



Republika e Kosovës

Republika Kosova-Republic of Kosovo

Qeveria -Vlada-Government

Ministria e Punëve të Brendshme / Ministarstvo Unutrašnjih Poslova / Ministry of
Internal Affairs

NATIONAL STRATEGY
AGAINST TRAFFICKING IN HUMAN BEINGS IN KOSOVO
2022-2026

29 /03/2022

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1.1 Executive Summary

The National Strategy against Trafficking in Human Beings is a strategic document that establishes policies and measures that should be undertaken against the crime of trafficking in human beings in Kosovo. This strategy and action plan reflects the priorities of the Government of the Republic of Kosovo to combat all forms of trafficking through institutional mechanisms. This Strategy also reflects the commitments of the Government for international cooperation in the field of combating trafficking and the obligations arising from the process of integration of the Republic of Kosovo in the European Union, respectively for the implementation of the obligations arising from the Stabilization and Association Agreement between Kosovo and the European Union.

Strategic and specific objectives have been set following a consultation process with all internal institutional actors in the fight against trafficking in human beings and other external actors such as civil society, academia and international partners. The Strategy is also based on preliminary analyses conducted in collaboration with local and international partners, in particular the US Department of State TIP Report and the GRETA report of 2021, in evaluating the implementing the Strategy, Action Plan 2015-2019, work reports for the National Authority for 2020 - 2021 and the recommendations arising from this evaluation.

This strategic document is divided into two parts: the Anti-Trafficking Strategy and the Action Plan, which contains the strategic objectives, the specific ones as well as the activities which are planned to be met in the three-year period 2022-2024. The strategic and specific objectives, as well as the activities are presented in detail in the Action Plan, which also contains the budget part, measurable and concrete indicators, and describes in detail the responsible institutions and their role in combating trafficking in human beings in Kosovo. Important parts of the Strategy also contain financial impact

calculations which were discussed with the working group and reflected with each relevant institution.

In the National Strategy against Trafficking in Human Beings 2022-2026, concrete actions and measures are recommended in order to address the identified challenges and improve the situation in effectively preventing and combating trafficking. In this regard, actions are envisaged in order to improve the national mechanism, to implement coordinated actions towards prevention and awareness of the consequences of trafficking, to strengthen the system from victim identification to long-term reintegration, to increase efficiency in criminal prosecution of perpetrators of the crime of trafficking in human beings as well as strengthening regional and international cooperation. All these actions are recommended as a result of an assessment of the current situation in the country and in the regional and global context in relation to trafficking, of the results of comprehensive analyses of strategic documents and other empirical analyses derived from various researches conducted during the past years. Consequently, addressing the recommended actions is expected to have a positive impact on addressing the gaps identified in the system, while enabling the advancement and strengthening of prevention and combating of the phenomenon of trafficking.

The action plan is designed in accordance with the strategic objectives, specific objectives and planned activities that will help meet the specific objectives towards achieving the strategic objectives.

1.2 Introduction

Trafficking in human beings is a concerning phenomenon for more than two decades in Kosovo, a phenomenon which has evolved and changed in its forms and trends. Drafting the Strategy and Action Plan against Trafficking in Human Beings 2022-2026 is an obligation deriving from the priorities set by the institutions of the Republic of Kosovo, to prevent and fight organized crime and all forms of its occurrence. As such, National Strategy against Trafficking in Human Beings 2022-2026 has been drafted in accordance with the Government Program 2021-2025,¹ as well as in line with the reforms that are being undertaken in the context of the European integration process and other international obligations. The Government program envisages the strengthening of the justice system, focusing on strengthening the rule of law, and consequently on combating trafficking in human beings, as one of the basic principles for the protection of the rights and freedoms of citizens, guaranteed by the Constitution and international conventions. Another priority within the government program is to strengthen cooperation with neighbouring countries and beyond, as well as with international law enforcement mechanisms, in order to align the actions and ensure a coordinated approach in addressing the problem of trafficking in human beings, as well as strengthening its role as a contributor to international peace, security and development.²

The institutions of the Republic of Kosovo address the phenomenon of trafficking in human beings with great seriousness and commitment, creating stable structures, legal basis and effective policies for preventing and combating trafficking in human beings, as well as providing services for the protection and rehabilitation of victims of trafficking.

¹See also, Program of the Government of the Republic of Kosovo, 2021-2025, priorities in strengthening the rule of law in Kosovo, page 12.

²Ibid.

Despite all achievements, this National Strategy among others envisages that actions against trafficking will continue to be further strengthened.

Kosovo has developed a sound legal and strategic framework for combating trafficking, including institutional mechanisms mandated to coordinate and implement anti-trafficking policies. Furthermore, the approximation of legislation with EU legislation continues in line with the National Program for the Implementation of the Stabilization and Association Agreement with the European Union.

The strategy is based on the Law on preventing and combating trafficking in human beings and protecting victims of trafficking, which addresses all forms of trafficking in human beings, both national and transnational, including offenses committed for the purpose of exploitation of victims, while they contain elements of trafficking in human beings.

Given that the phenomenon of trafficking has also affected other countries, where the movement of victims can be done from one country to another, it can be seen that international cooperation is of particular importance, especially the sharing of experiences and information between countries.

1.3 Methodology

The drafting of the National Strategy against Trafficking in Human Beings 2022-2026 was preceded by a comprehensive evaluation of the implementation of the Strategy and Action Plan 2015-2019, as well as the working reports of the National Authority for 2020-2021. Likewise, the reports of all relevant international mechanisms were analysed in details including those of the U.S. Department of State, the European Commission, the OSCE, the civil society, etc.

The process of drafting of the strategy is coordinated by the National Anti-Trafficking Coordinator. The National Authority, international partners, civil society and other

stakeholders are involved in the comprehensive and detailed evaluation of the implementation of the anti-trafficking strategy 2015-2019. The working group has been working on the analyses of the current situation, identification of challenges that need to be addressed with this strategy and proposing the objectives and measures that will improve the efficiency and effectiveness of the institutions involved in the implementation, with the aim of preventing and combating trafficking in human beings, always being aware of the transnational aspect that this phenomenon entails. The current strategy is also based on the draft of the government working group during 2020-2021, however, due to the situation with the Covid-19 pandemic in Kosovo this version is now updated and re-drafted, reflecting the current challenges deriving from the situation analysis, and based on government priorities for 2022-2026.

The methodology followed in this process includes the evaluation of the implementation of the previous strategy 2015-2019 and the degree of fulfilment of its objectives through the implementation of activities. The evaluation of the implementation of this strategy is in annex 2. After the evaluation of the implementation of the strategy, gaps were identified in fulfilment of previous activities and new activities leading to overall improvement in the field of preventing and combating trafficking were identified. During the workshops and meetings, the current situation was discussed and evaluated, whereby case activities that would help achieve specific objectives and implement strategic ones by proposing improvements focused on preventing and combating trafficking in general were proposed. The approach has been multi-disciplinary, proactive and in working groups with institutional actors, with active participation of the civil society in addressing the needs of victims of human trafficking as well as the key international partners, guaranteeing the ownership process of this strategic document.

Strategic objectives, specific objectives and activities are set out based on data, on findings and recommendations from the process of evaluation of the previous Strategy, on the reports of local and international actors, but also on identified priorities which are in line

with the priorities of the Government, as well as on the current situation in Kosovo in the field of combating trafficking. The drafting of the strategy has gone through an inter-ministerial consultation process, as well as through public consultations. When defining strategic objectives, special attention has been paid to avoiding possible duplication of activities and linking this strategy to other national and sectoral strategies approved by the Government of the Republic of Kosovo.

The institutions that have been part of the drafting of this strategy are:

1. Office for Strategic Planning within the Office of the Prime Minister;
2. Ministry of Internal Affairs;
3. Ministry of Foreign Affairs and Diaspora;
4. Ministry of Finance, Labour and Transfers
5. Ministry of Health;
6. Ministry of Education, Science, Technology and Innovation;
7. Ministry of Economy;
8. Ministry of Industry, Entrepreneurship and Trade;
9. Ministry of Local Government Administration;
10. Representatives from the OSCE;
11. Representatives from ICITAP and OPDAT - US Embassy;
12. Representatives from GIZ;
13. Representatives from the EC;
14. Experts from the European Union;
15. Representatives from KPC, OCSP;
16. Representatives from the KJC;
17. Representatives from Non-Governmental Organizations as well as other external international partners (See full list of participants set out in Annex 1).

