number of conducted trainings		MUP Ministry of Interior – Office for Fight against Trafficking in Human Beings, Police Directorate
	1.8. To ensure informing of diplomatic and consular	1.8.1. Including the topic of combating trafficking in human beings within the	Ministry of Foreign Affairs and European Integration	continuously	Number of representatives of diplomatic and consular		Ministry of Interior – Office for Fight against Trafficking in

	personnel on the specific of acting in cases of trafficking in human beings	programme for preparation of diplomatic and consular personnel prior to their deployment, especially in countries identified as countries of origin or final destination of victims of trafficking in human beings.			missions who have attended a training program		Human Beings
	1.9. To strengthen the capacities of the representatives of local governments regarding combating trafficking in human beings	1.9.1. Development of a special training programme for the representatives of the local parliaments	Ministry of Interior – Office for Fight against Trafficking in Human Beings	I Quarter of 2013.	Developed training program		Human Resources Management Authority
		1.9.2. Implementation of trainings for the representatives of the local parliaments aimed at higher involvement and raising the level of responsibility of the local authorities for implementation of anti-trafficking activities	Ministry of Interior – Office for Fight against Trafficking in Human Beings	III Quarter of 2013.	Developed training plan, Number of conducted trainings in relation to the plan, number of participants		Human Resources Management Authority

IDENTIFICATION OF VICTIMS OF TRAFFICKING IN HUMAN BEINGS

OBJECTIVES:

1. To strengthen the existing mechanisms along with additional professional development of experts, authorities and organizations working together on identification of victims, compliance of common standards and protocols of conduct

2. To establish a multidisciplinary approach in identification of victims of trafficking in human beings

Strategic objective	Measure	Activity	Implementers	Timeframe	Indicators of success	Required funds	Partners
1. To strengthen the existing mechanisms along with additional professional development of experts, authorities and organizations working together on identification of victims, compliance of common standards and protocols of conduct	1.1. To create specific indicators for early detection of potential victims of trafficking in human beings	1.1.1. Creating and publishing of all indicators relating to all forms and types of exploitation with their internal classification with regard to the forms, methods, consequences, and other specific characteristics relating to the potential victim and other relevant indicators of existence of the criminal offence of trafficking in human beings	Police Directorate	IV Quarter of 2013	Created and published indicators for early identification of potential victims of trafficking in human beings, with special emphasis of specific indicators intended for professionals in the system of social and child welfare, health and education system and indicators for identification of children-victims of trafficking in human beings		IO IOM, NGOs
		1.1.2. Development of a specialized multilingual questionnaire for	Ministry of interior – Office for Fight against Trafficking in	IV Quarter of 2012	Multilingual questionnaire developed		International organizations, NGOs

		identification of potential victims among vulnerable categories such as migrants and persons without personal documents.	Human Beings, Police Directorate, Ministry of Labor and Social Welfare				
	1.2. To create conditions for raising of the level of detection or self-identification of potential victims in vulnerable groups, such as persons dealing with prostitution, migrants without personal documents, internally displaced persons – in particular members of RAE population.	1.2.1. Creating and printing thematic informational brochures on the possible dangers and consequences of trafficking in human beings, methods of self-identification of trafficked persons, as well as the existing support and protection mechanisms for victims of trafficking in human beings/ children.	Ministry of Interior – Office for Fight against Trafficking in Human Beings, Police Directorate, Ministry of Labor and Social Welfare, Ministry of Health	IV Quarter of 2013	Number of printed brochures		IO IOM; OSCE; UNICEF; NGOs
		1.2.2. To ensure availability of information on the possible dangers and consequences	Police Directorate, Ministry of Labor and Social Welfare, Ministry of Health	continuously	Number of brochures distributed, number of interviews		NGOs, Red Cross of Montenegro

		ces of trafficking in human beings/ children, as well as the existing support and protection mechanisms, to vulnerable groups such as abused, neglected and exploited children, persons involved in prostitution, beggary, illegal migrants and workers without work permit, poor persons, persons with behavioral disabilities, disabilities in development etc.)					
		1.2.3.Organizing and financing training in foreign languages of the employees working on SOS line	Ministry of Interior – Office for Fight against Trafficking in Human Beings	III Quarter of 2012	Number of participants who have mastered basic English language training		IO OSCE; NGOs

