

STRATEGY

TO PREVENT AND SUPPRESS HUMAN TRAFFICKING, ESPECIALLY TRAFFICKING
IN WOMEN AND CHILDREN AND TO PROTECT VICTIMS 2017–2022

ACTION PLAN

FOR THE STRATEGY TO PREVENT AND SUPPRESS HUMAN TRAFFICKING, ESPECIALLY
TRAFFICKING IN WOMEN AND CHILDREN AND VICTIMS PROTECTION FOR 2017 AND 2018



Republic of Serbia



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TO PREVENT AND SUPPRESS
HUMAN TRAFFICKING,
ESPECIALLY TRAFFICKING
IN WOMEN AND CHILDREN
AND TO PROTECT VICTIMS
2017–2022

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Pursuant to Article 45, paragraph 1 of the Law on Government (Official Gazette of the Republic of Serbia, Nos. 55/05 and 71/05 – Corrigendum, 101/07, 65/08, 16/11, 68/12 – CC, 72/12, 7/14 – CC and 44/14)

The Government hereby enacts the following

STRATEGY
TO PREVENT AND SUPPRESS HUMAN TRAFFICKING,
ESPECIALLY TRAFFICKING IN WOMEN AND CHILDREN
AND TO PROTECT VICTIMS

2017–2022

1. INTRODUCTION

The Strategy to prevent and suppress human trafficking, especially trafficking in women and children and to protect victims, for the period 2017 – 2022 (hereinafter: the Strategy) is the second strategic document enacted by the Government in resolving the issues of human trafficking.

Although efforts were invested in tackling the issue of human trafficking, almost all forms of human trafficking continue to be recognised in the Republic of Serbia (sexual exploitation, labour exploitation, forced begging, coercion to commit criminal offences, forced marriages with elements of exploitation etc.). Statistical analysis shows a great share of the nationals human trafficking victims within the borders of the Republic of Serbia, an increase in the number of children human trafficking victims, dual or multiple exploitation of victims, as well as an increase in the number of Serbian nationals who are human trafficking victims abroad, namely male victims of labour exploitation in construction industry, and female victims of exploitation in prostitution.

Intensive mixed migration flows from the Middle East, Asia and Africa towards the European Union countries, through the territory of the Republic of Serbia, add to the complexity of the response by the state and the society to the issue of human trafficking. Among irregular migrants, refugees and asylum seekers there are such categories of people who are particularly vulnerable to human trafficking and exploitation and they need to be identified and protected, particularly young women and children travelling unaccompanied.

The new Strategy aims to ensure a comprehensive and continuous response of the society to human trafficking, according to the dynamics of new challenges, risks and threats, by advancing the system of prevention, assistance and protection of victims and the suppression of human trafficking, particularly trafficking in women and children. This objective under the Strategy will be achieved through functional linking and institutional capacity building of all partners.

The Strategy was developed in line with the current policies the European Union exercises vis-à-vis the eradication of human trafficking and migrations.

2. NORMATIVE FRAMEWORK

The normative framework in the Republic of Serbia provides for a legal basis making possible the work on prevention, victim protection and human trafficking suppression from the human rights protection viewpoint.

The highest legal act, the Constitution of the Republic of Serbia, in the provision of Article 26, explicitly prohibits slavery or servitude, i.e. all forms of human trafficking and forced labour.

Laws regulating the area of human trafficking and its consequences are: Criminal Code (Official Gazette of the RS, Nos. 85/05, 88/05 – Corrigendum, 107/05 - Corrigendum, 72/09, 111/09, 121/12, 104/13 and 108/14), Criminal Procedure Code (Official Gazette of the RS, Nos.

72/11, 101/11, 121/12, 32/13, 45/13 and 55/14), Law on Liability of Legal Persons for Criminal Offences (Official Gazette of the RS, No. 97/08), Law on Organisation and Jurisdiction of Government Authorities in the Suppression of Organised Crime, Corruption and other Particularly Severe Criminal Offences (Official Gazette of the RS, Nos. 42/02, 27/03, 39/03, 67/03, 29/04, 58/04 – other law, 45/05, 61/05, 72/09, 72/11 – other law, 101/11 – other law and 32/13), Law on the Forfeiture of the Proceeds of Crime (Official Gazette of the RS, No. 32/13), Law on Police (Official Gazette of the RS, No. 6/16), Law on Aliens (Official Gazette of the RS, No. 97/08), Law on Juvenile Criminal Offenders and Criminal Protection of Juveniles (Official Gazette of the RS, No. 85/05), Law on International Legal Aid in Criminal Matters (Official Gazette of the RS, No. 20/09), Law on Migration Management (Official Gazette of the RS, No. 107/12), Law on Asylum (Official Gazette of the RS, No. 109/07), Law on Gender Equality (Official Gazette of the RS, No. 104/09), Law on the Red Cross of Serbia (Official Gazette of the RS, No. 107/05), Law on Ombudsman (Official Gazette of the RS, Nos. 79/05 and 54/07), Law on the Protection Programme for Parties to Criminal Proceedings (Official Gazette of the RS, No. 85/05), Law on Social Protection (Official Gazette of the RS, No. 24/11), Law on Conditions for Temporary Work Assignment of Employees Abroad and their Protection (Official Gazette of the RS, No. 91/15), Law on the Prohibition of Discrimination (Official Gazette of the RS, No. 22/09), Law on Health Care (Official Gazette of the RS, Nos. 107/05, 72/09 – other law, 88/10, 99/10, 57/11, 119/12, 45/13 – other law and 93/14), Law on Health Insurance (Official Gazette of the RS, Nos. 107/05, 109/05 - Corrigendum, 57/11, 110/12 – CC, 119/12, 99/14, 123/14 and 126/14 – CC), Family Law (Official Gazette of the RS, Nos. 18/05 and 72/11 – other law and 6/15), Law on the Fundamentals of the Education System (Official Gazette of the RS, Nos. 72/09, 52/11, 55/13, 35/15 – authentic interpretation and 68/15), Labour Law (Official Gazette of the RS, Nos. 24/05, 61/05, 54/09, 32/13, 75/14 and 13/17 - CC), Law on Civil Registries (Official Gazette of the RS, No. 20/09), Law on Electronic Communications (Official Gazette of the RS, Nos. 44/10, 60/13 – CC and 62/14), Law on the Organisation and Competences of Government Authorities in the Fight against Cyber Crime (Official Gazette of the RS, Nos. 61/05 and 104/09), Law on Republic Administrative Fees (Official Gazette of the RS, Nos. 43/03, 51/03 - Corrigendum, 61/05, 101/05 –

other law, 5/09, 54/09, 50/11, 70/11 – harmonised RSD amounts, 55/12 – harmonised RSD amounts, 93/12, 47/13 – harmonised RSD amounts, 65/13 – other law, 57/14 – harmonised RSD amounts, 45/15 - harmonised RSD amounts and 83/15) and other laws.

2.1. Definition of basic terms

2.1.1. Definition of the criminal offence of human trafficking

Under Article 388, paragraph 1 of the Criminal Code, whoever by force or threat, deception or maintaining deception, abuse of authority, trust, dependency relationship, difficult circumstances of another, retaining identity papers or by giving or accepting money or other benefit recruits, transports, transfers, sells, buys, acts as intermediary in sale, hides or holds another person with intent to exploit such person's labour, forced labour, coercion to committing offenses, prostitution or other forms of sexual exploitation, begging, abuse for pornography purposes, slavery and other similar relationships, removal of organs or body parts or service in armed conflicts shall be considered a perpetrator of the criminal offence of human trafficking.

Also, under Article 388, paragraph 8 of the Criminal Code, whoever knows or should have known that a person is a victim of human trafficking and abuses their position or allows another to abuse their position for the purpose of exploitation referred to in paragraph 1 of this Article may be prosecuted for human trafficking.

2.1.2. Definition of a human trafficking victim

Every natural person subjected to human trafficking shall be considered a human trafficking victim for the purpose of the mentioned provision and this Strategy.

2.1.3. Definition of a child

For the purpose of this Strategy any person younger than 18 years of age shall be considered a child.

2.1.4. Status evaluation for human trafficking victims

The Centre for Human Trafficking Victims Protection shall provide the services of evaluation and planning for human trafficking victims.

