

# **ALBANIAN NATIONAL STRATEGY FOR COMBATING TRAFFICKING IN HUMAN BEINGS:**

## ***Strategic Framework and National Action Plan: 2005 - 2007***

### **1. INTRODUCTION**

This Strategic Framework and National Action Plan for Combating Trafficking in Human Beings 2005-7 has been drafted in the light of the experiences and lessons learnt by all national institutions responsible for implementing Albania's National Anti-Trafficking Strategy 2001-4, and the Government's last National Action Plan for 2003-4.

The purpose of this latest Plan, like that of the National Action Plan 2003-4, is to consolidate progress made since the approval in 2000/1 of Albania's National Anti-trafficking Strategy, whilst at the same time developing new legislative and institutional approaches to meet the changing nature of human trafficking, and a more systematic, credible and verifiable statistical approach to measuring output

The Government of Albania believes its practice of drafting medium-term Action Plans, in the context of an overall Strategic Framework, is the most effective way of reacting flexibly to the phenomenon of human trafficking and evolving international responses, and of demonstrating its ongoing commitment to ending human trafficking from Albania.

This latest Action Plan reflects, on the one hand, progress made and gaps identified in national and international assessments of Albania's performance over the last year. On the other, it seeks to harmonize the structure of Albania's national anti-trafficking response with the recommendations of international and EU partners, and the emerging practice of Albania's regional neighbors.

As previously, this National Action Plan 2005-7 is based on the following guiding principles:

- Government ownership,

- Civil society participation,
- Human rights based treatment of victims
- Interdisciplinary coordination and cross-sector responses at government level, and between government, IOs and NGOs;
- Systematic evaluation and sustainability.

In terms of progress made, the Action Plan 2005-7 reflects the fact, recognized in both national and international statistical assessments, that Albania, whilst still a source country for trafficking, is no longer a significant country of transit or destination. It also reflects the progress Albania has made by passing anti-trafficking legislation to latest international standards - including Penal Code Amendments, Witness Protection and ‘Anti-Mafia’ legislation - and by establishing a Serious Crime Court and regional Organized Crime Task Force to deal, *inter alia*, with serious cases of human trafficking.

A National Referral Mechanism for the improved protection and referral of returnee victims, and a Strategy to address Child Trafficking are also being developed (a draft Cooperation Agreement with Greece being a major focus of the latter). Albania has also continued to improve its interdiction capacities at main border crossing points, as well as participating actively with neighboring and other receiving countries in developing intelligence, law enforcement and judicial cooperation.

At the same time, national and international assessments of Albania’s performance have identified a number of continuing weaknesses and gaps, which this Action Plan seeks to address. These relate particularly to poor cooperation between police and prosecution, insufficient action against police, prosecutors, judges and other officials complicit in trafficking; as well as the need for greater government, as opposed to NGO-led, initiative in the areas of protection and prevention. As regards the latter, the Plan reflects the Government’s recognition of its own responsibility for promoting greater social inclusion and alternatives to illegal migration and trafficking through a combination of poverty reduction, gender equality, and educational and employment-creating initiatives.

The Government also recognizes that many of the ambitious structural and legislative initiatives undertaken over the last twelve months - for which it has received international credit - require [more] concerted effort by itself and other actors to achieve effective implementation in practice.

In seeking to address the above mentioned weaknesses and gaps, the National Action Plan 2005-7 follows a structure based on international and EU standards, and, in particular, a model format for a comprehensive anti-trafficking response, endorsed in May 2004 by all countries of the SEE region as part of the EU CARDS program “Enhancement of Implementation Strategies for National Anti-Trafficking Action Plans in Stabilization and Association Process (SAp) Countries”, implemented by the International Center for Migration Policy Development (ICMPD).

In accordance with this regional approach, the National Action Plan 2005-7 has a two-level Strategic and Operational structure, consisting of Strategic Aims and Specific Objectives, and an Operational Framework identifying activities to be undertaken to implement the Plan. The Strategic Aims and Specific Objectives of the Plan are summarized in Section 2 (Strategic Framework). Measures and activities envisaged to implement these Strategic Aims and Specific Objectives are detailed in Section 3 (Operational Framework:). The latter level also includes: assigned responsibilities and time lines; resource and budget implications; and operational and qualitative. output indicators.