	<p>1.3. To continue realization of the activities to improve the position of vulnerable population categories in order to reduce the risk factors and increase their resistance to trafficking in human beings</p>	<p>1.3.1. To continue monitoring of activities provided for in the Strategy for Permanent Solutions for Displaced Persons in Montenegro and the Action Plan for its implementation, with special emphasis on the refugee camp in Vrela Ribnička</p>	<p>Ministry of Interior – Office for Fight against Trafficking in Human Beings in cooperation with the Coordinating Board for monitoring implementation of the Strategy for Permanent Solutions for Displaced and Internally Displaced Persons with special Emphasis on the Refugee Camp in Vrela Ribnička</p>	<p>continuously</p>	<p>Number of realized activities</p>	<p>Regular funds</p>	
	<p>1.4. To strengthen proactive procedures for identification of victims of trafficking in human beings/ children through proactive work in the field and cooperation with other, especially social, services</p>	<p>1.4.1. To increase the number of operational actions under the title Beggar, Stop beggary and Raid</p>	<p>Police Directorate</p>	<p>continuously</p>	<p>Number of conducted actions, number of submitted reports on the results to the Office for Fight against Trafficking in Human Beings</p>		

		1.4.2.To monitor advertising in local media and through internet portals with the aim of timely identification of victim recruiting	Police Directorate	continuously	Regular reporting to the Office for Fight against Trafficking in Human Beings on the implemented activities on proactive research of print and electronic media		
		1.4.3.Control of hospitality facilities, inspection supervision in the field of labour, aimed at combating illegal labour.	Police Directorate, Ministry of Labor and Social Welfare, Ministry of Tourism and Sustainable Development (tourist inspection)	continuously	Reports submitted to the Office for Fight against Trafficking in Human Beings on the number of completed inspection controls, irregularities and measures taken	Regular funds	
		1.4.4. Regular informing on the number of issued work permits and the number of approved temporary stays based on labour and employment, performance of commercial and entrepreneurial activity and seasonal employment	Employment Agency, Ministry of Interior	Twice a year	Submit twice a year to the Office for Fight against Trafficking in Human Beings information on the number of issued work permits		

<p>2. To establish a multidisciplinary approach in identification of victims of trafficking in human beings</p>	<p>2.1. To improve mechanisms of cooperation at the local, regional and international level,</p>	<p>2.1.1. Organizing meetings at the local level with the aim to strengthen cooperation between the local services and civil society organizations in order to provide identification and support to trafficked persons</p>	<p>Police Directorate, Prosecutor's Office and other signatories to the Memorandum</p>	<p>continuously</p>	<p>Number of meetings organized</p>		
		<p>2.1.2. Participation in international and regional projects focused on identification of victims of trafficking in human beings and combating all forms of trafficking in human beings</p>	<p>Ministry of Interior – Office for Fight against Trafficking in Human Beings, Police Directorate and State Prosecutor's office, representative of inspection services, centers for social work</p>	<p>continuously</p>	<p>Number of employees, number and description of specialized trainings</p>		<p>International organizations</p>