The key international documents relevant for the area of combating human trafficking and trafficking in children are: Universal Declaration of Human Rights (1948); International Covenant on Civil and Political Rights (1966); Convention on the Elimination of All Forms of Discrimination against Women (1979); Convention on the Rights of the Child (1989); Convention No. 182 of the International Labour Organization on the Worst Forms of Child Labour (1999); Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography (2000); Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children (2003) supplementing the United Nations Convention against Transnational Organized Crime (2001); Ethical and safety recommendations for interviewing trafficked women of the World Health Organization (2003); Convention for the Protection of Human Rights and Fundamental Freedoms (1950) with additional protocols (1952, 1963, 1983, 1984, 2000 and 2002) and the standards of the European Court of Human Rights; The Council of Europe Convention on Action against Trafficking in Human Beings (2005); The Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse (2007); Agreement between the European Community and the Republic of Serbia on the readmission of persons residing without authorisation (2007).

3. STRATEGIC FRAMEWORK

The most important strategic documents, which are relevant for the areas of combating human trafficking and trafficking in children, are: Strategy to Combat Trafficking in Human Beings in the Republic of Serbia (Official Gazette of the RS, No. 111/06), Strategy on National Security in the Republic of Serbia (Official Gazette of the RS, No. 88/09), Strategy on Integrated Border Management in the Republic of Serbia (Official Gazette of the RS, No. 9/17), National Strategy for the Prevention and Protection of Children from Violence (Official Gazette of the RS, No. 122/08), Strategy for the Social Inclusion of Roma in the Republic of Serbia for the period 2016 – 2025 (Official Gazette of the RS, No. 26/16), Migration Management Strategy (Official Gazette of the RS, No. 59/09), National Strategy for Gender Equality for the period from 2016 to 2020 with the Action Plan for the period from 2016 to 2018 (Official Gazette of the RS, No. 4/16), National Employment Strategy for the period 2011 – 2020 (Official Gazette of the RS, No. 37/11), National Youth Strategy for the period from 2015 to 2025 (Official Gazette of the RS, No. 22/15).

4. SITUATIONAL ANALYSIS WITH RECOMMENDATIONS

With a view to conducting a comprehensive situational analysis and formulating recommendations SWOT and PESTEL methods were used, as well as stakeholders' analysis, problem analysis and human and material resources analysis. Also, relevant materials were used, such as: the European Commission's Progress Report for the Republic of Serbia; the State Department Trafficking in Persons Reports; Questionnaire for the evaluation of the implementation of the Council of Europe Convention on Action against Trafficking in Human Beings by the parties, of the Group of Experts in the Fight Against Trafficking in Human Beings 2011; the Concluding Observations of the Committee on the Rights of the Child in relation to the Initial Report of the Republic of

Serbia on the implementation of the Convention on the Rights of Child (2008); the Concluding Comments of the Committee on the Rights of the Child in relation to the Initial Report of the Republic of Serbia on the implementation of the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography (2010); Report of the UN Committee on the Rights of the Child from the 2012 Day of General Discussion titled “The Rights of Children in the Context of International Migration”; Research on Children on the Move – position and support and protection programs for children on the move in the Republic of Serbia in 2013; Report of the UN Human Rights Council Working Group in the process of the Universal Periodic Review for the Republic of Serbia, including the recommendations accepted by the Republic of Serbia after the presentation of the Second Report on the State of Human Rights in the Republic of Serbia (January 2013, Geneva), and the Report with recommendations on the research on child begging in Serbia 2011 by the Serbian Ombudsman.

The stakeholders analysis highlighted the actors in the Strategy: Ministry of the Interior, Ministry of Labour, Employment, Veterans and Social Affairs, Ministry of Justice, Ministry of Education, Science and Technological Development, Ministry of Health, Ministry of Youth and Sports, Ministry of Foreign Affairs, Ministry of Culture and Information, Ministry of Trade, Tourism and Telecommunications, Security Information Agency, as well as other state authorities and organisations, local authorities, and associations and civil society organisations.

The results of the statistical and analytical data by the strategy key actors (line ministries, international organisations and civil society organisations) show that almost all forms of human trafficking continue to be identified in the Republic of Serbia (sexual exploitation, labour exploitation, forced begging, coercion to commit criminal offences and forced marriages with elements of exploitation). Statistical analysis shows that there is a great share of Serbian nationals who are human trafficking victims trafficked within the boundaries of the Republic of Serbia, the increase in the number of children victims of human trafficking, the phenomenon of dual or multiple exploitation of victims, as well as the

increase in the number of Serbian nationals who are victims of human trafficking abroad, namely men falling victims to labour exploitation in construction industry and women falling victims to exploitation for prostitution.

The analysis showed that the present economic crisis resulting in unemployment and poverty in the Republic of Serbia has caused the increase in the recruitment of children and adults for the purpose of sexual and labour exploitation and exploitation for pornographic purposes. These recruitment practices are increasingly carried out by abusing modern technologies, mobile internet and social networks.

Migration flows, both forced and economy-driven, from Asia and Africa towards the countries of Central and Northern Europe, have caused irregular migration through the territory of the Republic of Serbia over the past several years. A number of irregular migrants who are foreign citizens, especially girls and children travelling alone, unaccompanied by parents or guardians, and asylum seekers, are exposed to the risks of human trafficking and exploitation, making additionally more complex the response by the state and the society to the human trafficking issue. The issue will be additionally tackled through the new strategy regulating the fight against irregular migration, which drafting has been initiated by an external evaluation of the previous strategy document and the drafting of the strategic analysis with recommendations prepared by experts engaged through TAIEX.

The issue of human trafficking will be tackled also through the activities defined in action plans for negotiation chapters 23 and 24.

The situational analysis highlighted the following activities:

In the implementation of the national policy on prevention, victims protection and human trafficking suppression, a partnership has been established between the government authorities and civil sector, at the operational level as well as in the area of policy creation, that is to say that a multidisciplinary framework was established based on the protection of human rights of victims, regional and international cooperation have been established, particularly international police cooperation and appropriate strategic and normative framework have been established.

Training programmes were developed in the area of combating human trafficking, providing the employees of the Ministry of the Interior, social protection system, public prosecutors' offices, courts, health and education institutions and the volunteers in civil society organisations, with professional training to work on prevention, victims identification, provision of assistance and victims protection and criminal prosecution of perpetrators.

Projects aimed at educating and raising awareness of the youth were implemented, as well as a large number of peer education programmes aimed at recognising the complexity of the problem, and for better identification, assistance and protection of victims.

The existing victim identification system in the Republic of Serbia has been developed through a proactive approach, primarily of the employees of the police and social protection system, as well as the employees in the education system, healthcare institutions and civil society organisations, as well as those working with asylum seekers and returnees on the basis of the Agreement between the Republic of Serbia and the European Community on the readmission of persons residing without authorisation (Official Gazette of the Republic of Serbia – International Treaties, No. 103/07).

Pursuant to the Law on Social Protection, in April 2012 the Government set up the Centre for Human Trafficking Victims Protection, which comprises two organisational units: the Department for Coordination of Human Trafficking Victims Protection and the Shelter for victims of human trafficking. For the time being, only the Department for Coordination of Human Trafficking Victims Protection is in operation.

The establishment of the Centre has commenced a process of institutionalisation of the support to human trafficking victims.

So far, the necessary specialised support and human trafficking victims reintegration programmes have been provided mostly by civil society organisations through project funds and donations, such as: shelter (accommodation and support), reintegration programs, helpline for human trafficking victims, while a separate helpline was also introduced for missing children.

The analysis results refer to the European Union accession process as positive political tendencies, which will initiate the harmonisation of legislation, the advancement of policies, processes and practices in the area of prevention, victims protection and human trafficking suppression.

The funds for the implementation of some of the activities for the implementation of the Strategy to Combat Human Trafficking in the Republic of Serbia in 2006, during the period from 2009 to 2016, were provided for on an ad hoc basis from the regular funds of the competent ministries, through project activities or international donations, while prevention, victim protection and human trafficking suppression activities were carried out, for the major part, with the support from civil society organisations.