1.4 Background

Trafficking in human beings is one of the most serious violations of human rights, which is often associated with organized crime. Human dignity is ranked as one of the basic human values in the highest legal act, the Constitution of the Republic of Kosovo. Therefore, the institutions of the Republic of Kosovo are committed to take all necessary positive measures to effectively guarantee this value, and in addition to provide protection from the negative phenomenon of human trafficking and at the same time to protect and promote the human rights for all victims of trafficking, regardless of race, nationality or gender.

Trafficking in human beings constitutes a serious crime which often has implications which the countries cannot address individually. Consequently, trafficking in human beings turns out to be a complex transnational phenomenon which has its roots in vulnerability to poverty, lack of democratic culture, gender inequality and violence against women, conflicts and post-conflict situations, lack of social integration, lack of employment opportunities, lack of access to education, in child labour and gender discrimination.

Kosovo used to be mainly a country of destination, including the cases of transit and origin. Whereas now, Kosovo remains mainly country of origin (victims from Kosovo exploited in Kosovo) with fewer cases of destination and transit. Children remain most affected by human trafficking and the most common form of exploitation is sexual exploitation.

Victims	2019	2020	2021
Victims identified	26	17	25
Assisted-sheltered victims	16	09	14
Victims who are not assisted / sheltered	10	08	18
Repatriated victims	03	03	01
Gender	2019	2020	2021
Female	23	07	20
Male	03	10	05

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Identified victims-origin	2019	2020	2021
Kosovo	21	17	24
Albania	1	0	01
Serbia	2	0	0
Montenegro	2	0	0
Total	26	17	25

Victims identified by age group								
Age group	under 18	18--22	23--25	26-30	31-35	36-40	over 40	Total
2019	15	04	01	03	02	01	00	26
2020	15	01	01	00	00	00	00	17
2021	19	05	00	00	00	00	01	25

Victims of trafficking by form of exploitation	2019	2020	2021
Exploitation for prostitution of others	18	07	19
Exploitation for pornography and other forms of sexual exploitation	01	00	0
Use for services or forced labour	02	10	03
Exploitation for begging / alms	01	00	03
Exploitation for slavery or similar conditions	02	00	0
Forced marriage	01	00	0
Exploitation for captivity or removal of organs	00	00	0
Sale of the child	01	00	0

Among other achievements reported during 2019-2021 is the continuation of coordination of activities by the National Authority and the National Coordinator, the work of the Directorate for Investigation of Trafficking in Human Beings (DITHB) DITHB as a specialized directorate in the prevention and investigation of trafficking, the appointment of coordinators in seven basic prosecution offices and initiating the creation of “task forces” at regional levels led by coordinator prosecutors.

Despite the results achieved, some challenges remain, which require increased attention and immediate institutional response, such as strengthening inter-institutional coordination, coordinated activities in prevention, defence and reintegration, as well as increasing the efficiency of investigation and trying of traffickers and the imposing of adequate sentences. International cooperation and non-membership in international security mechanisms remain a challenge per se.

Summary of key activities

Main activities of the Strategy against Trafficking in Human Beings 2022-2026 will focus on supporting victims in a structured and sustainable way with concrete activities in strengthening mechanisms for combating trafficking in human beings, preventing human trafficking, improving the identification, protection and reintegration of victims and presumed victims of trafficking, investigating, prosecuting and punishing cases of trafficking in human beings, and strengthening regional and international cooperation.

For all activities foreseen in this Strategy, a cost and budget line have been determined for the financial coverage of these activities. Some of the activities will be supported by international donors supporting the fight against trafficking in human beings.

1.5 Objectives:

Based on the preliminary analysis of the current situation and recommendations regarding the implementation of the Strategy and Action Plan against trafficking 2015-2019, the working group for drafting the Strategy, has set the following strategic objectives:

Strategic Objective I: Strengthening institutional mechanisms for combating trafficking in human beings (THB);

Strategic Objective II: Preventing the phenomenon of trafficking in human beings;

Strategic Objective III: Improving the identification, protection and reintegration of victims and the presumed victims of trafficking;

Strategic objective IV: Investigation, prosecution and punishment of cases of trafficking in human beings;

Strategic Objective V: Strengthening regional and international cooperation.

Strengthening institutional mechanisms for combating trafficking in human beings (THB)

Under this strategic objective, specific objectives are foreseen that will help achieve this objective:

Indicator: Number of relevant actors with increased capacity in reporting and coordination as well as increasing the effectiveness of reporting.

Outcome: Effective coordination and reporting for the provision of quality and sustainable services.

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No.	Specific objectives	Indicator and outcome
I.1	Capacity building of all relevant actors for the provision of quality and sustainable services	<p>Increased capacities of all relevant actors to provide quality and sustainable services</p> <p>At least 150 professionals have been trained to provide effective and quality services</p>
I.2	Strengthening the role of the National Coordinator, the Secretariat of Strategies and the National Authority against Trafficking in Human Beings	<p>Percentage of member institutions of centrally coordinated mechanisms that properly implement joint coordination responsibilities</p> <p>Central coordination mechanisms are strengthened, functional and efficient in implementing actions to prevent and protect against human trafficking.</p> <p>The participating institutions of these mechanisms implement the shared responsibilities properly</p>
I.3	Strengthen the system for collection, management and evaluation of collected information and data	<p>Number of actions performed according to periodic and annual plans</p> <p>Over 90% of the planned meetings have taken place</p> <p>Over 90% of the planned activities have been completed</p>

Prevention of human trafficking

Under this strategic objective, specific objectives are foreseen that will help achieve this objective:

Indicator: Raising the level of general awareness of the public and relevant institutional and societal actors related to the THB.

Outcome: Awareness of the public and relevant institutional actors about the phenomenon of human trafficking has been raised.

No.	Specific objectives	Indicator and result
II.1	Systematic monitoring of trends and comprehensive awareness of the risk and consequences of human trafficking	Expanding the scope of activities aimed at preventing trafficking at the national level Identifying trafficking trends and publishing results for the purpose of awareness raising; Activity coverage of 70% of the territory of Kosovo (measurement through surveys in schools and cities)

Improvement of identification, protection and reintegration of victims and presumed victims of trafficking

Under this strategic objective, specific objectives are foreseen that will help achieve this objective:

Indicators:

- The number of victims who have been provided with protection, assistance and who have been reintegrated, compared to the total number of identified victims;
- Number of trained professionals.

Outcome: At least 500 professionals have been trained on the identification, protection and reintegration of victims and alleged victims of the ILC.

No.	Specific objectives	Indicator and result
III.1	Increase efficiency and effectiveness for early identification and referral	Number of victims identified/referred 100% of the identified victims were referred and benefited from the services
III.2	Continuous strengthening of direct services for victims and presumed victims of trafficking	Measures taken in order to provide sustainable, continuous and quality services to victims and alleged victims of trafficking Service providers have sufficient budget, are trained and provide quality services to victims and presumed victims of trafficking
III.3	Facilitation of compensation procedures for victims of trafficking	Percentage of cases benefiting from compensation in relation to the number of victims who have applied for compensation Percentage of compensated victims
III.4	Reintegration of victims and presumed victims of trafficking	Number of reintegrated victims according to their number in education, employment and family return At least 90% of victims are reintegrated

Investigation, prosecution and punishing of cases of trafficking in human beings

Under this strategic objective, specific objectives are foreseen that will help achieve this objective:

Indicator: Number of persons prosecuted.

Outcome: At least 90% of cases of prosecuted persons have been successfully resolved.

No.	Specific objectives	Indicator and result
IV.1	Increasing the institutional efficiency and effectiveness on investigation of trafficking cases	Number of cases initiated 100% of the initiated cases have been submitted to the prosecutor's office
IV.2	Increasing the institutional efficiency and effectiveness on the prosecution of trafficking cases	Number of investigations initiated Number of investigations completed
IV.3	Increasing the institutional efficiency and effectiveness on punishing the criminal offences and the perpetrators involved in trafficking, and on the confiscation of the property	Number of cases received in court Number of cases of confiscation of property Number of cases adjudicated and persons convicted Number of cases of confiscation of property

Strengthening regional and international cooperation

Under this strategic objective, specific objectives are foreseen that will help achieve this objective:

Indicator: Agreements signed per year

Outcome: Increasing regional and international cooperation through the implementation of signed agreements.