SUPPORT, PROTECTION AND REINTEGRATION OF VICTIMS

OBJECTIVES:							
1. To strengthen capacities of all service providers with regard to support, protection and reintegration of victims of trafficking in human beings/children							
2. To improve the quality, diversity, adequacy and availability of protection and support services for victims of trafficking in human beings							
Strategic objective	Measure	Activity	Implementers	Timeframe	Indicators of success	Required funds	Partners
1.To strengthen capacities of all service providers with regard to support, protection and reintegration of victims of trafficking in human beings/children	1.1. To ensure continuity of work of the Shelter for children and adults victims of trafficking in human beings	1.1.1.Providing funds for implementation of support programme for victims of trafficking in human beings in the Shelter	Ministry of Interior – Office for Fight against Trafficking in Human Beings	continuously	Amount of allocated funds	Regular funds, donations	Nongovernmental organizations, Red Cross
	1.2. To improve multidisciplinary cooperation between the relevant stakeholders included in the process of providing support, protection and reintegration of victims of trafficking in human beings	1.2.1.Organizing activities that would include professionals from all institutions involved in support of victims, in order to increase their knowledge on the roles and responsibilities in accordance with the Agreement on Cooperation	Signatories to the Memorandum	continuously	Number of held seminars, meetings	Regular funds	

2. To improve the quality, diversity, adequacy and availability of protection and support services for victims of trafficking in human beings	2.1. To provide long-term programmes with the aim to improve the system for protection and reintegration of victims	2.1.1. Adoption of a new Law on Social And Child Welfare	Ministry of Labor and Social Welfare	2012	Adopted law	Regular funds	
		2.1.2. Prescribing conditions, normative and minimum standards for provision of services in the field of social and child welfare	Ministry of Labor and Social Welfare	2013	Adopted norms and standards for assessment and planning services, support for community living, counseling and therapy, and social educational services; accommodation; immediate intervention	Regular funds	
		2.1.3. Issuing, renewing, suspension and revoking licenses of services providers in the field of social and child welfare	Ministry of Labor and Social Welfare	From the beginning of implementation of the Law in continuity	Number of issued, renewed, suspended and revoked licenses	Regular funds	
		2.1.4. Providing psychological and social support to all victims of trafficking in human beings, regardless of their readiness to cooperate with	Ministry of Health and Ministry of Labor and Social Welfare	As needed	Number of provided psychological and social assistance	Regular funds	Regular funds Nongovernmental organizations, Red Cross

		the public authorities in investigation and witness proceedings;					
		2.1.5. Development of individual protection plans for each identified victim of trafficking in human beings,	Ministry of Labor and Social Welfare and Ministry of Health	As needed	Number of developed and applied individual programs of assistance and protection	Regular funds	Nongovernmental organizations, Red Cross
		2.1.6. Provision of free medical assistance to victims of trafficking in human beings, in accordance with the Memorandum on Cooperation	Ministry of Health	As needed	Number of provided medical assistance	Regular funds	
	2.2 To ensure availability of information on the possibility to issue temporary stay permit for foreign citizens – victims of trafficking in human beings	2.2.1. Ensuring availability of information on the possibility to issue temporary stay permit for foreign citizens – victims of trafficking in human beings for all organizations dealing with protection of human rights, in particular the rights so as to inform potential victims in a timely manner and encourage them	Ministry of Interior, Police Directorate	continuously	Number of meetings, printed brochures on the procedure for obtaining residence permits for victims of trafficking in human beings	Regular funds	

		2.2.2. Improvement of statistics with regard to data on the number of approved temporary stay permits for victims of trafficking in human beings	Ministry of Interior	2012	Created a database on issued temporary residence permits for victims of trafficking in human beings	Regular funds	
	2.3. To provide continuing of education to victims of trafficking in human beings (especially children)	2.3.1. Ensuring continued education to victims of trafficking in human beings and monitoring inclusion in order to prevent exclusion from the system	Ministry of Education and Sports	continuously	Number of involved victims of trafficking in human beings	Regular funds	
	2.4. To create conditions for professional development	2.4.1. Formalization of cooperation between the Employment Office and NGOs in order to include victims of trafficking in human beings into the labour market, with the aim of their professional development	Ministry of Labor and Social Welfare, Employment Agency, MI-Office for Fight Against Trafficking in Human Beings	Nongovernmental organization, Red Cross, Employers' federation of Montenegro	II Quarter of 2013	Developed and signed Memorandum on Cooperation	Regular funds
	2.5. To increase the level of availability of protection and support services for victims of trafficking in human beings	2.5.1. Providing judicial authorities with adequate audio and visual technical means (in order to mitigate consequen-	Judicial Council	continuously	Number of equipped courtrooms	Regular funds, donations	International organizations