Based on the ICMPD model regional format, the Action Plan 2005-7 addresses Albania's requirements under the following main headings:

### **Investigation and Prosecution of Trafficking**

- Proactive and reactive investigation, *inter alia* through improved cooperation and joint data collection and analysis by police and prosecutors
- Effective prosecution and conviction of offenders
- Anti-corruption measures, particularly against complicit police, prosecutors, judges and other officials.
- Legal redress and compensation for victims
- Police and judicial treatment of victims and victim/witnesses, based on human rights-oriented and victim-first approach
- Victim/witness protection
- International law enforcement and judicial co-operation

### **Support and Protection of Victims and Witnesses**

- Improved victim identification
- Development of a National Referral Mechanism for victims
- Shelter, social support, and protection of victims.
- Witness protection and secure in-court treatment of trafficking victims
- Improved return and integration procedures for all victims

## **Prevention of Trafficking and Re-trafficking**

- Public awareness raising
- Education mainstreaming
- Reduction of vulnerability, particularly as regards women and children, and at-risk sectors
- Socio-economic development and poverty reduction initiatives

## **Coordinating Framework:**

- Inter-agency co-ordination at ministerial and official levels, and with NGOs and international partners;
- Accurate data collection and assessment;
- Resource and budget mobilization;
- Review, monitoring and evaluation

In particular, it should be noted that the Action Plan 2005-7 gives greater emphasis than earlier Plans to the need for reliable inter-agency data collection and evaluation. It seeks to do this by establishing *Revised Statistical Reporting Requirements* under most Specific Objectives and Activities, as well as by requiring more regular assessment and evaluation of results by the Inter Ministerial Steering Committee and official level ad hoc Focal Points.

Better data collection and evaluation are considered important, not only as a tool for self assessment and meeting international reporting criteria, but also as a way of achieving greater convergence between official data and that collected by national and international non-government agencies.

The Action Plan also highlights the need for effective ministerial and official level coordination in mobilizing adequate financial resources to implement the Plan. (A detailed inter-agency budget for implementing the Plan will be separately drafted to coincide with the Government's annual budget exercise for 2005, and in the light of the responses of implementing partners concerning the human and financial resources they are able to commit to the Plan).

The Plan also stresses the importance of early practical implementation of recently enacted legislative initiatives, and of sustainable trafficking awareness and capacity building training for police and other state officials.

The Action Plan establishes realistic timelines and output indicators designed to enable substantial and measurable progress to be made within the two-year validity of the Plan. It is nonetheless recognized that the institutional challenges implicit in many of the proposed actions (e.g. the implementation of the National Child Trafficking Action Plan 2005-7) may require a longer timescale to be fully implemented, even though most activities can still be progressed effectively within stated time lines. Both timelines and resource needs will be regularly reassessed by the Inter-Ministerial and ad hoc Focal Points group throughout the time span of the Action Plan.

Tirana, November 2004

## **2. STRATEGIC FRAMEWORK:**

### ***I. PROSECUTION***

***STRATEGIC AIM 1: Increase the number of successful prosecutions, convictions and appropriate sentences for human traffickers, including police and other State officials complicit in trafficking and associated crimes.***

- **Specific Objective (a):** Build more cases and increase the number of prosecutions and convictions of traffickers in relation to initial arrests, *inter alia*, through improved cooperation between police and prosecutors, and take steps to ensure that traffickers and their associates receive appropriate sentences.
- **Specific Objective (b):** Increase the number of arrests, criminal prosecutions and convictions of police and other state officials complicit in trafficking, *inter alia*, through improved cooperation between police and prosecutors, and increased use of available criminal sanctions.
- **Specific Objective (c):** Renew and expand trafficking awareness training and professional expertise at both generalist and specialist levels of police, prosecution and judiciary.
- **Specific Objective (d):** Continue to develop international and regional law enforcement, legal and criminal justice cooperation against human trafficking and traffickers.

### ***II. PROTECTION***

***STRATEGIC AIM 1: Implement comprehensive approach to victim protection for all trafficked persons and victims of related crimes, regardless of their willingness to testify against their traffickers.***

- **Specific Objective (a):** Fully implement the new Witness Protection Law, improve legal, physical and personal identity protection for all victim/witnesses in court, whether or not they are part of a Witness Protection Program; and fully operationalize the Witness Protection Program/Unit for selected victims.
- **Specific Objective (b):** Improve the overall effectiveness of national victim identification, referral and reintegration efforts by developing the National Reception Center for Victims of Human Trafficking (NRC) as a multi-purpose referral and protection facility for Albanian and third country victims, and by regulating the respective responsibilities of the NRC, IOM and Vlora “Women’s Hearth” Centers, law enforcement and social assistance structures, and other NGO partners, through a National Referral Mechanism agreement, reflecting best international practices.