No.	Specific objectives	Indicator and result
V.1	Improving regional and international cooperation in the field of preventing, combating of trafficking in human beings and provision of assistance to victims	<p>Exchange of information, organization of joint meetings and participation in meetings and conferences</p> <p>Actions taken every year as a result of regional and international cooperation in combating trafficking in human beings</p> <p>At least 90% of the meetings and conferences held</p>

1.6 Monitoring, reporting and evaluating the implementation of the strategy and action plan

The Ministry of Internal Affairs will be the main bearer of the implementation of the Strategy against Trafficking in Human Beings, assisted by supporting institutions. In order to monitor the implementation of the activities foreseen in the Strategy Action Plan, the Secretariat for Strategies within the MIA will be engaged³, which will prepare the following:

- **6-month reports** on the achievement of strategic objectives and the

³Secretariat of Strategies/Office of the National Coordinator: The Secretariat of Strategies in the MIA has the duty to monitor on a regular basis the implementation of the Strategy by collecting and analysing data on the implementation of action plan activities, as well as drafting periodic and evaluation reports for the National Coordinator. In addition, the Secretariat will assist the National Coordinator in coordinating the implementation of the strategy and communicating with stakeholders.

implementation of the action plan. The 6-month report will contain information on achieving the objectives and implementing the activities. In the framework of the 6-month report, in particular, the difficulties encountered, challenges, identified risks and their addressing for the implementation of the strategy will be highlighted;

- **Annual reports** on the achievement of strategic objectives and the implementation of the action plan. The annual progress report will contain information on achieving the objectives and implementing the activities. In the framework of the annual report, in particular, the difficulties encountered, challenges, identified risks and their addressing for the implementation of the strategy will be underlined, as well as the monitoring of measurement indicators and their implementation.

Institutions responsible for implementation will provide information on the progress of the implementation of the strategy.

The annual plan will be reviewed according to the degree of implementation/non-implementation of the activities foreseen in the strategy.

The institutions responsible for the implementation of the National Strategy against trafficking in human beings 2022-2026 are the following:

- Ministry of Internal Affairs
- Kosovo Police
- Kosovo Judicial Council
- Kosovo Prosecutorial Council
- Ministry of Justice
- Ministry of Education, Science, Technology and Innovation
- Ministry of Local Government Administration
- Ministry of Culture, Youth and Sports
- Ministry of Finance, Labour and Transfers
- Ministry of Health
- Ministry of Foreign Affairs and Diaspora
- Agency for Gender Equality
- State Prosecutor
- Courts

- Office for Victim Protection and Assistance
- Municipalities, and
- Any service provider within these institutions that deals with preventing and combating human trafficking

Monitoring and Reporting Mechanism of the National Strategy against trafficking in human beings 2022-2026 and Action Plan

The monitoring mechanism will operate in accordance with the /principles set out in Administrative Instruction (GRK) No. 07/2018 on Planning and Drafting Strategic Documents and Actions Plans in the Manual for Planning, Drafting and Monitoring of strategic documents and their action plans.

The Ministry of Internal Affairs is responsible for coordinating and monitoring the implementation of the National Strategy against Trafficking in Human Beings 2022-2026 and for taking action, if necessary, to ensure the timely and effective implementation of the activities set out in the Action Plan.

The authority responsible for preparing reports according to the mandate is the Secretariat for Monitoring and Evaluation of National Strategies supported by the National Coordinator against Trafficking in Human Beings within the MIA.

Progress reports to be prepared:

- 6-month implementation report;
- Annual implementation report;
- Final report.

	Responsible Authority for drafting the report	Deadline	Finalization of the report
6-month implementation report	Secretariat for Monitoring and Evaluation of National Strategies with the support of		AKAT

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	the National Coordinator		
Annual implementation report	Secretariat for Monitoring and Evaluation of National Strategies with the support of the National Coordinator		Signed by the Secretary General (MIA)
Final report	Secretariat for Monitoring and Evaluation of National Strategies with the support of the National Coordinator		Signed by the Minister of Internal Affairs

In case of any significant problems during implementation or in case of changed circumstances, the responsible ministry informs the Office for Strategic Planning (OSP) in a timely manner. The responsible Ministry and the OSP, after assessing the joint situation, will propose the necessary action for the Strategic Planning Commission.

1.7 Budget impact and strategy implementation:

The implementation of the strategy action plan for the first three years will require the resources presented in the table below in EUR million (GS: goods and services; S: Salary; C: Capital; SG: Subsidies and Grants)

Objectives	2022				2023				2024			
	GS	S	C	SG	GS	S	C	SG	GS	S	C	SG
Strategic Objective I: Strengthening institutional mechanisms for combating trafficking in human beings												
Specific objectives												
I.1 Capacity building of all relevant actors for the provision of quality and sustainable services.												
I.2 Strengthening the role of the National Coordinator, the Secretariat of Strategies and the National Authority												

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against Trafficking in Human Beings												
1.3 Strengthening the system of collection, management and evaluation of information and the collected data												
Strategic Objective II: Prevention of human trafficking												
Specific objective												
II.1 Systematic monitoring of trends and comprehensive awareness on the risk and consequences of human trafficking												
Strategic Objective III: Improvement of identification, protection and reintegration of												

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victims and the presumed victims of trafficking													
III.1 Increase efficiency and effectiveness for early identification and referral													
III.2 Continuous strengthening of direct services for victims and presumed victims of trafficking													
III.3 Facilitation of compensation procedures for victims of trafficking													
III.4 Reintegration of victims and presumed victims of trafficking													
Strategic Objective IV: Investigation, prosecution and punishing of cases of trafficking in human beings													

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IV.1 Increasing the institutional efficiency and effectiveness on investigation of trafficking cases													
IV.2 Increasing the institutional efficiency and effectiveness on the prosecution of trafficking cases													
IV.3 Increasing the institutional efficiency and effectiveness on punishing of the criminal offences and the perpetrators involved in trafficking, and on the confiscation of the property													
Strategic Objective V: Strengthening regional and international cooperation													
V.1 Improving regional and international cooperation in the field of prevention,													

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combating of trafficking in human beings and provision of assistance to victims													
Total													
Sub-total 2022-2024													

The source of funding for the implementation of the action plan will be mainly from the budget of the Republic of Kosovo. According to the Mid-Term Public Expenditure Framework 2022-2024, the minimum funds for the implementation of the activities of this strategy will be EUR XXX million.

Annexes

LIST OF PARTICIPANTS DURING THE DRAFTING OF THE STRATEGY

DONORS

I. Legal framework in the field of Trafficking in Human Beings

The legal framework in the field of human trafficking has been drafted in compliance with international standards.

The field of trafficking in Kosovo is regulated by the following legislation:

Constitution of the Republic of Kosovo;

Criminal Code of the Republic of Kosovo;

Criminal Procedure Code of Kosovo;

Juvenile Justice Code;

Law on Preventing and Combating Trafficking in Human Beings and Protecting Victims of Trafficking;

Law on Crime Victim Compensation;

Law on Witness Protection;

Law on Protection against Domestic Violence;

Law on the Prevention of Money Laundering and Combating Terrorist Financing;

Law on Liability of Legal Entities for Criminal Offenses;

Law on Prevention and Combating Cybercrime;

Law on Management of Sequestered and Confiscated Assets;

Law on Police;

Law on the State Prosecutor;

Law on Police Inspectorate of Kosovo;

Law on the Special Prosecution Office of the Republic of Kosovo;

Law on Labour Inspectorate;

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Law on Child Protection;

Strategy on children's rights;

Law No. 04/L-081 on Amending and Supplementing the Law No. 02/L-17 on Social and Family Services;

Law on Labour Inspectorate, 03/L-017;

Law on Social and Family Services, 02/L-17;

Law on Family, 2004/32;

Law on Abortion, 2008/03-L-110;

Law on Health;

Standard Operating Procedures for Trafficked Persons in Kosovo;

Law on Reproductive Health;

Law on Labour;

Law on Extended Powers for Confiscation of Assets;

Law on Free Legal Aid;

Law on Protection of Personal Data;

Law on Vocational Ability, Rehabilitation and Employment of People with Disabilities;

Anti-Discrimination Law;

Law on Gender Equality;

Law on Foreigners;

Law on Asylum;

Law on Issuance of Work Permit and Employment of Foreign Citizens in Kosovo.