		ces of secondary victimization of victims of trafficking in human beings/children),					
	2.6. To provide compensation (indemnification) to victims of trafficking in human beings	2.6.1. Adoption of a law regulating the right to compensation for victims of criminal offences, including trafficking in human beings	Ministarstvo pravde i ljudskih prava	Do kraja 2013. godine	donijet zakon	redovna sredstva, donacije	
	2.7. To provide adequate support to children victims and potential victims of trafficking in human beings ensuring their best interest in accordance with the national and international standards	2.7.1. Ensuring temporary custody upon urgent procedure in situations requiring so, for children citizens of Montenegro, but also for children who are foreign citizens	Ministry of Labor and Social Welfare	As needed	Number of provided temporary guardianships in urgent procedure	Regular funds	

EFFECTIVE PROSECUTION AND PUNISHMENT

OBJECTIVE:							
1. Efficient prosecution							
Objective	Measure	Activity	Implementers	Timeframe	Indicator of success	Funds	Partners
1.Effective prosecution	1.1.To improve the existing system of collection, monitoring, analysis and reporting on trafficking in human beings and processing of cases	1.1.1.Harmonizing, in accordance with the new legal regulations, the form for statistical reporting on the criminal offence of trafficking in human beings	MI- Office for Fight against Trafficking in Human Beings	IV Quarter of 2012	Harmonized form for statistical reporting		Police Directorate, Prosecutor's Office, Court, NGOs
		1.1.2.Analysis of statistical data (number of cases, number of charges, number of suspended proceedings, passed decisions, type of criminal sanctions for traffickers and perpetrators of other similar criminal offences, number of conducted financial investigations with the amount of the confiscated property from the perpetrators	MI- Office for Fight against Trafficking in Human Beings, Police Directorate, Ministry of Justice and Human Rights, Supreme Court and Supreme State Prosecutor's Office	semiannual	Number of performed analysis		

		1.1.3.Reporting to the public on court decisions for criminal offences of trafficking in human beings.	Supreme Court, MI-Office for Fight against Trafficking in Human Beings,	Quarterly	Number of final court decisions on trafficking in human beings published on the website of the Supreme Court		
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INTERNATIONAL COOPERATION

OBJECTIVE:							
<i>1.To monitor implementation of international standards, improvement of regional and international cooperation and direct contact between police and judicial authorities from the countries of the region and broader with the aim to achieve more efficient combating trafficking in human beings</i>							
Objective	Measure	Activity	Implementers	Timeframe	Indicator of success	Funds	Partners
1. Monitoring implementation of international standards, promoting regional and international cooperation and direct contacts between police and judicial authorities in countries in the region and beyond with the aim of efficient fight against trafficking in human beings	1.1. To monitor implementation of obligations arising from the membership of Montenegro in international bodies and international documents	1.1.1.Monitoring implementation of the United Nations Convention on Transnational organized Crime and the Protocol on trafficking in human beings	Ministry of Justice and Human Rights, MI-Office for Fight against Trafficking in Human Beings, Ministry of Foreign Affairs and European Integration	continuously	Reports on the activities undertaken on realization of the provisions of the Convention	No additional funds required	
		1.1.2.Monitoring implementation of the Council of Europe Convention for combating trafficking in human beings and reporting to GRE-TA expert team in accordance with the assumed obligations	Ministry of Foreign Affairs and European Integration, Ministry of Justice and Human Rights, Police Directorate, MI-Office for Fight against Trafficking in Human Beings	continuously	Reports on the activities undertaken on realization of the provisions of the Convention	No additional funds required	