***STRATEGIC AIM 2: Implement National Strategy and Action Plan for Combating Child Trafficking and Protecting Child Victims of Trafficking (relevant also to PROSECUTION and PREVENTION).***

- **Specific Objective:** Approve and begin implementing the draft National Strategy and Action Plan for Combating Child Trafficking and Protecting Child Victims of Trafficking 2005-7, as envisaged in Action Plan 2003-4. (*Draft text attached at Annex*).

***STRATEGIC AIM 3: Improve level of official assistance and advice available to all actual or potential Albanian victims of trafficking abroad.***

- **Specific Objective:** Expand the identification, protection and assistance role of Albanian Ministry of Foreign Affairs officials overseas and in Tirana, and develop their cooperation with host country authorities in main destination countries.

### ***III. PREVENTION***

***STRATEGIC AIM 1: Improve the targeting, content and effectiveness of public awareness, education and outreach strategies, and develop and publicize viable publicly funded vocational alternatives to trafficking and re-trafficking.***

- **Specific Objective (a):** Expand government and non-government sponsored education, media and other outreach programs to more effectively inform and educate the population, especially women, children and high-risk groups, about the dangers and contributory causes of trafficking.
- **Specific Objective (b):** Develop publicly funded as well as NGO-led initiatives to provide vocational and other non-exploitative alternatives to trafficking and re-trafficking for at-risk groups.
- **Specific Objective (c):** Improve prospects for greater social inclusion of vulnerable sectors by enforcing obligatory education and civil registration requirements, and by providing remedial education/vocational training for school drop-outs (in line with draft National Child Trafficking Strategy and Action Plan 2005-2007).

### ***IV. COORDINATION***

***STRATEGIC AIM 1: Develop cooperation between officials of relevant ministries and institutions, NGOs and the Office of the Minister of State for Coordination to improve the effectiveness of National Anti-Trafficking Action Plan implementation, and the quality of Albania's international reporting and cooperation in the anti-trafficking field.***

- **Specific Objective (a):** Improve the functioning of the ad hoc group of Anti-trafficking Focal Points from each interested Ministry and institution established under the Action Plan 2003-4 to monitor inter-agency follow-up between meetings of the Inter-Ministerial Anti-trafficking Steering Group.



- **Specific Objective (b):** Implement revised reporting and statistical requirements identified in this Action Plan, as an aid to self-assessment and evaluation, and to meeting priority international reporting obligations.
- **Specific Objective (c):** Improve the coordination of Government of Albania official representation at international and regional anti-trafficking meetings, and facilitate the coordination of Albania's Anti-trafficking strategies with those of regional neighbors and the recommendations of international organizations and agencies.

### 3. OPERATIONAL FRAMEWORK:

#### I. PROSECUTION

**STRATEGIC AIM 1: Increase the number of successful prosecutions, convictions and appropriate sentences for human traffickers, including police and other state officials complicit in trafficking and associated crime:**

**SPECIFIC OBJECTIVE (a): Build more cases and increase the number of prosecutions and convictions of traffickers in relation to initial arrests, *inter alia*, through improved cooperation between police and prosecutors, and take steps to ensure traffickers and their associates receive appropriate sentences.**

Activities	Responsible agencies (Lead Agency first)	Timelines	Output Indicators	Resources (Human and Financial)
(i) Collect and share between police, prosecutors, and criminal justice institutions, accurate and verifiable statistics, in matrix format, on sustainable arrests, prosecutions, convictions, and sentences, and analyze and address problems as they arise.	ASP/MoPO, MoJ, and MoLSA, in cooperation with GPO	March 2005	Inter-agency database working group established by joint order of MoPO and MoJ to agree joint statistical matrix, collection methodology, and reporting procedures.	Existing
		March 2005	Database created and first joint three-monthly report produced for MoS/Inter-Ministerial Steering Committee.	Existing