Situational analysis revealed the areas of intervention, which are yet to be developed, as well as such areas that require continuous improvement:

- 1) the system of institutional and operational coordination is still incompletely functional;
- 2) human trafficking suppression duties within the police are not exclusive and specialised (a number of units have the competence to act);
- 3) there is no joint and comprehensive system of collection and analysis of data on human trafficking;
- 4) formalising partnerships in response to human trafficking at local, national and international levels has not yet been completely established;
- 5) it is necessary to advance cooperation among government authorities within the concept of integrated border management and comprehensive migration management system, particularly in order to improve the recognition and identification of human trafficking victims among the categories of vulnerable migrants and asylum seekers;
- 6) the level of training and sensibility of experts working on prevention, victims protection and human trafficking suppression is uneven;

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- 7) the system of identification, protection and support to human trafficking victims, especially children and vulnerable categories of migrants is underdeveloped;
 - 8) the system has not yet developed special support programs for groups at risk and vulnerable categories of migrants when it comes to human trafficking prevention and support to human trafficking victims;
 - 9) the system still lacks the necessary human resources (the competencies of employees have not been developed sufficiently in the area of identifying and prosecuting human trafficking cases) and material resources (there are no permanent budget funds to finance prevention, victims protection and human trafficking suppression) to be able to provide quality support to human trafficking victims;
 - 10) awareness among citizens and media about the issue of human trafficking has not been sufficiently developed;
 - 11) the Human Trafficking Victims Support Fund has not been established;
 - 12) the compensation process for human trafficking victims as part of a civil procedure is inefficient and does not provide for adequate compensation to human trafficking victims;
 - 13) the shelter for urgent reception of human trafficking victims, established within the Centre for the Protection of Human Trafficking Victims, is still not operational;
 - 14) an institution of National Rapporteur on Human Trafficking has not been established;
 - 15) the awareness of the employees of the competent authorities and local self-government authorities, citizens and the media has been insufficiently developed vis-à-vis the exploitation of children and adults in begging with elements of exploitation and human trafficking;
 - 16) the awareness of citizens, the media and health workers about the issue of organ trafficking has been insufficiently developed.

5. PREVENTION AND PROTECTION OF CHILDREN FROM HUMAN TRAFFICKING AND THEIR EXPLOITATION IN PORNOGRAPHY AND PROSTITUTION

The issue of prevention and protection of children from trafficking and exploitation in prostitution and pornography imposes itself as a special social and legal issue and calls for a systematic, thorough and synchronised tackling thereof. Taking into account the dimensions, frequency, specific forms of child trafficking, age, maturity, vulnerability and consequences that children suffer as victims, it is obvious that the issue of trafficking in children and the exploitation of children in pornography and prostitution, as well as their comprehensive protection, needs to be singled out as a separate objective determining the direction of further activity in accordance with specific needs of a child. The recommendations of the United Nations Committee on the Rights of the Child addressed to the Republic of Serbia, as a signatory to the Convention on the Rights of the Child, point to the need to design a comprehensive national strategy for the prevention of trafficking in persons, which envisages special protective and assistance to human trafficking children victims. These guidelines require that laws, policies, programmes and interventions treat children subjected to children trafficking separately from adults.

In order to respond to these demands, this Strategy envisages special activities and tasks to ensure that children in the Republic of Serbia grow up in an environment safe from human trafficking and exploitation in pornography and prostitution. These programmes stem from the Convention on the Rights of the Child, which, in a comprehensive manner, guarantees the rights of the child based on the fundamental principles: the right of the child to life, survival and development, non-discrimination, best interest of the child and participation of children in issues concerning children.

Based on the conducted analyses, taking into account the dynamics of new challenges, risks and threats, a new prerequisite for the design of the vision, general and special objectives has been created.

6. VISION

Respect and protection of human rights are ensured, as a response to human trafficking.

7. GENERAL OBJECTIVE

A continued and comprehensive response of the society to human trafficking has been ensured, in accordance with the dynamics of new challenges, risks and threats, through an advanced system of prevention, assistance and protection of victims and suppression of trafficking in persons, especially women and children by functional linking and institutional capacity building of all partners.

8. SPECIAL OBJECTIVES

8.1. Systematically strengthened partnership in response to trafficking in persons at local, national and international levels

The complexity and multidisciplinary nature of the human trafficking phenomenon calls for, first and foremost, the advancement of partnership in response to trafficking in persons at local, national and international levels. Having this fact in mind, it is necessary to continue strengthening in the forthcoming period the system of national coordination and activity monitoring in response to human trafficking, through the provision of intensive cooperation between state authorities and institutions and local self-government authorities, civil society organisations, academic community, companies promoting socially responsible business, employers' associations, labour unions and the media.

8.2. Advanced prevention and reduced influence of root causes of human trafficking in accordance with the dynamics of new challenges, risks and threats

The advancement of prevention and reduced impact of human trafficking causes will be ensured through permanent implementation of training programs for the civil servants who may come in contact with human trafficking victims, including the vulnerable categories of migrants and children who travel without their parents or guardians; through permanent implementation of programs for empowerment of particularly vulnerable groups; through development of an early warning system (EWS) in connection with the risks which may lead to human trafficking; through permanent implementation of economic strengthening programs; through responsible media coverage of human trafficking issues; through raising awareness of the public through the support to the generation of media content on human trafficking issues; through promotion of the national helpline for the prevention of human trafficking and comprehensive measures regarding raising awareness among the public, civil servants and the members of the civil society organisations on human trafficking causes, in particular with a view to discouraging the demand for all forms of human trafficking. The advancement of human trafficking prevention will be ensured in accordance with the dynamics of new challenges, risks and threats, including increasingly pronounced mixed migration flows through the territory of the Republic of Serbia and risks of human trafficking to vulnerable categories of migrants and asylum seekers. In addition, to advance the prevention, it is particularly necessary to take into account that human trafficking recruitment activities, advertising and exploitation are more frequently carried out by abusing modern technologies, mobile internet and social networks.

8.3. Advanced proactive system for detection of human trafficking cases, efficient prosecution of natural and legal persons and legal protection for human trafficking victims

Detection of human trafficking cases will be advanced through the specialisation of anti-trafficking units within the Criminal Police, through timely collection, analysis, forwarding and exchange of

information, through the application of specialised evidentiary actions and by strengthening cooperation and team work among the police, prosecutor's office and other state authorities in order to efficiently detect and prosecute human trafficking cases in a court procedure. In a court procedure, comprehensive and efficient protection will be ensured to human trafficking victims through advanced victim protection programmes, legal protection of human trafficking victims, victims security, prevention of secondary victimisation and an efficient redress mechanism for human trafficking victims.

8.4. Advanced system of identification, protection, assistance and support to human trafficking victims through long-term and sustainable social inclusion programs

The systems of identification, protection, assistance and support to victims will be advanced through the establishment of a fully operational Centre for Human Trafficking Victims Protection, through the consistent application of the National Indicators list, through the availability of specialised accommodation capacities, and through long-term and sustainable social inclusion programmes for human trafficking victims.

8.5. Children are protected from human trafficking and exploitation for pornography and prostitution and the consequences thereof, through special participatory programmes carried out in their best interests

The advancement of prevention and reduced impact of human trafficking causes, exploitation for pornography and prostitution on children will be ensured through permanent implementation of training programmes for the civil servants who may come into contact with child victims, though the advancement of curricula for higher education institutions providing education to experts who work with children, through permanent implementation of participatory preventive programmes that are in line with trends such as child migration (voluntary and forced) and abuse of communication and information technologies for child trafficking and their exploitation in pornography and prostitution

(participatory preventive programmes are particularly adapted to children from vulnerable social groups), through the implementation of programmes for children attending primary and high school education, which underline the unacceptability of gender discrimination and its consequences. The detection and prosecution of child trafficking cases and exploitation in pornography and prostitution cases will be in line with this proactive approach aimed at making easier the position of children as victims and damaged parties to the proceedings. The protection of child victims will be ensured through the establishment of capacities for urgent reception, while advancing the cooperation among stakeholders involved in the work with children, and by developing specialised agencies and services through the implementation of specific participatory programmes for the protection and sustainable social inclusion of children who are human trafficking victims and victims of exploitation for pornography and prostitution.

9. PRECONDITIONS FOR THE IMPLEMENTATION OF THE STRATEGY

For the purpose of the implementation of this Strategy, it is necessary to strengthen and establish an institutional framework, as follows:

- set up a Working Group for the Implementation and Monitoring of the Strategy;
- nominate a National Coordinator for fight against human trafficking;

10. IMPLEMENTATION, MONITORING, EVALUATION AND REPORTING

10.1. IMPLEMENTATION

This strategy is implemented by the state and local self-government authorities of the Republic of Serbia within the scope of their respective jurisdictions, in cooperation with civil society organisations. In cases where activities fall within the jurisdiction of a number of authorities, the authority having the prevailing jurisdiction shall assume responsibility for the execution thereof, while the rest shall have are referred to as partners.

The Council for the Fight against Human Trafficking (hereinafter: the Council) is chaired by the Minister of the Interior, and is composed of the members of the Government: Minister of Finance, Minister of Education, Science and Technological Development, Minister of Labour, Employment, Veterans and Social Affairs, Minister of Health, and Minister of Justice, who are in charge of key areas of the implementation of this Strategy.