International documents

2006 *Convention on the Rights of Persons with Disabilities and its Optional Protocol;*

2006 *International Convention for the Protection of All Persons from Enforced Disappearance;*

2000 *Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime;*

2000 *Optional Protocol to the Convention on the Rights on the Sale of Children, Child Prostitution;*

1999 *ILO Convention on the Worst Forms of Child Labour No. 182;*

1990 *International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families;*

1989 *Convention on the Rights of the Child;*

1984 *Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment;*

1979 *Convention on the Elimination of All Forms of Discrimination Against Women;*

1967 *Protocol Relating to the Status of Refugees;*

1966 *Convention on the Elimination of All Forms of Racial Discrimination;*

1966 *International Covenant on Economic, Social and Cultural Rights;*

1966 *Optional Protocol to the International Covenant on Civil and Political Rights;*

1957 *ILO Convention on the Abolition of Forced Labour No. 105;*

1951 *Convention Relating to the Status of Refugees;*

1930 *ILO Convention on Forced Labour No. 130;*

2011 *Convention on preventing and combating violence against women and domestic violence, CETS No. 210, 7 April 2011*

2007 *Convention on the Protection of Children Against Sexual Exploitation and Sexual Abuse;*

2005 *Convention on action against trafficking in human beings, CETS no. 197, May 16, 2005;*

1983 *Convention on the Compensation of Victims of Violent Crimes, CETS no. 116, November 24, 1983;*

1981 *Convention for the Protection of Individuals with Regard to Automatic Processing of Personal Data, ETS 108, January 28, 1981;*

1950 *Convention for the Protection of Human Rights and Fundamental Freedoms, as amended by Protocol no. 11*, 04.11.1950;

2010 *Directive on Preventing and Combating Trafficking in Human Beings and Protection of Its Victims*, Official Journal L 101/1 15.04.2011;

2008 *Council Framework Decision 2008/977/JHA of 27 November 2008 on the protection of personal data processed in the framework of police and judicial cooperation in criminal matters*;

2004 *Council Directive 2004/81/EC of 29 April 2004 on the residence permit issued to third-country nationals who are victims of trafficking in human beings or who have been the subject of an action to facilitate illegal immigration, who cooperate with the competent authorities*, Official Journal L 261, 06 August 2004;

2002 *Directive 2002/58/EC of the European Parliament and of the Council of 12 July 2002 concerning the processing of personal data and the protection of privacy in the electronic communications sector*, Official Journal L 201/37, 31 July 2002;

2001 *Council Framework Decision of 15 March 2001 on the standing of victims in criminal proceedings* (2001/220 / JHA);

2000 *European Union Charter of Fundamental Rights*, Official Journal C 303 of 14 December 2007;

1995 *Directive 95/46/EC of the European Parliament and of the Council of 24 October 1995 on the protection of individuals with regard to the processing of personal data and on the free movement of such data*,

Official Journal L 281, 23 November 1995.

II. Institutional mechanisms involved in the field of human trafficking

There are several bodies and institutions in Kosovo, including non-governmental organizations, responsible for developing and implementing state policies to combat trafficking in human beings, as described in the following.

Ministry of Internal Affairs through the following mechanisms:

- National Anti-Trafficking Coordinator
- Secretariat for Monitoring and Evaluation of National Strategies (SMESN)
- Department of Citizenship, Asylum and Migration (DCAM)
- National Authority against Trafficking in Human Beings
- Directorate of Investigation of Trafficking in Human Beings (DHTQNJ) in the Kosovo Police

- Kosovo Judicial Council and Prosecutorial Council
- State Prosecutor
- Office for Protection and Assistance to Victims, within the Chief State Prosecutor
- Court
- Ministry of Justice
- Ministry of Finance, Labour and Transfers
- municipalities
- Centre for Social Work, within municipalities
- Ministry of Health
- Ministry of Education, Science, Technology and Innovation
- Ministry of Culture, Youth and Sports - through the Program
- Ministry of Local Government Administration (MLGA)
- State shelter for the protection and rehabilitation of victims of trafficking in human beings
- Non-Governmental Organizations licensed by the competent ministries, with a mandate to provide services to trafficked persons, alleged trafficked persons and those at risk of trafficking (children and adults, local and foreign) in Kosovo.

III. Regional and international cooperation in the field of human trafficking

In order to prevent, combat human trafficking, assist and protect victims, the institutions of the Republic of Kosovo are engaged in various forms of regional and international cooperation, including cooperation protocols.



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**ACTION PLAN FOR THE IMPLEMENTATION OF THE NATIONAL
STRATEGY AGAINST TRAFFICKING IN HUMAN BEINGS IN KOSOVO
2022-2024**

30/03/2022

No.	Strategic and specific objectives, indicators and actions	Baseline value	Temporary target 2023			Target for the last year 2024	Result		
1.	STRATEGIC OBJECTIVE I: Strengthening institutional mechanisms for combating trafficking in human beings (THB)								
	Indicator: Number of relevant stakeholders with increased capacities in reporting and coordination as well as increasing the effectiveness of reporting	<i>Situation in 2021</i>	<i>2023 60%</i>			<i>2024 90%</i>	Effective coordination and reporting for the provision of quality and sustainable services		
I.1	SPECIFIC OBJECTIVE I.1: Capacity building of all relevant stakeholders for the provision of quality and sustainable services								
	Indicator: Increased capacities of all relevant stakeholders to provide quality and sustainable services	<i>Baseline 2021</i>					At least 150 professionals have been trained for the provision of effective and quality services		
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Outcome (Result)	Reference documents
			Year 2022	Year 2023	Year 2024				

I.1.1	Appointment of members to the National Authority by each stakeholder institution / organization.		0.00	0.00	0.00	BK	National Coordinator (NC) MIA	National Authority (NA) completed by decision	Anti-trafficking law
I.1.2	Supplying Kosovo Police Units (DITHB) with technical equipment	2024				KB DONORS	KP	70% supplied with necessary technical equipment	Needs identified by the Kosovo Police
I.1.3	Profiling of professional staff in institutions where services are provided to victims of trafficking	2024	0.00	0.00	0.00	KB	MFPT Municipalities	70% of staff profiled in service delivery.	GRETA - The second report on Kosovo
I.1.4	Increase human resources in the Centers for Social Work (CSW) for handling of trafficking cases	2023				DONORS KB	MFPT Municipalities	The total number of social workers has increased by 10%	GRETA -Report 2021 Minimum standards for service providers for Victims of Trafficking (VT)
I.1.5	Strengthening human and technical capacities of the helpline	2024				KB DONORS	VAAO DONORS	Three (3) professional trainings held for handling received calls	GRETA -Report 2021 Minimum standards for VT service providers
I.1.6	Drafting an internal guide on continuous risk reassessment for the Sheltering Centre	2023	2,280.00 per diem and accommodation 50 x 1 x 10 = 500 x 3 = 1500 Workshop with 10 people four days plus 300 transport	2,280.00	2,280.00	KB	QSMRVT	One (1) guide has been drafted and is in use by Sheltering Centre	GRETA - Report 2021
	Overall budget for specific objective I.1:		2,280.00	2,280.00	2,280.00				

	<i>Of which capital:</i>								
	<i>Of which current:</i>								
I.2	SPECIFIC OBJECTIVE I.2: Strengthening the role of the National Coordinator, the Secretariat for Strategies and the National Authority against Trafficking in Human Beings								
	Indicator: Percentage of member institutions of centrally coordinated mechanisms that properly implement joint coordination responsibilities	<i>Situation in 2021</i>	<i>2023 60%</i>	<i>2024 90%</i>	Central coordination and monitoring mechanisms are strengthened, are functional and effective in implementing actions to prevent and protect against human trafficking. The participating institutions of these mechanisms implement the joint responsibilities properly				
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Outcome (Result)	Reference to Documents
			Year 2022	Year 2023	Year 2024				
1.2.1	Regular meetings of the National Authority against Trafficking in Human Beings on a quarterly basis	2024	4 x 20 = 80.00	80.00	80.00	KB	MA NA	At least 4 meetings are held on an annual basis	GRETA - Report 2021
1.2.2	Establishment of an official website for the National Authority against Trafficking in Human Beings	2023				Donors	MA	Official website developed	Initiative of NA
1.2.3	Drafting and approval of the Administrative Instruction (AI) for the database for victims of trafficking	2023	2,500.00	2,500.00		Donors CoE	MIA MA NA	AI on the establishment of a database for victims of trafficking approved	GRETA - Report 2021