		September 2005	Database computerized on introduction of TIMS Case-Management System, and access to database available to all cooperating agencies on daily and ad hoc basis.	Existing, new and donor
(ii) Establish transparent inter-agency procedures, making full use of the case management potential of the US/EU-funded Total Information Management System (TIMS), for tracking the progress of individual trafficking cases from arrest to conviction	ASP/MoPO, and MoJ, in cooperation with GPO, and International Partners	September 2005	Ad hoc tracking and analysis capability introduced and available to all cooperating agencies following TIMS Case Management System installation.	Existing, new and donor
(iii) Encourage members of the public and authorized NGOs to report more trafficking cases at local level through improved community policing (including by making available senior officers' cell phone numbers), and by issuing instructions on the confidential handling and reporting of such information.	ASP/MoPO, and NGOs	January 2005	Proposed community-policing strategy introduced and publicized.	Existing
		June 2005	Initial results of community policing strategy in combating human trafficking assessed and publicized: increased numbers of phone calls etc. registered by police, and increased number of anti-trafficking cases initiated on basis of confidential information from public	Existing

<b>Revised Statistical Reporting Requirements: Anti Trafficking, Prosecutions and Convictions:</b>				
(iv) Report every three months to the Minister of State for Coordination, in tabular form and by category of charge, interagency statistics for sustainable arrests, prosecutions, convictions, sentences and appeals in trafficking cases, including data on number, gender, age, nationality	ASP/MoPO, MoJ, and MoLSA, in cooperation with GPO	March 2005; and ongoing	First statistical report by Joint Working Group produced for MoS/Inter-Ministerial Steering Committee.	Existing
		June	Improved cooperation between police	

and status of victims.		2005	and prosecutors in the sharing, compilation, and analysis of arrest, prosecution and conviction data, and in joint assessment of data: increased number of cases mounted, and increased numbers of successful prosecutions and convictions of traffickers and their associates reported.	Existing
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**SPECIFIC OBJECTIVE (b): Increase the number of arrests, criminal prosecutions and convictions of police and other state officials complicit in human trafficking, inter alia, through improved cooperation between police and prosecutors, and increased use of available criminal sanctions.**

Activities	Responsible agencies (Lead Agency first)	Timelines	Indicators	Resources
(i) Take steps to ensure the proper application of relevant Penal Code, as opposed to administrative sanctions, against all police officers, as well as judges, prosecutors and other public officials, who participate in or facilitate human trafficking, and inform public opinion of actions taken and results	ASP/MoPO, and Customs/MoF, in cooperation with GPO	February 2005	Internal Regulations drafted and issued requiring all cases of police complicity to be reported to OIC/MoPO for decision on criminal or alternative sanctions.	Existing
		March 2005	Parallel internal Regulations/Instructions	Existing

achieved.		March 2005; and ongoing	issued by other relevant Ministries and Institutions Regular reporting to Minister of Public Order, MoS/Inter-Ministerial Steering Committee, and heads of other appropriate institutions on numbers of criminal as opposed to administrative procedures initiated.	Existing
		December 2005; and ongoing	Statistics on numbers of criminal prosecutions against corrupt officials made public.	Existing
(ii) Second a Prosecutor to the OIC (Office of Internal Control) in the Ministry of Public Order (MoPO) to provide legal advice on the processes to be followed to ensure more effective criminal prosecution of corrupt police officers, and to improve overall working relations between OIC/MoPO and the GPO.	MoPO, in cooperation with GPO	December 2005	Prosecutor appointed to work full-time with OIC: increased numbers of successful prosecutions conducted	Existing
(iii) Publicize more widely and make effective use of the public	MoPO	March 2005	Tip line numbers widely publicized, lines fully	Existing

tip line operated by the OIC/MoPO for reporting cases of police corruption, and devise incentive programs for police and public officials who report corruption.			operational and greater public confidence and transparency achieved: increased numbers of phone calls etc. registered by police, and increased number of anti-trafficking cases initiated on basis of confidential information from public	
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<b>Revised Statistical Reporting Requirements: Investigation, Prosecution and Conviction of State Officials:</b>				
(iv) Report every three months to Minister of State for Coordination/Inter-Ministerial Steering Committee in tabular form on dismissals, disciplinary/administrative sanctions and criminal prosecutions/convictions of police, prosecutors, and other officials involved in trafficking.	ASP/MoPO/OIC, MoJ, Ministry of Finance/Customs, in cooperation with GPO	March 2005; and ongoing	Revised Reporting Requirement implemented: increased numbers of arrests, criminal prosecutions and convictions of police and other state officials complicit in human trafficking reported; as well as increased application of criminal sanctions: improved cooperation between OIC, other internal audit bodies, and the GPO in the criminal pursuit of corrupt police and other state officials.	Existing

**SPECIFIC OBJECTIVE (c): Renew and expand trafficking awareness training and professional expertise at both general and specialist levels of police, prosecution and judiciary.**