The Council, inter alia, is in charge of evaluating the progress in the implementation of the Strategy and the Action Plan, on the basis of reports by the National Coordinator for Fight against Human Trafficking (hereinafter: the Coordinator), and makes proposals of measures for addressing identified problems, engaging necessary resources and harmonising the actions of competent government authorities and other organisations and institutions relevant to the fight against human trafficking. The Council shall meet at least two times a year, and the Coordinator shall be present at the meetings of the Council. Expert and administrative-technical work of the Council shall be performed by the Ministry of the Interior. The Government shall appoint the Coordinator by its decision, and establish his/her responsibilities.

For the purpose of operational implementation of the Action Plan, the Minister of the Interior (who is at the same time the chair of the Council for the Fight Against Human Trafficking) will set up a Working Group for the implementation and monitoring of the Strategy (hereinafter:

the Working Group), composed of representatives of ministries and government authorities, with expertise in the areas relevant to the implementation of the Strategy, as follows: Ministry of the Interior, Ministry of Justice, Ministry of Education, Science and Technological Development, Ministry of Health, Ministry of Labour, Employment, Veterans and Social Affairs, Ministry of Finance, Ministry of Trade, Tourism and Telecommunications, Ministry of Culture and Information, Ministry of Youth and Sports, Ministry of Foreign Affairs, Republic Public Prosecutor's Office, Office for Human and Minority Rights, Security Information Agency, Commissariat for Refugees and Migration, Social Inclusion and Poverty Reduction Team, Centre for Human Trafficking Victims Protection, as well as one representative of the Red Cross of Serbia. The chair of the Working Group is the Coordinator by nature of work and, as other members, he/she has the deputy. The composition, tasks and deadline for the execution of the tasks of the Working Group are regulated by a decision on the setting up of the Working Group.

Civil society organisations shall participate on an equal footing in the process of monitoring, reporting and evaluation of the implementation of the Strategy, by appointing five representatives of civil society organisations tackling the issue of human trafficking. Civil society organisations representatives are selected in cooperation with the Office for Cooperation with Civil Society, within three months from the adoption of the Strategy, of which the Office for Cooperation with Civil Society shall inform the Coordinator.

By monitoring and evaluating the achievement of the Strategy objectives, effectiveness, efficiency and relevance of activities implemented are assessed. Monitoring and evaluation, also, analyse in more detail the problems and obstacles that emerged during the process of the implementation of the Strategy, identify improvements in work in order to create conditions for proposing necessary amendments. The Working Group submits Reports on the achievement of objectives of the Strategy to the Minister.

The basis for the monitoring and evaluation of the Strategy are Action Plans for its implementation. Action Plans are designed according to the dynamics of the achievement of objectives. Action Plans define activities,

tasks, responsible institution and partners, activity indicators, activity deadlines, resources and risks (Action Plan elements), in accordance with the Strategy objectives.

Action Plan for the Strategy period 2017 – 2018 is an integral part of this document.

10.2. MONITORING is conducted at regular time intervals, on a monthly basis, in line with the tasks of the Working Group.

The Working Group members monitor the implementation of individual activities within their area of responsibility. Monthly report on the results achieved or problems that emerged is submitted to the Coordinator by the fifth working day of the first upcoming month and the annual report shall be submitted no later than the fifth working day of the next month, and the annual report is submitted no later than 15 February every year for the previous year. The Coordinator consolidates the reports and informs thereof the Minister of the Interior on a monthly basis, and the Council at least every 60 days.

For the purpose of establishing a single and formal reporting system, the Coordinator shall, in cooperation with the competent organisational unit of the Ministry of the Interior, standardise the reporting procedures and report templates in line with the good practices of the European Union.

10.3. EVALUATION establishes the progress in the Strategy implementation, proposes corrective measures during the implementation and proposes amendments. The evaluation is conducted on a regular basis, once a year, using various sources of information including the annual report as a baseline, based on the defined indicators. Internal information are systematically compared to external sources of information, such as interviews, public opinion polls and other sources. Depending on the type of indicators, the implementation and effects of planned and implemented activities are evaluated, as well as institutional and legislative changes.

Overview is presented according to the degree of completion of activities:

- completed – this assessment means that the activity was executed in line with the expectations and no additional measures are required;
- partially completed – this assessment means that the activity was executed, but that additional measures are required in order to advance the effect quality to the level planned;
- not completed – this assessment means that the activity was not executed and that additional measures are required in order to carry out the planned activity.

On the basis of the submitted annual report, in cooperation with the Working Group members, the Coordinator assesses the degree of the implementation of activities, and informs the Council thereof. If needs be, the Coordinator shall propose to the Council, and Council shall do so to the Government, the revision of the Strategy with a view to advancing its effectiveness and sustainability.

Upon the expiry of the period foreseen for the Strategy implementation, the assessment shall include recommendations, conclusions, lessons learnt and will present the best practices related to the Strategy implementation.

10.4. REPORTING is conducted on an annual basis

The Coordinator prepares and publishes reports on the Strategy implementation, the degree of the implementation of objectives and activities, problems and challenges.

The report on the course of the Strategy implementation shall make an integral part of the Report on the Work of the Coordinator, which the Council will submit to the Government in accordance with the Government Rules of Procedure.

11. FINANCIAL EFFECTS OF THE STRATEGY AND OF THE ACTION PLAN

Part 1

Strategy

The implementation of the Strategy to Prevent and Suppress Human Trafficking, especially Trafficking in Women and Children, for the period 2017-2022 will be financed from the following sources:

- 1) **Budget of the Republic of Serbia**
- 2) **The Instrument for Pre-accession Assistance of the Office for the Technical Assistance and Information Exchange from Brussels – TAIEX**
- 3) **Support by OSCE, IOM, UNODC, ICMPD**
- 4) **United States Department of Labor Project “Country Level Engagement and Assistance to Reduce Child Labor”**

According to the currently available parameters, the cost estimate for the implementation of this Strategy was prepared for the period 2017-2019, which is not final though, considering that documents will be revised, in accordance with the necessary analysis and necessary funds.

Accordingly, this is the breakdown of the costs that are known at this moment and that are provided for under the Law on the Budget of the Republic of Serbia for 2017 (Official Gazette of the RS, No. 99/16).

The funds for the implementation of activities for the current year are provided for under the Law on the Budget of the Republic of Serbia for 2017, and distributed to the public administration authorities as the ones being responsible for the activities and being stakeholders of this Strategy, while the funds for the implementation of activities planned for 2018 and 2019 will be provided for in accordance with the limits for the next two years.

Activities concerning which it is not possible to estimate at this time the amount of funds needed for the implementation thereof – if the funds are needed for the implementation of the mentioned activities for the current 2017, they will be secured through redistribution of funds, in accordance with the Law on the Budget of the Republic of Serbia for 2017.

Ministry of the Interior:

2017	554.000,00 RSD
2018	558.000,00 RSD
2019	558.000,00 RSD

Ministry of Justice:

2017	124.400,00 RSD
2018	186.600,00 RSD
2019	186.600,00 RSD

Ministry of Health:

2017	211.480,00 RSD
2018	211.480,00 RSD
2019	211.480,00 RSD

Ministry of Culture and Information:

2017	1.234.000,00 RSD
2018	1.234.000,00 RSD
2019	1.234.000,00 RSD

Republic Public Prosecutor's Office:

2017	0,00 RSD
2018	149.000,00 RSD
2019	149.280,00 RSD

Judicial Academy:

2017	0,00 RSD
2018	397.000,00 RSD
2019	397.000,00 RSD

Ministry of Labour, Employment, Veterans and Social Affairs:

2017	1.094.240,00 RSD
2018	2.068.160,00 RSD
2019	0.00 RSD

Public administration authorities currently without expenditures:

- 1) Commissariat for Refugees and Migration
- 2) Ministry of Foreign Affairs
- 3) Ministry of Economy
- 4) Ministry of Education, Science and Technological Development
- 5) Office for Human and Minority Rights
- 6) Office for Cooperation with Civil Society

The implementation of the Action Plan for the Strategy to Prevent and Suppress Human Trafficking, especially Trafficking in Women and Children and Victims Protection, for the period 2017-2018, will be financed from the following sources:

- 1) **Budget of the Republic of Serbia**
- 2) **The Instrument for Pre-accession Assistance of the Office for the Technical Assistance and Information Exchange from Brussels – TAIEX**
- 3) **Support by OSCE, IOM, UNODC, ICMPD**
- 4) **United States Department of Labor Project “Country Level Engagement and Assistance to Reduce Child Labor”**

According to the currently available parameters, the cost estimate for the implementation of the Action Plan for this Strategy was prepared for the period 2017-2018, which is not final though, considering that documents will be revised, in accordance with the necessary analysis and necessary funds.