		1.1.3. Monitoring implementation of the UN Convention on the Rights of the Child, the Option Protocol to the Convention on the Rights of the Child relating to sale of children, child prostitution and child pornography	Ministry of Labor and Social Welfare, Council for the Right of the Child	continuously	Reports on the activities undertaken on realization of the provisions of the Convention	No additional funds required	
		1.1.4. Monitoring implementation of the Council of Europe Convention on Protection of Children Against Sexual Exploitation and Sexual Abuse	Ministry of Justice and Human rights, MI-Office for Fight against Trafficking in Human Beings and Ministry of Foreign Affairs and European Integration	continuously	Reports on the activities undertaken on realization of the provisions of the Convention	No additional funds required	
		2.1. Monitoring EU legislation in the field of trafficking in human beings and harmonizing national legislation	Ministry of Justice, Ministry of Interior and Ministry of Foreign Affairs	continuously	Participation in working groups in charge of the negotiation process	No additional funds required	

	2.1. To strengthen regional and international cooperation	2.1.1.Active participation of the representatives of the relevant public authorities and civil society organizations at regional and international seminars, conferences and similar.	Ministry of Foreign Affairs and European Integration, Ministry of Justice, Ministry of Interior, Ministry of Health, Ministry of Labor and Social Welfare, Ministry for Minority Rights, Police Directorate, Supreme State Prosecutor's Office	continuously	Reports on the results of participation in seminars, conferences on this topic		
		2.1.2.Ensuring participation of the representatives of the relevant institutions and organizations in initiatives and projects at regional level	Ministry of Foreign Affairs and European Integration, Ministry of Justice, Ministry of Interior, Ministry of Health, Ministry of Labor and Social Welfare, Ministry for Minority Rights, Police Directorate, Supreme State Prosecutor's Office	continuously	Reports on the results of implementation of regional projects in the fight against trafficking in human beings		
	2.2. To create conditions for establishing of joint investigation teams with the aim to implement joint investigations/criminal proceedings of the police, the prosecutor's office and judiciary between the countries of origin, transit and destination	2.2.1.Concluding bilateral and multilateral agreements providing legal framework for forming of joint investigations teams	Ministry of Justice and Human Rights, Police Directorate, Supreme State Prosecutor's Office, Ministry of Interior	continuously	No additional funds required		

		2.2.2. Introduction of closer provisions – legal instruments in the Law on International Legal Aid in Criminal matters for forming of Joint Investigation teams composed of the representatives of the prosecutor’s office and the police from several countries, in order to conduct joint investigations, collection of evidence and their use before relevant courts in other countries, including cooperation with the Interpol, Europol, SELLEK center, SEEPAG and other organizations	Ministry of Justice and Human Rights, Police Directorate, Supreme State Prosecutor’s Office	continuously			
		2.2.3. Participation in implementation of international and regional operational actions for identification of	Police Directorate, Supreme State Prosecutor’s Office	continuously	Number of implemented actions	No additional funds required	

		victims and combating criminal offence of trafficking in human beings (Interpol, Europol, SECI, regional and international police cooperation based on bilateral agreements)					
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COORDINATION AND PARTNERSHIP

OBJECTIVE:							
1. To strengthen cooperation between institutions at the national and local level, as well as cooperation between institutions and nongovernmental organizations with regard to implementation of the Strategy							
Objective	Measure	Activity	Implementers	Timeframe	Indicator of success	Funds	Partners
1. To strengthen cooperation between institutions at the national and local level, as well as cooperation between institutions and nongovernmental organizations with regard to implementation of the Strategy	1.1. To improve efficiency of the system for coordination of the objectives provided for in the strategy, to strengthen transparency, and the system of monitoring and evaluation	1.1.1. Holding regular meetings of the Work Group for monitoring implementation of the Strategy	MI-Office for Fight against Trafficking in Human Beings	Continuously in accordance with the annual plan and work programme for the Work Group	Number of meetings held compared to the annual work plan		Institutions and organizations involved in the work of the Work Group for monitoring implementation of the Strategy
		1.1.2. Improvement of the reporting methodology of the relevant institutions on the implemented activities relating to combating trafficking in human beings	MoI-Office for Fight against Trafficking in Human Beings	III Quarter of 2012	Developed improved form for reporting on measures and activities from the Action Plan for the fight against trafficking in human beings for reporting institutions		