Activities	Responsible Agencies (Lead Agency first)	Timelines	Output Indicators	Resources
<p>(i) Institutionalize mandatory human rights and victim-oriented awareness training and capacity building for all police officers, prosecutors and judges at generalist level: as well as joint trainings of a more specialized nature for police, prosecutors and judges with specific human trafficking responsibilities.</p>	<p>MoPO and MoJ, in cooperation with GPO, IOs</p>	<p>March 2005</p>	<p>Needs assessment conducted to establish existing trafficking awareness training needs and gaps in relevant State Police structures, and recommend procedures for joint training of anti-trafficking police, prosecutors and judges.</p>	<p>Existing and donor</p>
		<p>June 2005 and ongoing</p>	<p>Curriculums on trafficking awareness and judicial procedures institutionalized at Police Academy and Magistrates School; and trainers appointed and trained to ensure sustainability.</p>	<p>Existing, new and donor</p>
		<p>September 2005 and ongoing</p>	<p>All new Police Academy graduates begin receiving anti-trafficking awareness training:</p>	<p>Existing and donor.</p>
		<p>December 2005</p>	<p>Overall levels of trafficking awareness and professional expertise in police, prosecution and judiciary expanded.</p>	<p>Existing and donor</p>
<p>(ii) Maintain the staffing, funding and training levels of the Anti-Trafficking Sector in the Organized Crime</p>	<p>MoPO</p>	<p>June 2005</p>	<p>All Anti-trafficking officers trained or re-trained as required.</p>	<p>Existing and new</p>

Directorate of the ASP and regional police directorates; and recruit, train and assign more qualified female police officers to the Sector.	June 2005	At least one trained female police officer assigned to each regional anti-trafficking Unit and at main Border Crossing Points.	Existing
	June 2005	Period of tenure of trained Anti-Trafficking Sector/regional Unit staff established by internal order as at least three years to ensure sustainability.	Existing, and new
	December 2005	Strength and funding of Anti-trafficking Sector in ASP/MoPO and regional AT Units maintained at 2002-3 levels; training levels of Sector and Units' staff updated and improved; overall effectiveness of Sector and Units additionally enhanced through appointment of trained women officers.	Existing and new

**SPECIFIC OBJECTIVE (d): Continue to develop international and regional law enforcement, legal and criminal justice cooperation against human trafficking and traffickers.**

<b>Activities</b>	<b>Responsible Agencies (Lead Agency first)</b>	<b>Timelines</b>	<b>Output Indicators</b>	<b>Resources</b>
(i) Continue to develop the Vlora Anti Trafficking Center (VATC) as a national, regional and international resource for training, analysis and intelligence sharing,	ASP/MoPO, in cooperation with bilateral and international	March 2005	Assessment report produced on work of VATC in its first year, and its contribution to bilateral, international and national	Existing, bilateral and international partners.



in cooperation with Germany, Greece, Italy and other neighboring countries.	partners.		investigations/ intelligence operations.	
(ii) Strengthen existing cooperation between Albanian State police and neighboring counterparts by carrying out regular joint exercises: negotiate new bilateral agreements on lines of existing agreements with neighboring countries: and continue to participate in regional anti-trafficking exercises (e.g. SECI-sponsored “Mirage” operations).	ASP/MoPO	March 2005	Internal needs assessment conducted to identify possibilities for improving cross-border law enforcement cooperation.	Existing
		March 2005	Regular reporting to MoS/Inter-Ministerial Steering Committee on new agreements negotiated, number of joint exercises carried out, and number of arrests and prosecutions resulting from cross-border cooperation.	Existing
		December 2005	At least one joint-exercise/liaison visit organized annually with each neighboring country.	Existing and bilateral.
(iii) Expand network of international and regional criminal justice cooperation agreements, covering such areas as temporary witness protection and relocation; mutual legal assistance; mutual recognition of judicial decisions; and extradition.	ASP/MoPO, MoJ, and MFA	March 2005	Internal needs assessment conducted to identify areas where international/ regional criminal justice network requires improvement.	Existing
		March 2005	Regular reporting to MoS/Inter-Ministerial Steering Committee on existing and new agreements and results achieved.	Existing
(iv) Continue to implement US/EU funded Total Information Management System (TIMS) Border Control Information System	ASP/MoPO, in cooperation with ICITAP,	March 2005; and ongoing	TIMS Border Management first and second Phases implemented, and first three-monthly report	Existing, new and donor

at all border crossing points improve interdiction rates for attempted trafficking and illegal border crossing.	PAMECA, etc.		produced for MoS/Inter-Ministerial Steering Committee, demonstrating added value from TIMS implementation.	
(v) Sustain the impact of the July 2002 Vlora-based operation against trans-Adriatic fast launch trafficking through ongoing coordination of national and neighboring maritime interdiction assets.	MoPO, MoD	December 2005	At least one joint maritime exercise conducted with coastal neighbors: current high interdiction rates maintained.	Existing