1.2.4	Conducting the analysis of compliance of the legal framework for the prevention and combating of trafficking in human beings with international legal instruments	2023	100.00	100.00	100.00	Donors	MJ MIA NA	Number of identified legal provisions or laws that do not comply with international legal standards and instruments	
	Overall budget for specific objective I.2:		2,680.00	2,680.00	180.00				
	<i>Of which capital:</i>								
	<i>Of which current:</i>								
I.3	SPECIFIC OBJECTIVE I.3 Strengthening the system of collection, management and evaluation of the collected information and data								
	Indicator: Number of actions performed according to periodic and annual plans	<i>Situation in 2021</i>		<i>2023</i> 60%		<i>2024</i> 90%		Over 90% of the planned meetings have taken place	Over 90% of the planned activities have been carried out
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	No.	Reference documents
			Year 2022	Year 2023	Year 2024				
I.3.1	Establishing and putting into function a database for the victims of trafficking	2024	12,500.00	12,500.00	10,000.00	OSCE CoE	MIA	Database created	GRETA - Report 2021
I.3.2	Preparation of periodic reports on the implementation of the Action Plan 2022-2024	2024	2 reports with payment with 500 euros for 10 days 460.00	560.00	560.00	KB	MIA NA	Number of reports submitted	National Strategy against Trafficking in Human Beings in Kosovo 2022-2026

			salaries and 100 euros goods						
1.3.3	Compilation and publication of the annual report on the implementation of the activities foreseen by the Action Plan 2022-2024	2024	560.00	560.00	560.00	KB	MIA, MA NA	The report has been drafted and published	National Strategy against Trafficking in Human Beings in Kosovo 2022-2026
1.3.4	Organizing an evaluation meeting on the implementation of the Action Plan 2022-2024	2024	1,134.00	0.00	0.00	KB Donors OSCE	MIA, MA NA	Three (3) evaluation reports on the implementation of the Action Plan 2022-2024 accomplished	National Strategy against Trafficking in Human Beings in Kosovo 2022-2026
1.3.5	Conduct an independent (external) evaluation on the implementation of the Action Plan 2022-2024	2024				Donors	MA NA	Report drafted and published	GRETA - The second report on Kosovo
1.3.6	Conduct threat analysis and risk assessment of trafficking in human beings	2023	1 report with payment, 500 euros for 10 days 230.00 salaries and 50 euros goods	280.00	280.00	KB	KP	One (1) report drafted and submitted	International reports on risk assessment
	Overall budget for specific objective I.3:		14,974.00	13,900.00	11,400.00				
	<i>Of which capital:</i>								
	<i>Of which current:</i>								

No.	Strategic and specific objectives, indicators and actions	Baseline value	Temporary Target [Year]	Target of the last year [Years]	Result				
II.	STRATEGIC OBJECTIVE II: Prevention of trafficking in human beings								
	Indicator: Raising the level of general awareness of the public and relevant institutional and societal actors related to THB	<i>Situation in 2022</i>	<i>2023 Raising general awareness 50%</i>	<i>2024 Raising general awareness 70%</i>	Awareness of the public and relevant institutional stakeholders regarding the phenomenon of trafficking in human beings has been raised				
II.I	SPECIFIC OBJECTIVE II.I Systematic monitoring of trends and comprehensive awareness on the risk and consequences of trafficking in human beings								
	Indicator: Expanding the scope of activities aimed at preventing trafficking at the national level		50%	70%	Identify trafficking trends and publish results for the purpose of raising awareness Involvement with activities of 70% of the territory of Kosovo (measurement through surveys in schools and cities)				
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	No.	Reference documents
			Year 2022	Year 2023	Year 2024				
II.1.1	Organizing a joint coordinated campaign against THB	2024	2,000.00	2,000.00	2,000.00	CoE Donors	MA NA	Three (3) campaigns conducted to	National Strategy

								prevent trafficking in human beings	against Trafficking in Human Beings in Kosovo2022-2026
II.1.2	Carrying out awareness activities in schools on the prevention of trafficking in human beings	2024	2,500.00 notes were taken from BO	2,500.00	2,500.00	KB	MEST MLGA Municipalities	Awareness activities are held in at least 70% of schools each year	National Strategy against Trafficking in Human Beings in Kosovo2022-2026
II.1.3	Review of the teacher handbook on preventing trafficking in human beings	2023	3,000.00 notes were taken from BO	3,000.00	3,000.00	KB Donors	MEST	Manual reviewed and completed	Teacher Handbook on Preventing Trafficking in Human Beings
II.1.4	Training of journalists and members of print and electronic media on how to report trafficking and protection of victims	2024				GIZ	MIA AGK KMSH	Three (3) trainings held, one per year	GRETA - Report 2021
II.1.5	Information sessions in schools to protect children from recruitment through social networks	2024				Donors	MEST MLGA Municipalities NA	Thirty (30) sessions held; ten (10) per year	National Strategy against Trafficking in Human Beings in Kosovo2022-2026
II.1.6	Information sessions with Parents and School Teachers Advisories on the dangers of trafficking, the dangers of recruiting through social media, and the services available for reporting and feedback in schools	2024	6,000.00	6,000.00	6,000.00	Donors CoE	MEST MLGA Municipalities AGE, NGO, NA	Thirty (30) sessions held; ten (10) per year	National Strategy against Trafficking in Human Beings in Kosovo2022-2026
II.1.7	Capacity building of social service providers and victim advocates for early identification	2024	4,000.00	3,000.00	3,000.00	Donors CoE	MFPT NA VAAO	One hundred (100) trained social service providers and victim advocates	GRETA - Report 2021

II.1.8	Organizing and promoting the week for the rights of victims of crime	2024	10,000.00 VAAO	10,000.00 VAAO	10,000.00 VAAO	KB Donors	VAAO OPDAT NA	Annual organization of the week for the rights of victims of crime carried out	Annual plan of VAAO - OCSP
II.1.9	Preparation of awareness materials on the phenomenon of human trafficking	2024	3,000.00	3,000.00	3,000.00	Donors CoE	MA NA NGO	At least three (3) videos made; At least three (3) brochures published; At least three (3) different materials designed and published	National Strategy against Trafficking in Human Beings in Kosovo2022-2026
II.1.10	Preparation of information and awareness materials for migrants, refugees and displaced persons regarding the risks of trafficking, their rights and the services provided	2024				Donors	MA NA NGO	Prepared materials distributed and translated into the respective languages	Global Migration Report - IOM
II.1.11	Conduct annual analyses of trends of trafficking in human beings, including the risks of trafficking in refugees and displaced persons	2024	250.00	250.00	250.00	KB Donors	MA NA	Three (3) analyses (one per year) have been performed and published	National Strategy against Trafficking in Human Beings in Kosovo2022-2026 GRETA - Report 2021
II.1.12	Conduct research on child victims of trafficking and those at risk of being trafficked, especially children in street situations	2023				Donors	MA NA	Research conducted and published	National Strategy against Trafficking in Human Beings in Kosovo2022-2026

	and those involved in begging								GRETA - Report 2021
II.1.13	Increasing social and economic opportunities for marginalized youth in ten (10) municipalities (15 to 24 years old)	2023				Japanese Government, World Bank	MLGA	Three thousand (3000) young people involved in the program	Strategy for local self-government 2016-2026
	<i>Overall budget for specific objective II.1:</i>								
	<i>Of which capital:</i>								
	<i>Of which current:</i>								

No.	Strategic and specific objectives, indicators and actions	Baseline value	Temporary Target [Year]	Target for the last year [Years]	Result
III	STRATEGIC OBJECTIVE III: Improvement of identification, protection and reintegration of victims and presumed victims of trafficking				
	Indicators: <ul style="list-style-type: none"> The number of victims who have been provided with protection, assistance and who have been reintegrated, compared to the total number of victims identified; Number of trained professionals 	<i>Set values depending on activities</i>	<i>Set values depending on activities</i>	<i>Set values depending on activities</i>	At least five hundred (500) professionals have been trained on the identification, protection and reintegration of victims and alleged victims of THB