		1.1.3.Regular informing of the Office for Fight against Trafficking in Human Beings on all activities taken in the field of combating trafficking in human beings	Members of the Working Group for Fight against Trafficking in Human Beings	Semiannual	Number of submitted reports		
		1.1.4. Development and submitting periodical reports to the Government on the results of measures and activities implemented and envisaged under the Strategy and the Action Plan	Work Group for Fight against Trafficking in Human Beings	twice a year	Number of reports prepared and adopted by the Government on implementation of the National Strategy for fight against trafficking in human beings and Action Plans		
		1.1.5.Development of report for international entities	MI-Office for Fight against Trafficking in Human Beings in cooperation with members of the Working Group	continuously	Number of reports drafted for international entities		
		1.1.6. Reporting to the entire public on the activities and results achieved under the Strategy for Combating trafficking in human beings	Office for Fight against Trafficking in Human Beings	continuously	Number of organized press conferences, press releases, guest appearances on TV shows		
		1.1.7.Updating web site of the Office for Combating Trafficking in Human Beings	MI-Office for Fight against Trafficking in Human Beings	continuously	Number of press releases		

	1.2 To improve horizontal and vertical coordination and communication within the services in charge of realization of the activities assumed upon signing of the Agreement on Mutual Cooperation	1.2.1. Signing reviewed Memorandum on Mutual Cooperation relating to prevention, protection and reintegration of potential victims of trafficking in human beings	MoI-Office for Fight against Trafficking in Human Beings, Ministry of Justice and Human Rights, Ministry of Health, Ministry of Labor and Social Welfare, Police Directorate, Supreme State Prosecutor's Office, Supreme Court, public institutions, NGO	IV Quarter of 2012	Signed Agreement		
		1.2.2. Strengthening capacities of focal points for implementation of the Agreements on Cooperation	MoI-Office for Fight against Trafficking in Human Beings	Composed and conducted training program contact persons for conducting training programs on how to implement commitments and obligations within the institutions that are signatories to the Agreement	2013		All signatories to the Agreement on Cooperation, Human Resources Management Authority
		1.2.3. Presentation of Agreements on Mutual Cooperation relating to prevention, protection and reintegration of potential victims of trafficking in human beings in	MI-Office for Fight against Trafficking in Human Beings, Ministry of Justice and Human Rights, Ministry of Health, Ministry of Labor and Social Welfare,	2012	Number of held meetings within institutions and organizations signatories to the Agreement on Cooperation with the aim to its promotion within the institution,		

		all institutions signatories to the Agreement	Police Directorate, Prosecutor's Office, courts, public institutions, NGO		reports on held meetings submitted to the Office for Fight Against Trafficking in Human Beings		
		1.2.4.Holding regular meetings of focal points of the signatories to the Agreement on Mutual Cooperation	MI-Office for Fight against Trafficking in Human Beings	Twice a year, even more if needed	Number of meetings held		
	1.3. To strengthen the system of vertical coordination within the institutions included in realization of anti-trafficking activities	1.3.1.Holding meetings with the chiefs of local police units, heads of regional units and local police units and heads of border police (heads of border police units) attended by a representative of the Office for the north, central and southern region (the objective is to set specific tasks for the persons present regarding implementation of anti-trafficking activities)	Police Directorate	annually	Meetings held and report on agreed activities		

	1.4. To increase the level of involvement of the local administrations in implementation of the state policy regarding combating trafficking in human beings	1.4.1. Holding regular meetings with the presidents of town municipalities	MI-Office for Fight against Trafficking in Human Beings	continuously	Number of meetings held		
		1.4.2. Signing of a Memorandum on Cooperation between the Office for Fight Against Trafficking in Human Beings and the Office for the Youth	MoI-Office for Fight against Trafficking in Human Beings and Office for the Youth	IV Quarter of 2013	Signed Memorandum on Cooperation		