Accordingly, this is the breakdown of the costs that are known at this moment and that are provided for under the Law on the Budget of the Republic of Serbia for 2017 (Official Gazette of the RS, No. 99/16).

The funds for the implementation of activities for the current year are provided for under the Law on the Budget of the Republic of Serbia for 2017, and distributed to the public administration authorities as the ones being responsible for the activities and being stakeholders of the Action Plan of this Strategy, while the funds for the implementation of activities planned for 2018 and 2019 will be provided for in accordance with the limits for the next two years, which will be determined by the Ministry of Finance.

Activities concerning which it is not possible to estimate at this time the amount of funds needed for the implementation thereof – if the funds

are needed for the implementation of the mentioned activities for the current 2017, they will be secured through redistribution of funds, in accordance with the Law on the Budget of the Republic of Serbia for 2017.

Ministry of the Interior:

2017	554.000,00 RSD
2018	558.000,00 RSD

Ministry of Justice:

2017	124.400,00 RSD
2018	186.600,00 RSD

Ministry of Health:

2017	211.480,00 RSD
2018	211.480,00 RSD

Ministry of Culture and Information:

2017	1.234.000,00 RSD
2018	1.234.000,00 RSD

Republic Public Prosecutor's Office:

2017	0,00 RSD
2018	149.000,00 RSD

Judicial Academy:

2017	0,00 RSD
2018	397.000,00 RSD

Ministry of Labour, Employment, Veterans and Social Affairs:

2017	1.094.240,00 RSD
2018	2.068.160,00 RSD

Public administration authorities currently without expenditures:

- 1) **Commissariat for Refugees and Migration**
- 2) **Ministry of Foreign Affairs**
- 3) **Ministry of Economy**
- 4) **Ministry of Education, Science and Technological Development**
- 5) **Office for Human and Minority Rights**
- 6) **Office for Cooperation with Civil Society**

12. FINAL PROVISIONS

The terms used in this Strategy in grammatical male gender shall mean natural male and female gender of persons they refer to.

The Strategy for the Fight against Trafficking in Human Beings in the Republic of Serbia (Official Gazette of the RS, No. 111/06) shall cease to be in force on the date of the publication of this Strategy.

***This Strategy shall be published in the
"Official Gazette of the Republic of Serbia".***

05 No. 56-7296/2017

GOVERNMENT

At Belgrade, 4 August 2017

PRESIDENT
Ana Brnabić



**ACTION PLAN FOR THE
STRATEGY TO PREVENT
AND SUPPRESS HUMAN
TRAFFICKING, ESPECIALLY
TRAFFICKING IN WOMEN
AND CHILDREN AND
VICTIMS PROTECTION FOR
2017 AND 2018**

Objective 1: Systematically strengthened partnership in response to human trafficking

ACTIVITIES	TASKS	RESPONSIBLE INSTITUTION AND PARTNERS	ACTIVITY INDICATOR
Advancement of partnership at the local level	<ol style="list-style-type: none"> 1. Analyse the work of set up local anti-trafficking teams and recommendations for the enhancement of work 2. Joint preventive activities 3. Annual meeting of the network of local anti-trafficking teams 	<ol style="list-style-type: none"> 1. and 2. Council for the fight against human trafficking, local self-government authorities and partners; 3. National Coordinator and partners 	<ol style="list-style-type: none"> 1. Recommendations for the enhancement of work prepared and available to the public 2. Number of successfully implemented joint actions 3. Number of participants in joint actions 4. Local self-governments' plans contain activities and designated funds to combat human trafficking
Advancement of partnership at the national level	<ol style="list-style-type: none"> 1. Amend the Agreement on Cooperation with operational guidelines 2. Design and adopt sectoral action plans of partners to the Strategy according to needs 3. Define and adopt the model of cooperation with the civil society 4. Define and adopt the model of cooperation with the companies promoting corporate social responsibility, employers' associations and labour unions 5. Define and adopt the model of cooperation with the media 6. Define and adopt the model of cooperation with academic institutions 7. Define and adopt the model of cooperation with social enterprises 	<ol style="list-style-type: none"> 1. Ministry of the Interior and partners 2. Partners to the Strategy according to needs 3. Council and Office for Cooperation with Civil Society and partners 4. Council and Ministry of Labour, Employment, Veterans and Social Affairs and partners 5. Council and Ministry of Culture and Information and partners 6. Council and Ministry of Education, Science and Technological Development 7. Council and Ministry of Labour, Employment, Veterans and Social Affairs and partners 	<ol style="list-style-type: none"> 1. Agreement on cooperation is implemented 2. Exchange of information on human trafficking is a part of the Protocol on Exchange of Information between services included in the integrated border management system 3. Sectoral action plans adopted 4. Cooperation model with civil society defined and adopted 5. Cooperation with the companies promoting corporate social responsibility, employers' associations and unions established according to the adopted model 6. Cooperation with the media established according to the adopted model 7. Cooperation with academic institutions established according to the adopted model 8. Cooperation with social enterprises established according to the adopted model
Advancement of partnership at the international level	<ol style="list-style-type: none"> 1. Initiate the conclusion of the Agreement on cooperation in the area of prevention and suppression of human trafficking and victims protection 2. Initiate, prepare and implement joint projects and actions of the police and other partners to the Strategy 3. Actively participate in international forums and meetings 4. Actively present to the international public activities on the implementation of the Strategy and of the Action Plan 	<ol style="list-style-type: none"> 1. Ministry of the Interior, Ministry of Foreign Affairs, Office for Human and Minority Rights and partners 2. Ministry of the Interior and partners 3. Ministry of the Interior, Ministry of Foreign Affairs, Office for Human and Minority Rights and partners 4. Ministry of Foreign Affairs, Office for Human and Minority Rights and partners 	<ol style="list-style-type: none"> 1. Number of concluded agreements on cooperation in the area of prevention and suppression of human trafficking and victims protection 2. Number of realised joint projects and actions 3. Number of exchanged information through joint contact centres 4. Number of representatives 5. Number of attendances at international forums and meetings 6. Greater level of information among international public on the activities of the Republic of Serbia in the area of prevention and suppression of human trafficking and victims protection

at local, national and international levels

ACTIVITY DEADLINES	RESOURCES	RISKS
Continuously through the end of 2018	<p>Analyse the work of set up local anti-trafficking teams and recommendations for the enhancement of work</p> <p>Budget – Ministry of the Interior</p> <p>102.000 RSD for 2017 136.000 RSD for 2018</p> <p>Joint preventive activities</p> <p>Budget – Ministry of the Interior</p> <p>Costs of visits and trips shown in the previous activity</p> <p>Preventive campaigns</p> <p>52.000 RSD for 2017 52.000 RSD for 2018</p> <p>Annual meeting of the network of local anti-trafficking teams</p> <p>No costs – employees work as part of their regular work activities</p>	Low priority in work planning
Second quarter of 2018	<p>Amend the Agreement on cooperation with operational guidelines</p> <p>No costs – employees work as part of their regular work activities</p> <p>Design and adopt sectoral action plans of partners to the Strategy according to needs</p> <p>No costs – employees work as part of their regular work activities</p> <p>Define and adopt the model of cooperation with the civil society</p> <p>No costs – employees work as part of their regular work activities</p> <p>Define and adopt the model of cooperation with the companies promoting corporate social responsibility, employers' associations and labour unions</p> <p>No costs – employees work as part of their regular work activities</p> <p>Define and adopt the model of cooperation with the media</p> <p>No costs – employees work as part of their regular work activities</p> <p>Define and adopt the model of cooperation with academic institutions</p> <p>No costs – employees work as part of their regular work activities</p> <p>Define and adopt the model of cooperation with social enterprises</p> <p>No costs – employees work as part of their regular work activities</p>	Low priority in work planning; Different policies in response to the problem; Poor motivation; sensationalist approach to problem
Continuously through the end of 2018	<p>Initiate the conclusion of the Agreement on cooperation in the area of prevention and suppression of human trafficking and victims protection</p> <p>No costs – employees work as part of their regular work activities</p> <p>Initiate, prepare and implement joint projects and actions of the police and other partners to the Strategy</p> <p>Budget – Ministry of the Interior</p> <p>100.000 RSD for 2017 100.000 RSD for 2018</p> <p>Actively participate in international forums and meetings</p> <p>No costs</p> <p>The costs of transport, food, accommodation and daily wages are covered by the forum organiser (OSCE, IOM, UNODC, ICMPD)</p> <p>Actively present to the international public activities on the implementation of the Strategy and of the Action Plan</p> <p>Budget – Ministry of the Interior</p> <p>62.200 RSD for 2017 62.200 RSD for 2018</p>	Low priority in work planning; different policies in response to the problem; insufficiently developed capacities for project development and implementation; Lack of capacities for translation of announcements and information