SPECIFIC OBJECTIVE III.1									
Increase efficiency and effectiveness for early identification and referral									
III.1	Indicator: Number of victims identified / referred	Set values depending on activities		Set values depending on activities		Set values depending on activities		100% of the identified victims were referred and benefited from the services	
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Outcome (Result)	Reference documents
			Year 2022	Year 2023	Year 2024				
III.1.1	Organizing multidisciplinary trainings for the implementation of the List of indicators / guidelines for early identification and formal identification of victims of trafficking	2024	2,000.00	2,000.00	2,000.00	GIZ (during 2022)	MIA / GIZ / Donors	At least forty (40) professionals trained each year	Law on Preventing and Combating Human Trafficking in Kosovo Administrative Instruction (AI) on the list of indicators for official identification of victims of trafficking in human beings, MJ AI on Early Identification of Victims of Trafficking in Human Beings, MD
III.1.2	Establish local action committees for the prevention and elimination of child labour	2023				Donors (ILO)	MFPT, MLGA, Municipalities	At least 50% of local Committees are functional and efficient	Law no. 06 / L - 084 On Child Protection Strategy for the Rights of the Child
III.1.3	Establish Case Management Roundtables (TMRs) for early identification in all Kosovo municipalities	2024	0.00	0.00	0.00	BK	MFPT, MLGA, Municipality, CSWs, NGO	All TMRs are functional and stable	Law No. 06/L-084 On Child Protection Strategy for the Rights of the Child

III.1.4	Training of staff of shelters and detention centres managed by MIA for early identification of victims and presumed victims of trafficking	2024				UNHCR (2022)	MIA, UNHCR, IOM, NGO, EC	At least 80% of the Centre staff are trained	National Strategy against Trafficking in Human Beings in Kosovo 2022-2026
III.1.5	Training of first contact officers on early identification of victims among migrants, refugees and displaced persons	2024	2,280.00	0.00	0.00	Donors (OSCE)	MIA, KP, Customs	Fifty (50) officers trained by the Border Police and Customs	TIP Reports GRETA - The second report on Kosovo
III.1.6	Drafting a national action plan for the identification and treatment of children in street situation, begging and children dropping out of school	2023				TDH ILO	MFPT, MIA, KP, MEST, NGO	The action plan is drafted and is being implemented	Law on Child Protection
III.1.7	Establishment of multi-sectoral mobile teams for early identification and referral of THB victims	2023	2,000.00	2,000.00	2,000.00	GIZ (2022) TDH	MFPT, Municipality, CSW, KP	Mobile teams are established in at least five (5) municipalities	Law on Preventing and Combating Trafficking in Human Beings in Kosovo AI on Early Identification of Victims of Trafficking in Human Beings, MJ
III.1.8	Organizing multi-disciplinary trainings for mobile teams in early identification and referral of persons at risk	2024	3,000.00	3,000.00	3,000.00	GIZ (2022-2023) TDH	MIA, GIZ	At least thirty (30) trained professionals	Law on Preventing and Combating Trafficking in Human Beings in Kosovo AI on Early Identification of Victims of Human Trafficking, MD
III.1.9	Organizing multi-disciplinary trainings for professionals in the implementation of national SOPs	2022	1,974.00	0.00	0.00	Donors OSCE	MIA, NA	At least eighty (80) professionals trained in the implementation of national SOPs	SOP for Trafficked Persons in Kosovo
III.1.10	Organizing trainings for capacity building of the Labour Inspectorate in the	2023	3,000.00	3,000.00	3,000.00	Donors CoE	MFPT, BC	At least twenty (20) labour inspectors have been trained	SOP for Trafficked Persons in Kosovo UA 01/2014

	early identification of victims								AI on Early Identification of Victims of Trafficking in Human Beings, MJ
III.1.11	Organizing specialized trainings for social service officials in the early identification of groups at risk of trafficking	2024	3,000.00	3,000.00	3,000.00	Donors CoE	MFPT	At least twenty (20) trained social workers	SOP for Trafficked Persons in Kosovo UA 01/2014 AI on Early Identification of Victims of Trafficking in Human Beings, MJ
III.1.12	Development of health indicators in the early identification of victims by medical staff	2022	5,000.00	0.00	0.00	GIZ TDH	MH, NA	Drafted and approved indicators	AI on Early Identification of Victims of Trafficking in Human Beings, MJ
III.1.13	Training of health workers in early identification of victims of trafficking based on health indicators	2023	1,000.00	0.00	0.00	GIZ TDH	MH, NA, NGO	At least fifteen (15) trained health workers	Indicators
III.1.14	Establishment and operation of Child Protection Homes (foreseen in child protection measures) in order to improve the early identification of child victims	2024	100.00	100.00	100.00	MFPT, Municipalities, Donors	MFPT, MIA	Two (2) child protection houses have been established and put into operation	Law on Child Protection
III.1.15	Organizing workshops for capacity building of staff for handling of cases in child protection homes	2024	3,270.00 wages and accommodation 50 x 1 x 15 = 750 x 3 = 2,250 Workshop with 15 people for four days	3,270.00	3,270.00	MFPT, Donors	MFPT, MIA,	Fifteen (15) trained professionals	Law on Child Protection

			plus 300 transport						
III.1.16	Capacity building for prevention and early identification of health workers working with migrants and asylum seekers	2024	100.00	100.00	100.00	KB Donors	MH, MIA and OCSP	Fifty (50) trained health workers	GRETA - Reports 2021
III.1.17	Awareness of diplomatic and consular staff on prevention and early identification of trafficking in human beings	2024	100.00	100.00	100.00	BK Donors	MFAD and the Diplomatic Academy	Sessions organized with at least thirty (30) members of the trained diplomatic staff	GRETA - Reports 2021
	Overall budget for specific objective III.1:								
	<i>Of which capital:</i>								
	<i>Of which current:</i>								
III.2	SPECIFIC OBJECTIVE III.2 Continuous strengthening of direct services for victims and presumed victims of trafficking								
	Indicator: Measures undertaken for the purpose of providing sustainable, ongoing and quality services for victims and presumed victims of trafficking	<i>Set values depending on activities</i>		<i>Set values depending on activities</i>		<i>Set values depending on activities</i>		Service providers have a sufficient budget, are trained and provide quality services to victims and presumed victims of trafficking	
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Outcome (Result)	Reference documents
			Year 2022	Year 2023	Year 2024				

III.2.1	Organizing specialized trainings for the staff of the shelters for the treatment of the victims	2024	983.00	0.00	0.00	Donors OSCE	MIA, MH, MFPT, NGO	At least 80% of trained shelter staff	AI On licensing of social service providers
III.2.2	Vocational training of social service providers by CSWs, NGOs, Day Care Centres and Counselling Centres on case management in working with victims of trafficking	2023				Donors	MFPT, MLGA, Municipalities, MIA,	At least eighty (80) trained professionals	GRETA - Reports 2021
III.2.3	Advanced training for shelter staff on treatment of victims who are drug users	2024	1,000.00	1,000.00	1,000.00	Donors	MH NGO	At least 80% of trained shelter staff	GRETA - Reports 2021
III.2.4	Securing sustainable budget for licensed NGOs that provide services to victims and presumed victims of trafficking	2024	5,000.00	5,000.00	5,000.00	KB	MFPT	Budget secured for licensed NGOs for a period of 3 years	Plans and Budget MFPT Regulation on criteria, standards and procedures for public funding of NGOs MF 04/2017
III.2.5	Review Minimum Standards for the Care of Victims of Trafficking	2024	500.00	500.00	500.00	Donors	MIA, CA	The standards have been revised, amended and approved	Minimum standards
III.2.6	Institutionalize psychological services in the Centre for housing, protection and rehabilitation of victims of trafficking.	2022				Donors	MIA	Psychologist employed / engaged in the centre	Law on Preventing and Combating Trafficking in Human Beings in Kosovo Minimum standards
III.2.7	Psycho-social support for victims of trafficking and presumed victims of trafficking depending on the circumstances and individual needs of each victim	2022				Donors	CSW, NGO	100% of victims benefit from psycho-social support	Law on Preventing and Combating Trafficking in Human Beings in Kosovo
	Treatment of victims users of drugs and psychotropic substances in cooperation with the respective licensed		2,000.00	2,000.00	2,000.00	KB	MH, MIA, NGO	All victims in need identified during this period were	Law on Preventing and Combating Trafficking in Human Beings in Kosovo