PARTNERSHIP

OBJECTIVES:

- 1. To ensure intensive cooperation between public institutions and civil society organizations, including nongovernmental organizations active in the field of combating trafficking in human beings in initiatives for creating/improvement of policies and methodologies for combating trafficking in human beings at the national and international level*
- 2. To ensure close cooperation and active participation of the civil sector/nongovernmental organizations in initiating and implementation of campaigns for awareness raising of the public on the phenomenon of trafficking in human beings, as well as conducting research in that field*
- 3. To conduct continuous evaluation of the implementation of the Code of Conduct for the Protection of Children against Sexual Exploitation in Travel and Tourism Industry and, as appropriate, to improve implementation of the Code in the practice.*

Objective	Measure	Activity	Implementers	Timeframe	Indicator of success	Funds	Partners
1. To ensure intensive cooperation between public institutions and civil society organizations, including nongovernmental organizations active in the field of combating trafficking in human beings in initiatives for creating/improvement of policies and methodologies for combating trafficking in human beings at the national and international level	1.1. To ensure active participation of the representatives of the civil sector and NGOs in the processes of adoption of national strategic documents aimed at improving the mechanisms for combating trafficking in human beings	1.1.1. Involvement of representatives of civil sector/ nongovernmental organizations in the work of the Work Group for combating trafficking in human beings	MI-Office for Fight against Trafficking in Human Beings	IV Quarter of 2012	Appointment of a NGO representative as a member of the Working Group	No additional funds required	NGOs

		1.1.2.Engagement of representatives of nongovernmental organizations u in development of strategic documents, initiating and implementation of projects aiming at improvement of the mechanisms for combating trafficking in human beings	MI-Office for Fight against Trafficking in Human Beings	Continuously	Number of developed documents, projects...	Regular funds and donations	NGOs
		1.1.3. Informing and active inclusion of representatives of the civil sector in regional and international initiatives, projects, meetings, seminars and workshops aimed at improvement of the mechanisms for cross border cooperation in combating trafficking in human beings, with special emphasis of providing care for victims of trafficking in human beings	Signatories to the Agreement on Cooperation	Continuously	Number of realized projects, meetings, seminars, ...	donations	NGOs

<p>2. Efficient implementation of the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism and if necessary improve implementation of the Code in practice</p>	<p>2.1. To conduct continuous evaluation of the implementation of the Code of Conduct for the Protection of Children against Sexual Exploitation in Travel and Tourism Industry</p>	<p>2.1.1.Evaluation of the implementation of the Code of Conduct for the Protection of Children against Sexual Exploitation in Travel and Tourism Industry</p>	<p>MI-Office for Fight against Trafficking in Human Beings</p>	<p>annually</p>	<p>Reports on results of implementation of the Code – number of reported case by tourist/catering workers</p>		<p>Signatories to the Code of Conduct</p>
	<p>2.2. To improve implementation of the Code in the practice in accordance with the evaluation reports on implementation of the Code</p>	<p>2.2.1.Development of activities and their realization with the aim of improving implementation of the principles of the Code in practice</p>	<p>MI-Office for Fight against Trafficking in Human Beings</p>	<p>Continuously</p>	<p>Number of realized activities</p>	<p>donations</p>	<p>Signatories to the Code</p>
	<p>2.3. To promote cooperation with the Administration for Prevention of Money Laundering and Terrorism Financing in combating trafficking in human beings</p>	<p>2.3.1.Signing Protocol on Cooperation between the Office for Fight Against Trafficking in Human Beings and the Administration for Prevention of Money Laundering and Terrorism Financing in Combating trafficking in human beings</p>	<p>MI-Office for Fight against Trafficking in Human Beings with partners, Administration for Prevention of Money Laundering and Terrorism Financing</p>	<p>II Quarter of 2013</p>	<p>Signed agreement</p>		