Objective 2: Advanced prevention and reduced impact of human trafficking

ACTIVITIES	TASKS	RESPONSIBLE INSTITUTION AND PARTNERS	ACTIVITY INDICATOR
Implementation of preventive programmes based on the impact analysis	<ol style="list-style-type: none"> 1. Analyse the impact of hitherto programmes and research the best practice, methods and strategies with recommendations 2. Create and implement training programmes intended for civil servants who may come into contact with victims and potential victims of human trafficking in the police, social protection system, judiciary, health, education and employees of Asylum centres 3. Create and implement empowerment programmes for particularly vulnerable groups 4. Create and implement economic empowerment programmes 5. Raise awareness about responsibility and importance of the role of the media and civil society organisations in recognising the demand as one of the key causes of human trafficking 6. Establish National Helplines for prevention of human trafficking 7. Create and implement training programmes for judicial office holders who may come in contact with victims and potential human trafficking victims 	<ol style="list-style-type: none"> 1. National Coordinator and Working Group for the Strategy Implementation and Monitoring and Partners 2. Line ministries in cooperation with National Coordinator 3. Ministry of Labour, Employment, Veterans and Social Affairs and Partners 4. Ministry of Finance, National Coordinator and Partners 5. National Coordinator, Working Group for Strategy implementation and Monitoring, and Partners 6. Ministry of Labour, Employment, Veterans and Social Affairs and Partners 7. Judicial Academy 	<ol style="list-style-type: none"> 1. Impact analysis with recommendations prepared 2. Number of realised training programmes 3. Trainings of the services involved in the integrated border management system include contents related to human trafficking 4. Number of successfully trained servants 5. Trained civil servants perform their work more successfully 6. Number of implemented empowerment programmes for vulnerable groups 7. Amended law provisions allowing financial subsidies for such business entities donating or supporting economic empowerment programmes for human trafficking victims 8. Number of measures resulting in the reduction of demand for all forms of human trafficking 9. Established and accessible telephone line for the prevention of human trafficking 10. Number of trainings implemented for judicial office holders
Public awareness raising through support to media content production	<ol style="list-style-type: none"> 1. Support to the media producing media contents related to human trafficking 2. Evaluation of impacts of the supported projects referred to in point 1 3. Enable equal availability of media contents referred to in point 1 in the territory of the Republic of Serbia 	<ol style="list-style-type: none"> 1. National Coordinator, Ministry of Culture and Information and partners 2. Ministry of Culture and Information and partners 3. Ministry of Culture and Information and partners 	<ol style="list-style-type: none"> 1. Number of supported projects 2. Media content evaluation results and 3. Assessment of availability of media content in the territory of the Republic of Serbia
Development of an early warning system against the risks of human trafficking, especially women and children	<ol style="list-style-type: none"> 1. Set up a Working Group and define its tasks 2. Design matrixes for early risk detection, including vulnerable categories of migrants (irregular migrants, asylum seekers, minors unaccompanied by parents or guardians and human trafficking victims) 	<ol style="list-style-type: none"> 1. Ministry of Labour, Employment, Veterans and Social Affairs and partners 2. Ministry of Labour, Employment, Veterans and Social Affairs and partners 	<ol style="list-style-type: none"> 1. Working Group set up 2. Matrix created 3. Number of early risks detected 4. Reduction percentage early risks onset, according to vulnerable categories 5. Questionnaires created for mixed teams for profiling vulnerable categories of migrants in mixed migration 6. Number of profiled, number of informed migrants vulnerable to human trafficking 7. Number of identified migrant victims of human trafficking

causes of in accordance with the dynamics of new challenges, risks and threats

ACTIVITY DEADLINES	RESOURCES	RISKS												
<p>Continuously through the end of 2018</p>	<p>Analyse the impact of hitherto programmes and research the best practice, methods and strategies with recommendations No costs – employees work as part of their regular work activities</p> <p>Create and implement training programmes intended for civil servants who may come into contact with victims and potential victims of human trafficking in the police, social protection system, judiciary, health, education and employees of Asylum centres</p> <table border="0"> <tr> <td>Budget – Ministry of the Interior</td> <td>Budget – Ministry of Justice</td> </tr> <tr> <td>79.300 RSD for 2017</td> <td>124.400 RSD for 2017</td> </tr> <tr> <td>79.300 RSD for 2018</td> <td>124.400 RSD for 2018</td> </tr> <tr> <td>Budget – Ministry of Health</td> <td>Budget – Ministry of Labour, Employment, Veterans and Social Affairs</td> </tr> <tr> <td>124.400 RSD for 2017</td> <td>124.400 RSD for 2017</td> </tr> <tr> <td>124.400 RSD for 2018</td> <td>124.400 RSD for 2018</td> </tr> </table> <p>Create and implement empowerment programmes for particularly vulnerable groups No costs – employees work as part of their regular work activities</p> <p>Create and implement economic empowerment programmes – costs currently unknown, overall expenditures depend on the number of persons to be recognised and identified as persons in need of this type of assistance</p> <p>Raise awareness about responsibility and importance of the role of the media and civil society organisations in recognising the demand as one of the key causes of human trafficking No costs – employees work as part of their regular work activities</p> <p>Establish National telephone lines for prevention of human trafficking – helplines – from donors' funds</p> <p>Create and implement training programmes for judicial office holders who may come in contact with victims and potential human trafficking victims</p> <p>Budget – Judicial Academy 397.000 RSD for 2018</p>	Budget – Ministry of the Interior	Budget – Ministry of Justice	79.300 RSD for 2017	124.400 RSD for 2017	79.300 RSD for 2018	124.400 RSD for 2018	Budget – Ministry of Health	Budget – Ministry of Labour, Employment, Veterans and Social Affairs	124.400 RSD for 2017	124.400 RSD for 2017	124.400 RSD for 2018	124.400 RSD for 2018	<p>Lack of funds for the implementation of preventive programmes; overloaded employees</p>
Budget – Ministry of the Interior	Budget – Ministry of Justice													
79.300 RSD for 2017	124.400 RSD for 2017													
79.300 RSD for 2018	124.400 RSD for 2018													
Budget – Ministry of Health	Budget – Ministry of Labour, Employment, Veterans and Social Affairs													
124.400 RSD for 2017	124.400 RSD for 2017													
124.400 RSD for 2018	124.400 RSD for 2018													
<p>Continuously through the end of 2018</p>	<p>Support to the media producing media contents related to human trafficking No costs – employees work as part of their regular work activities</p> <p>Budget – Ministry of Culture and Information 1,234.000 RSD for 2017 1,234.000 RSD for 2018</p> <p>Evaluation of impacts of the supported projects referred to in point 1 No costs – employees work as part of their regular work activities</p> <p>Enable equal availability of media contents referred to in point 1 in the territory of the Republic of Serbia Considering the importance and sensitivity of the topic, agreements and negotiations with the media houses on the distribution of contents free of charge</p>	<p>Lack of funds; low priority</p>												
<p>Second quarter of 2017</p>	<p>Set up a Working Group and define its tasks No costs</p> <p>Design matrices for early risk detection, including vulnerable categories of migrants (irregular migrants, asylum seekers, minors unaccompanied by parents or guardians and human trafficking victims) - No costs – employees work as part of their regular work activities</p>	<p>Working Group members overloaded with work</p>												