III.2.8	centres, in accordance with the circumstances and individual needs of each victim	2022						provided with treatment	
III.2.9	Psycho-social counselling and mediation services between victims and families of victims of trafficking	2022	2,000.00	2,000.00	2,000.00	BK	CSW	100% of victims in need have benefited from the service	Law on Preventing and Combating Trafficking in Human Beings in Kosovo
III.2.10	Concluding agreements with various businesses and crafts for the employment of victims of trafficking	2022	5,000.00	5,000.00	5,000.00	BK	MLSW CSW	Reaching at least ten (10) agreements	National Strategy against Trafficking in Human Beings in Kosovo 2022-2026
III.2.11	Drafting an administrative instruction on exempting the victims of trafficking from payment in non-formal education in vocational schools	2022	1,000.00	1,000.00	1,000.00	KB	MEST MFPT, NGO	Drafted AI	National Strategy against Trafficking in Human Beings in Kosovo 2022-2026
III.2.12	Providing education during tenure in the Shelter Centre for child victims	2024	1,000.00	1,000.00	1,000.00		MEST Housing Centre for Victims of Trafficking, Correctional Service	All sheltered children have access to education	Law No. 04 / L-032 on Pre-University Education
	Overall budget for specific objective III.2:								
	<i>Of which capital:</i>								
	<i>Of which current:</i>								

SPECIFIC OBJECTIVE III.3

Facilitation of compensation procedures for victims of trafficking

	Indicator: Percentage of cases benefiting from compensation in relation to the number of victims who have applied for compensation	<i>Set values depending on activities</i>	<i>Set values depending on activities</i>	<i>Set values depending on activities</i>				Percentage of compensated victims	
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Outcome (Result)	Reference documents
			Year 2022	Year 2023	Year 2024				
III.3.1	Training of service providers on application procedures for the victim compensation program	2023	2,000.00	2,000.00	2,000.00	Donors	MJ, VAAO, NA	At least thirty (30) service providers have been trained in application procedures	Law on Crime Victim Compensation Law on Preventing and Combating Trafficking in Human Beings in Kosovo
III.3.2	Training for commission members, support staff and forensic doctors on compensation for victims of trafficking	2023	2,000.00	2,000.00	2,000.00	OPDAT Donors	MD	At least thirty (30) persons have been trained in application procedures	Law on Crime Victim Compensation Law on Preventing and Combating Trafficking in Human Beings in Kosovo
III.3.3	Referral and compensation of victims of trafficking from the Program for compensation of victims of crime	2024	91,766.00	91,766.00	91,766.00	KB	MJ Prosecution Courts	100% of victims who meet the compensation criteria are compensated	Law on Crime Victim Compensation Law on Preventing and Combating Trafficking in Human Beings in Kosovo
	Overall budget for specific objective III.3:								
	<i>Of which capital:</i>								

	<i>Of which current:</i>								
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SPECIFIC OBJECTIVE III.4

Reintegration of victims and presumed victims of trafficking

No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Outcome (Result)	Reference documents
			Year 2022	Year 2023	Year 2024				
	Indicator: Number of reintegrated victims according to their number in education, employment and family return		<i>Set values depending on activities</i>	<i>Set values depending on activities</i>	<i>Set values depending on activities</i>			At least 90% of victims are reintegrated	
III.4.1	Training of service providers for reintegration programs for victims of trafficking	2024	20 x 10 = 2,000.00	2,000.00	2,000.00	Municipalities Donors	MIA MFPT Municipalities (CSW) NGO	At least twenty (20) participants are trained each year	Law on Preventing and Combating Trafficking in Human Beings in Kosovo
III.4.2	Information sessions for teachers regarding the approach toward the victims	2024	1 x 500 = 500.00	500.00	500.00	MEST MFPT municipalities Donors	MEST MFPT Municipalities (CSW) NGO KP	At least two (2) sessions per year	Law on Preventing and Combating trafficking in Human Beings in Kosovo
III.4.3	Designing and drafting of a subsidy program to support the establishment of small businesses by victims of trafficking	2022	500.00	500.00	500.00		MIA MFPT CA NGO	Document drafted and ready for implementation	Law on Preventing and Combating Trafficking in Human Beings in Kosovo
III.4.4	Vocational training of victims of trafficking for employment and	2024		1,500.00	1,500.00	Donors Municipalities,	Municipalities, CSW	At least 70% of victims trained in soft skills	National Strategy against Trafficking in Human Beings in Kosovo 2022-2026

	reintegration into society through soft skills training		3 officials x 500 = 1,500.00 salary			CSW Vocational training centres NGO	Vocational training centres NGO		
	Overall budget for specific objective III.4:								
	<i>Of which capital:</i>								
	<i>Of which current:</i>								
No.	Strategic and specific objectives, indicators and actions	Baseline value	Temporary Target [Year]	Temporary target for the last year [Years]	Result				
IV.	STRATEGIC OBJECTIVE IV: Investigation, prosecution and punishing of cases of trafficking in human beings								
	Indicator: Number of persons prosecuted	<i>Set values depending on activities</i>	<i>Set values depending on activities</i>	<i>Set values depending on activities</i>	At least 90% of prosecuted cases have been successfully resolved				
IV.1	SPECIFIC OBJECTIVE IV.1 Increasing the institutional efficiency and effectiveness on investigation of trafficking cases								
	Indicator: Number of cases initiated	<i>Set values depending on activities</i>	<i>Set values depending on activities</i>	<i>Set values depending on activities</i>	100% of the initiated cases have been submitted to the prosecutor's office				

No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Outcome (Result)	Reference documents
			Year 2022	Year 2023	Year 2024				
IV.1.1	Initiation of cases for proactive and reactive actions	2024	1 x 500.00 = 500.00 salaries	500.00	500.00	KB	MIA, KP, PIK	Number of cases initiated GRETA - Reports 2021 DSHA report	
IV.1.2	Filing criminal charges	2024	1 x 500.00 = 500.00 salary plus 100.00 operating expenses	600.00	600.00	KB	MIA, KP, PIK	Number of cases submitted to the prosecution GRETA - Reports 2021 DSHA report	
IV.1.3	Joint inter-institutional operational plans for the identification of victims of trafficking	2024	4 x 500= 2,000.00	2,000.00	2,000.00	KB	KP, PIK, Labour Inspectors, SP, Municipal Inspectors, TAK, MTI	Four (4) joint plans are implemented each year GRETA - Reports 2021 DSHA report	
IV.1.4	Joint meetings of DITHB investigators and coordinating trafficking prosecutors to coordinate actions.	2024	1 x 30 x 4 = 120.00	120.00	120.00	KB	KP PIK SP	At least four (4) meetings within the year GRETA - Reports 2021 DSHA report	
IV.1.5	Organizing advanced and specialized training for investigators in interviewing, handling of victims of trafficking and investigation of cases of trafficking	2022-2026	4,000.00	3,000.00	3,000.00	KB	Donors CoE	At least twenty (20) trained investigators(DHTQNJ) GRETA - Reports 2021 DSHA report	
IV.1.6	Specialization of Police Inspectorate investigators	2022-2026	2,000.00	2,000.00	2,000.00	KB	MIA, PIK	Two (2) profiled investigators GRETA - Reports 2021	

	on handling of trafficking cases								DSHA report
IV.1.7	Specialization of DITHB investigators for internet patrol to identify victims of trafficking	2022-2023	2,000.00	2,000.00	2,000.00	KB	KP	At least two (2) profiled investigators	GRETA - Reports 2021 DSHA report
	Overall budget for the specific objective IV.1:								
	<i>Of which capital:</i>								
	<i>Of which current:</i>								
IV.2	SPECIFIC OBJECTIVE IV.2 Increasing the institutional efficiency and effectiveness on the prosecution of trafficking cases								
	Indicator: Number of investigations initiated	<i>Set values depending on activities</i>		<i>Set values depending on activities</i>		<i>Set values depending on activities</i>		Number of investigations completed	
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Outcome (Result)	Reference Documents
			Year 2022	Year 2023	Year 2024				
IV.2.1	Decisions to initiate investigations	2024	1,000.00 salaries	1,000.00	1,000.00	KB	SP	Number of decisions to initiate investigations	GRETA - Reports 2021 DSHA report
IV.2.2	Filing trafficking indictments	2023	3,000.00 salaries	3,000.00	3,000.00		SP	Number of indictments filed	GRETA - Reports 2021 DSHA report