Objective 3: Advanced proactive system for detection of human trafficking cases,

ACTIVITIES	TASKS	RESPONSIBLE INSTITUTION AND PARTNERS	ACTIVITY INDICATOR
Adjustment of existing cooperation mechanisms among the competent authorities and establishment of the new ones in line with the proactive approach	<ol style="list-style-type: none"> 1. Set up an inter-agency Working Group 2. Prepare a functional analysis of the existing cooperation mechanisms with recommendations 3. Implement recommendations in accordance with the results of the analysis 4. Establish an organisational model of multi-sector system for data collection and analysis 	<ol style="list-style-type: none"> 1. Council 2. Inter-agency Working Group and partners 	<ol style="list-style-type: none"> 1. Working Group set up 2. Analysis of the existing cooperation mechanisms prepared 3. Advanced organisational structure adapted to the proactive system of detection of human trafficking cases and cooperation in accordance with the results of the analysis 4. Model prepared
Advancement of capacities for partners' competencies strengthening	<ol style="list-style-type: none"> 1. Analyse the need to strengthen competencies 2. Prepare the Training programme to strengthen competencies 3. Implement trainings 	<ol style="list-style-type: none"> 1, 2, 3. <p>Judicial Academy, Ministry of the Interior and partners</p>	<ol style="list-style-type: none"> 1. Analysis prepared 2. Results of analysis presented 3. Number of prepared programmes and trainings 4. Number of trainings implemented 5. Number and profile of attendants 6. Number and results of training evaluations
Creation of conditions for the establishment of new and the application of existing mechanisms for the legal protection of victims	<ol style="list-style-type: none"> 1. Set up an inter-agency Working Group 2. Create a model for the indemnification of human trafficking victims 3. Create mechanisms for the assistance and support to human trafficking victims during the procedure 4. Present and advocate the application of the indemnification model and victims assistance and support mechanisms 	<ol style="list-style-type: none"> 1. Council 2. Inter-agency Working Group and partners 3. Republic Public Prosecutor's Office and Working Group for the Strategy Implementation and Monitoring in cooperation with partners 4. Inter-agency Working Group and partners 	<ol style="list-style-type: none"> 1. Identification model for human trafficking victims created, harmonised with the National Strategy regulating the advancement of the rights of damaged persons (victims) and witnesses of criminal offences – preparation and application foreseen by Action Plan for Chapter 23 (measure 3.7.1.20) 2. Model for the assistance and support to human trafficking victims during the procedure created 3. Number of public discussions (round tables, workshops, expert analyses...)

efficient prosecution of natural and legal persons and legal protection for human trafficking victims

ACTIVITY DEADLINES	RESOURCES	RISKS
Continuously through the end of 2018	<p>Set up an inter-agency Working Group No costs</p> <p>Prepare a functional analysis of the existing cooperation mechanisms with recommendations No costs – employees work as part of their regular work activities</p> <p>Implement recommendations in accordance with the results of the analysis costs will be known after the completion of analysis</p> <p>Establish an organisational model of multi-sector system for data collection and analysis TAIEX 4.500 Euros for 2018</p>	Lack of funds; the members of inter-agency Working Groups overloaded with work
Continuously through the end of 2018	<p>Analyse the need to strengthen competencies TAIEX 4.500 Euros for 2018</p> <p>Prepare the Training programme to strengthen competencies No costs – employees work as part of their regular work activities</p> <p>Implement trainings Budget – Ministry of the Interior 79.300 RSD for 2017 79.300 RSD for 2018</p> <p>Budget – Republic Prosecutor's Office 87.080 RSD for 2018</p> <p>Budget – Ministry of Labour, Employment, Veterans and Social Affairs 37.320 RSD for 2017 37.320 RSD for 2018</p>	Lack of funds
Continuously through the end of 2018	<p>Set up an inter-agency Working Group No costs</p> <p>Create a model for the Identification of human trafficking victims TAIEX 4.500 Euros for 2018</p> <p>Create mechanisms for the assistance and support to human trafficking victims during the procedure TAIEX 4.500 Euros for 2018</p> <p>Present and advocate the application of the indemnification model and victims assistance and support mechanisms – activity Budget of the Ministry of Justice 62.200 RSD for 2018</p> <p>Budget – Republic Public Prosecutor's Office 87.080 RSD for 2018</p>	Lack of funds

Objective 4: Advanced system of identification, protection, assistance and support to

ACTIVITIES	TASKS	RESPONSIBLE INSTITUTION AND PARTNERS	ACTIVITY INDICATOR
Raising the capacities of the Centre for Human Trafficking Victims Protection	<ol style="list-style-type: none"> 1. Ensure material and technical conditions for the work of the Centre for Human Trafficking Victims Protection 2. Advance employees competencies 3. Create an institutional cooperation framework of the Centre for Human Trafficking Victims Protection with other stakeholders 	<ol style="list-style-type: none"> 1. Ministry of Labour, Employment, Veterans and Social Affairs 2. Ministry of Labour, Employment, Veterans and Social Affairs 3. Ministry of Labour, Employment, Veterans and Social Affairs and partners 	<ol style="list-style-type: none"> 1. Material and technical conditions ensured 2. Periodic evaluations of employees' performance 3. Advancement of the quality of the protection of beneficiaries 4. Number of concluded agreements and adopted procedures
Advancement of the system for identification and referral of human trafficking victims	<ol style="list-style-type: none"> 1. Implement the indicators lists at the national level 2. Create procedures for the identification and referral pertaining to the security of a victim during procedures carried out in the social protection system 	<ol style="list-style-type: none"> 1. Ministry of Labour, Employment, Veterans and Social Affairs and partners 2. Ministry of Labour, Employment, Veterans and Social Affairs, Ministry of the Interior and partners 	<ol style="list-style-type: none"> 1. Determined indicators are applied in practice at the national level 2. Increased security of victims in the process of identification and referral 3. Number of positive evaluations by victims 4. Number of identified victims from among the category of vulnerable migrants (irregular migrants, unaccompanied children, asylum seekers, human trafficking victims)
Advancement of the system of protection, assistance and support and sustainable social inclusion of human trafficking victims	<ol style="list-style-type: none"> 1. Draft and adopt bylaws regulating the standards for the provision of services in the area of social and family protection 2. Draft and adopt bylaws for the provision of timely, adequate and continuous healthcare to human trafficking victims 3. Draft the Guide for the application of standards of services in social protection 4. Develop social services and programmes intended to human trafficking victims and their inclusion into the social protection system 5. Provide the support through long-term and sustainable social inclusion programmes for human trafficking victims 	<ol style="list-style-type: none"> 1. Ministry of Labour, Employment, Veterans and Social Affairs and partners 2. Ministry of Health and partners 3. Ministry of Labour, Employment, Veterans and Social Affairs and partners 4. Ministry of Labour, Employment, Veterans and Social Affairs and partners 5. Ministry of Labour, Employment, Veterans and Social Affairs and partners 	<ol style="list-style-type: none"> 1. Bylaws adopted 2. Guidebook adopted 3. Social services created and integrated into the social protection system 4. Number of implemented programs 5. Level of programme implementation

human trafficking victims through long-term and sustainable social inclusion programmes

ACTIVITY DEADLINES	RESOURCES	RISKS
Continuously through the end of 2018	<p>Advance the competencies of employees of Ministry of Labour, Employment, Veterans and Social Affairs TAIEX 2.900 Euros for 2018 TAIEX 2.900 Euros for 2018 – application needed</p> <p>Create an institutional cooperation framework of the Centre for Human Trafficking Victims Protection with other stakeholders No costs – employees work as part of their regular work activities</p>	Insufficient funds
Continuously through the end of 2018	<p>Implement the indicators lists at the national level No costs – employees work as part of their regular work activities</p> <p>Create procedures for the identification and referral pertaining to the security of a victim during procedures carried out in the social protection system TAIEX (end of 2017) 4.500 Euros – application needed TAIEX – 4.500 Euros for 2018 –application needed</p>	Employees overload with work
Continuously through the end of 2018	<p>Draft and adopt bylaws regulating the standards for the provision of services in the area of social and family protection No costs – employees work as part of their regular work activities TAIEX 2.250 (second half of 2017)</p> <p>Draft and adopt bylaws for the provision of timely, adequate and continuous healthcare to human trafficking victims No costs – employees work as part of their regular work activities TAIEX 2.250 (second half of 2017)</p> <p>Draft the Guide for the application of standards of services in social protection No costs – employees work as part of their regular work activities The same expert as under point 1</p> <p>Develop social services and programmes intended to human trafficking victims and their inclusion into the social protection system TAIEX 9.000 EUR</p> <p>Provide the support through long-term and sustainable social inclusion programmes for human trafficking victims No costs – employees work as part of their regular work activities</p>	Level of priority; adoption of documents without specific standards for human trafficking victims; lack of funds

Objective 5: Children are protected from human trafficking and its consequences

ACTIVITIES	TASKS	RESPONSIBLE INSTITUTION AND PARTNERS	ACTIVITY INDICATOR
<p>Advancement of prevention of trafficking in children and the exploitation of children in prostitution and pornography</p>	<ol style="list-style-type: none"> 1. Create a sustainable system of collection of data and monitoring the phenomenon of trafficking in children and exploitation of children in pornography and prostitution 2. Create and implement participative prevention programmes intended for children, especially children from vulnerable social groups which are under a particular risk based on the impact analysis 3. Create programmes for children in elementary and high school education to emphasise unacceptability of gender discrimination and its consequences, the importance of gender equality and dignity and integrity of every human being 4. Explore and monitor new global and national trends with a view to developing special measures of prevention and suppression of risks of children trafficking, in connection with voluntary or forced children migration, the worst forms of child labour, risks deriving from abuse of communication and information technologies for pornography and prostitution 5. Advance teaching curricula in higher education institutions providing education to professionals who work with children, victims of human trafficking and exploitation in prostitution and pornography and with children from vulnerable social groups 6. Strengthen competencies of experts working with children victims of human trafficking and exploitation in prostitution and pornography from educational institutions, systems of social protection and healthcare, police, judiciary and civil sector for the implementation of programmes of prevention, protection and reintegration of children, victims of human trafficking and exploitation in prostitution and pornography 7. Define and adopt a model of cooperation with companies promoting corporate social responsibility in the area of prevention of children trafficking and exploitation in prostitution and pornography 	<ol style="list-style-type: none"> 1. Ministry of Labour, Employment, Veterans and Social Affairs, Ministry of the Interior and partners 2. Ministry of Education, Science and Technological Development and partners 3. Ministry of Education, Science and Technological Development and partners 4. Ministry of Education, Science and Technological Development and partners 5. Ministry of Education, Science and Technological Development and partners 6. National Coordinator and partners 7. Council, Ministry of Labour, Employment, Veterans and Social Affairs, Ministry of the Interior and partners 8. Republic Public Prosecutor's Office 	<ol style="list-style-type: none"> 1. Gender-sensitive system for monitoring the phenomenon of children trafficking and exploitation in prostitution and pornography established 2. Number of implemented, participative and adjusted preventive programmes and activities 3. Number of boys and girls covered by programmes for children 4. Number and content of programmes for children 5. Number of participants in programmes and activities 6. Contents discouraging the demand from beneficiaries for all forms of human trafficking, included in school curricula 7. Contents strengthening resilience in children 8. Number of published scientific research in relevant scientific serial and monograph publications 9. Number of trained experts covered by prevention programmes 10. Number of websites blocked due to their harmful content related to children trafficking and exploitation for prostitution and pornography purposes 11. Number of companies fostering corporate social responsibility which joined activities against children trafficking and exploitation for prostitution and pornographic purposes 12. Number of signed Codes of Conduct prohibiting trafficking in children, child labour and their exploitation for prostitution and pornography purposes

by way of specialised participative programmes implemented in their best interests

ACTIVITY DEADLINES	RESOURCES	RISKS
<p>Continuously through the end of 2018</p>	<p>Create a sustainable system of collection of data and monitoring the phenomenon of trafficking in children and exploitation of children in pornography and prostitution No costs – employees work as part of their regular work activities</p> <p>Create and implement participative prevention programmes intended for children, especially children from vulnerable social groups which are under a particular risk based on the impact analysis</p> <p>TAIEX 4.500 EUROS</p> <p>Create programmes for children in elementary and high school education to emphasise unacceptability of gender discrimination and its consequences, the importance of gender equality and dignity and integrity of every human being</p> <p>TAIEX 4.500 EUROS</p> <p>Explore and monitor new global and national trends with a view to developing special measures of prevention and suppression of risks of children trafficking, in connection with voluntary or forced children migration, the worst forms of child labour, risks deriving from abuse of communication and information technologies for pornography and prostitution – Project of the United States Department of Labor “Country Level Engagement and Assistance to Reduce Child Labor”</p> <p>Advance teaching curricula in higher education institutions providing education to professionals who work with children, victims of human trafficking and exploitation in prostitution and pornography and with children from vulnerable social groups</p> <p>Project of the United States Department of Labor “Country Level Engagement and Assistance to Reduce Child Labor”</p> <p>Strengthen competencies of experts working with children victims of human trafficking and exploitation in prostitution and pornography from educational institutions, systems of social protection and healthcare, police, judiciary and civil sector for the implementation of programmes of prevention, protection and reintegration of children, victims of human trafficking and exploitation in prostitution and pornography</p> <p>Budget - Ministry of the Interior 79.300 RSD for 2017 79.300 RSD for 2018</p> <p>Budget – Ministry of Health 87.080 RSD for 2017 87.080 RSD for 2018</p> <p>Budget – Ministry of Labour, Employment, Veterans and Social Affairs 87.080 RSD for 2017 87.080 RSD for 2018</p> <p>Define and adopt a model of cooperation with companies promoting corporate social responsibility in the area of prevention of children trafficking and exploitation in prostitution and pornography Project of the United States Department of Labor “Country Level Engagement and Assistance to Reduce Child Labor”</p>	<p>Lack of funds; Low motivation level</p>

ACTIVITIES	TASKS	RESPONSIBLE INSTITUTION AND PARTNERS	ACTIVITY INDICATOR
<p>Detecting and processing cases of children trafficking and exploitation in prostitution and pornography and provision of legal assistance in criminal and other procedures</p>	<ol style="list-style-type: none"> 1. Adjust the existing mechanisms of cooperation of competent authorities and establish new ones in line with proactive approach 2. Advance capacities of competent authorities for detection and prosecution of cases of children trafficking and exploitation in prostitution and pornography 3. Facilitate the position of a child victim/damaged person during procedures 	<ol style="list-style-type: none"> 1. Interagency Working Group and partners 2. Ministry of the Interior, Republic Public Prosecutor's Office, Ministry of Labour, Employment, Veterans and Social Affairs, Ministry of Health, Ministry of Education, Science and Technological Development and partners 3. Ministry of Labour, Employment, Veterans and Social Affairs and partners 4. Ministry of Justice 5. Judicial Academy 	<ol style="list-style-type: none"> 1. Analysis prepared 2. Cooperation mechanism put in place 3. Number of inter-agency Working Groups, number of meetings held 4. Practice advanced 5. Number of seminars and trainings prepared 6. Number of implemented seminars and trainings 7. Number and structure of attendants 8. Number and results of training evaluation 9. Degree of efficiency increase in the work of government authorities 10. Level of equipment 11. Number of victims indemnified 12. Number of cases in which interrogation techniques were used 13. Number of cases where assistance was provided from a trustworthy person 14. Number of cases where assistance was provided to the victim's family 15. Criminal Code amended
<p>Identification, protection and integration of children victims of human trafficking and exploitation in prostitution and pornography</p>	<ol style="list-style-type: none"> 1. Establish indicators for identification of children victims 2. Increase capacities for urgent reception of children as well as specialised fostering programmes for children victims 3. Prepare Instructions for professional guardianship in organising protection of children living and/or working in the street 4. Create and implement specific participative programmes for the protection and sustainable social inclusion of children victims 5. Define and adopt minimum standards of safety of children victims 6. Advance cooperation among institutions in prevention, protection and integration of children victims 7. Advance the efficiency and development of new agencies and services for the protection of children victims 	<p>1,2,3,4,5,6,7. Ministry of Labour, Employment, Veterans and Social Affairs and partners</p>	<ol style="list-style-type: none"> 1. Established indicators are applied in practice at the national level 2. Number of boys and girls urgently received 3. Instruction adopted 4. Number of specific programmes created 5. Number of specific programmes implemented 6. Number of cases where assistance is provided to the child victim's family 7. Increased safety of a child victim in the process of identification and referral 8. Number of positive evaluations by children victims 9. Protocol adopted on action and cooperation between guardianship authorities and the Centre for Human Trafficking Victims Protection vis-à-vis assistance and integration programmes for children victims

ACTIVITY DEADLINES	RESOURCES	RISKS
Continuously through the end of 2018	<p>Note: All tasks within the scope of these activities are already covered in Objective 3.</p>	Lack of funds; employees overloaded with work
Continuously through the end of 2018	<p>Establish indicators for identification of children victims Costs covered through overall expenditures of this Objective – Objective No. 5</p> <p>Increase capacities for urgent reception of children as well as specialised fostering programmes for children victims</p> <p>Budget - Ministry of Labour, Employment, Veterans and Social Affairs 150.000 RSD for 2017 150.000 RSD for 2018</p> <p>TAIEX 2.900 Euros TAIEX 2.900 Euros TAIEX 2.900 Euros</p> <p>Define and adopt minimum standards of safety of children victims Advance cooperation among institutions in prevention, protection and integration of children victims</p> <p>TAIEX 4.500 Euros</p>	Employees overloaded with work, failure to recognise new trends, insufficiently developed capacities for project activities, lack of teamwork

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