									Work plan of the State Prosecutor
IV.2.3	Financial investigation in parallel with trafficking investigations	2024	2,500.00 salaries	2,500.00	2,500.00	KB	KP SP	Number of cases with financial investigation	GRETA - Reports 2021 DSHA report
IV.2.4	Appointment of coordinators in each region for handling trafficking cases	2022	1 x 500 x 7 = 3,500.00 pay	3,500.00	3,500.00	KB	KPC SP KJC	Seven (7) Coordinating Prosecutors for Adult Victims and Seven (7) Coordinating Prosecutors for Juveniles and Assigned Judges	GRETA - Report 2021 DSHA report SOP for investigation and prosecution of human trafficking: Appointment of prosecutors
IV.2.5	Establishment of multi-disciplinary mechanisms in each region for coordination of institutions for the cases of trafficking	2023	7 x 100 = 700.00	700.00	700.00	KB Donors	KP SP VAAO CSW PI	Seven (7) multi-disciplinary mechanisms in seven (7) established regions	National Strategy against Trafficking in Human Beings in Kosovo 2022-2026
IV.2.6	Organizing joint specialized trainings for prosecutors and investigators for investigation and handling of trafficking cases	2024	3,000.00	3,000.00	3,000.00	Donors CoE	KP SP AJ	At least four (4) trainings during the year At least twenty (20) prosecutors and thirty (30) trained investigators	GRETA - Report 2021 DSHA report
IV.2.7	Capacity building through specialized training for police officers, prosecutors and judges on the impact of trauma on victims	2024	3,000.00	3,000.00	3,000.00	Donors CoE	SP KJC KPC KP AJ	At least two (2) trainings during the year At least twenty (20) prosecutors and thirty (30) trained investigators	GRETA - Report 2021 DSHA report

IV.2.8	Establishment of a database for trafficking within the Prosecutorial Council and the State Prosecutor	2024				Donors	KPC SP	Compiled quarterly reports	National Strategy against Trafficking in Human Beings in Kosovo 2022-2026
	<i>Overall budget for specific objective IV.2:</i>								
	<i>Of which capital:</i>								
	<i>Of which current:</i>								
IV.3	SPECIFIC OBJECTIVE IV.3 Increasing the institutional efficiency and effectiveness on punishing the criminal offences and the perpetrators involved in trafficking, and on the confiscation of the property								
	Indicator: 1. Number of cases received in the court 2. Number of cases of confiscation of property	<i>Set values depending on activities</i>	<i>Set values depending on activities</i>	<i>Set values depending on activities</i>				Number of cases tried and persons convicted Number of cases of confiscation of property	
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Outcome (Result)	Reference Documents
			Year 2022	Year 2023	Year 2024				
IV.3.1	Handling of trafficking cases with priority	2022-2026	1 x 500 = 500.00 salaries and 100 goods	600.00	600.00	KB	MJ KJC	Number of court decisions (sentencing, acquittal and dismissal) issued	GRETA - Report 2021 DSHA report
IV.3.2	Confiscation of property in THB cases	2022-2023	1 x 500 x 3 = 1,500.00 salaries and 200 goods	1,700.00	1,700.00	KB	KJC	Number of cases with confiscation of property and the value of the confiscated property	

IV.3.3	Adequate sentences and justifications in the court verdicts for the criminal offences of trafficking	2022-2026	200.00	200.00	200.00	KB	KJC	Number and type of sentences imposed Adequate reasoning of sentences	
IV.3.4	Trainings for the implementation of the Punitive Guide for sentencing	2022-2026	3,000.00	3,000.00	3,000.00	Donors	Court SP AJ	At least two (2) trainings held At least twenty (20) prosecutors and twenty (20) trained judges	
IV.3.5	Compensation of victims by the perpetrator	2022-2026	2,000.00	2,000.00	2,000.00		KJC	Number of compensated victims	
IV.3.6	Development of specific curricula and manuals for judges and prosecutors for handling of trafficking cases	2022-2026	2,000.00	2,000.00	2,000.00		AJ KJC KPC	Number of manuals and curricula designed	
IV.3.7	Appointment of coordinators in each region for THB cases	2022	1 x 2000 x 7= 14,000.00 euro salaries	14,000.00	14,000.00		KJC	Seven (7) judges for adults and seven (7) judges for juveniles appointed as coordinators for THB cases	
	Overall budget for specific objective IV.3:								
	<i>Of which capital:</i>								
	<i>Of which current:</i>								
No.	Strategic and specific objectives, indicators and actions	Baseline value		Temporary Target [Year]		Target for the last year [Years]		Result	

V.	STRATEGIC OBJECTIVE V: Strengthening regional and international cooperation							
	Indicator: Agreements signed per year	<i>Baseline</i>	<i>June 2022</i>	<i>December 2023</i>	Increasing regional and international cooperation through the implementation of signed agreements			
V.1	SPECIFIC OBJECTIVE V.1 Improving regional and international cooperation in the field of preventing, combating of trafficking in human beings and provision of assistance to victims							
	Indicator 1: Exchange of information, organization of joint meetings and participation in meetings and conferences; Indicator 2: Actions taken every year as a result of regional and international cooperation in combating trafficking in human beings	<i>Baseline</i>	<i>2022</i>	<i>December 2024</i>	<ul style="list-style-type: none"> - Actions taken every year as a result of regional and international cooperation in combating trafficking in human beings - At least 90% of the meetings and conferences held 			
No.	Action	Deadline	Budget		Source of funding	Leading and supporting institution	Outcome (Result)	Reference documents

			Year 2022	Year 2023	Year 2024				
V.1.1	Organizing bilateral meetings with the countries of the region aimed at sharing of experiences on handling of cases of trafficking in human beings	2024	2,900.00	0.00	0.00	Donors (OSCE)	NA KP PIK SP	At least one meeting has taken place	GRETA - Report 2021
V.1.2	Continuous sharing of information involving transnational cases of trafficking in human beings	2024	1,000.00	1,000.00	1,000.00		KP ILECU	Number of information exchanged with countries in the region and beyond	GRETA - Report 2021
V.1.3	Active participation in the meetings of regional organizations and mechanisms in the field of trafficking in human beings	2024	2,500.00	2,500.00	2,500.00		MA NA	Attendance at least five (5) regional meetings	GRETA - Report 2021
V.1.4	Improving the functioning of the trans-national mechanism for case identification, referral and notification	2022	1,500.00	0.00	0.00	TDH	MIA	At least one meeting per year is conducted between the contact points	GRETA - Report 2021
V.1.5	Initiate the drafting of a regional action plan for the early identification of victims of trafficking and children at risk of trafficking	2024	2,000.00	2,000.00	2,000.00		MIA - NA, International organizations GIZ MARRI	Initiative to draft a regional action plan undertaken with at least one state	GRETA - Report 2021
V.1.6	Initiation of international agreements in the field of trafficking		500.00	500.00	500.00		MIA MJ MFA	Number of international agreements signed	GRETA - Report 2021

V.1.7	Organizing regional meetings to monitor the implementation of the signed protocols		300.00	300.00	300.00		MIA MFA	At least one (1) meeting per year and concrete results in monitoring and implementation	GRETA - Report 2021
V.1.8	Reviewing existing procedures and initiating the signing of standard operating procedures for the countries of the region		500.00	500.00	500.00	500.00	MIA MA NA MFA MARRI GIZ	PSUV with Albania and Montenegro revised; PSUV with Northern Macedonia signed; PSUV in emergency cases at regional level and development of health indicators at national level (in MARRI network countries) on the identification and referral of victims of trafficking	GRETA - Report 2021
V.1.9	Organizing annual meetings related to joint international investigations and prosecutions		30.00	30.00	30.00	KB	KN, NA	At least one meeting a year	GRETA - Report 2021
V.1.10	Active participation in the meetings of the Network of Coordinators against Trafficking in Southeast Europe	2024				KB	KN CA International organization	Attend at least two (2) meetings per year	GRETA - Report 2021

V.1.11	Active participation in the meetings of international organizations and mechanisms in the field of trafficking in human beings	2024				KB	KN NA	Attend at least two (2) meetings per year	GRETA - Report 2021
V.1.12	Organizing an international conference in Kosovo on the THB phenomenon	2024	10,000.00	10,000.00	10,000.00	KB 10000 Euro Donors	KN NA	One (1) conference is organized with up to 50 participants from the country, the region and the world	National Strategy against Trafficking in Human Beings in Kosovo 2022-2026
V.1.13	Training of officials in diplomatic and consular missions of Kosovo on effective reporting of cases of trafficking in human beings	2024	3,000.00	3,000.00	3,000.00		MFA NA	At least one (1) training per year	GRETA - Reports 2021
V. 1.14	Training of police officers and prosecutors on joint international investigation and prosecution	2024	3,000.00	3,000.00	3,000.00		KP SP International organizations	At least one (1) training per year	GRETA - Reports 2021
	Overall budget for specific objective V.1:								
	<i>Of which capital:</i>								
	<i>Of which current:</i>								