<b>Revised Statistical Reporting Requirements: International Law Enforcement and Criminal Justice Cooperation:</b>				
(vi) Report every three months to Minister of State /Inter-Ministerial Steering Committee on investigative and prosecution outcomes of Vlora Anti-Trafficking Center activities in Albania and abroad.	ASP/MoPO, in cooperation with GPO	March 2005; and ongoing	Revised Reporting Requirement implemented: added value of VATC to regional and national intelligence cooperation demonstrated.	Existing
(vii) Report every three months to Minister of State/Inter-Ministerial Steering Committee, in matrix format and by category of charge, on arrests, prosecutions, convictions and sentencing resulting from bilateral/ regional/international anti-trafficking law enforcement operations, or dedicated national exercises.	ASP/MoPO/MoJ, in cooperation with GPO	March 2005; and ongoing	Revised Reporting Requirement implemented: Albania's contribution to international law enforcement demonstrated.	Existing
(viii) Report every three months to Minister of State/Inter-Ministerial Steering Committee on investigative and prosecution outcomes of TIMS Border Control Information System implementation in anti-trafficking field	ASP/MoPO/MoJ, in cooperation with GPO	March 2005; and ongoing	Revised Reporting Requirement implemented: added value of TIMS implementation demonstrated.	Existing

<p>(ix) Report every three months to Minister of State/Inter-Ministerial Steering Committee on negotiation and implementation of Mutual Legal Assistance and Bilateral and Multilateral Extradition Agreements etc. with neighboring and other countries in trafficking related cases; and resulting prosecutions and convictions in Albania and abroad.</p>	<p>MoJ, in cooperation with GPO</p>	<p>March 2005; and ongoing</p>	<p>Revised Reporting Requirement implemented: Albania's contribution to national and international legal and criminal justice cooperation demonstrated.</p>	
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## II. PROTECTION

***STRATEGIC AIM 1: Implement comprehensive approach to victim protection for all trafficked persons and victims of related crimes, regardless of their willingness to testify against their traffickers:***

**SPECIFIC OBJECTIVE (a): Fully implement the new Witness Protection Law; improve legal, physical and personal identity protection for all victim/witnesses in court, whether or not they are part of a Witness Protection Program; and fully operationalize the Witness Protection Program/Unit for selected victims.**

Activities	Responsible Agencies (Lead Agency first)	Timelines	Output Indicators	Resources
(i) Draft and implement subsidiary legislation establishing a fully staffed and funded inter-agency Witness Protection Program/ Unit based in MoPO, as provided for in the Witness Protection Law.	MoJ, MoPO, and MoLSA, in cooperation with GPO and with international assistance	June 2005	Subsidiary legislation implemented, funding and staffing approved, and Witness Protection Program Unit functioning.	Existing, and new
		December 2005; and ongoing.	Witness Protection Unit issues first report to MoS/Inter-Ministerial Steering Committee on numbers of cases and number of witnesses receiving WPP protection.	
		June 2006	Increased numbers of victims willing to give evidence, and increased numbers of successful convictions of	

			traffickers resulting from WPP/U:	
(ii) Provide legal support and physical and personal data protection for all victim/witnesses of trafficking, and authorized victim-support NGOs, including the provision of in-court technical protection and security facilities, in accordance with ‘Anti Mafia legal package’ 2004.	MoJ, and Ministry of Finance	June 2005	At least one Serious Crime Court equipped with appropriate technical and security protection facilities: increased numbers of victims willing to give evidence, and increased numbers of successful convictions of traffickers resulting from introduction of secure court facilities and other relevant procedures.	Existing, new and donor
(iii) Establish a State Compensation Scheme for the compensation and rehabilitation of victims of human trafficking, based, <i>inter alia</i> , on the seizure of traffickers’ assets; and provide free legal assistance to help victims gain compensation through the Scheme, whether or not they are part of a Witness Protection Program.	MoF, and ASP/MoPO, in cooperation with GPO and MoJ	June 2005  January 2006	State Compensation Scheme legislated for and funded, and public, victims, and legal practitioners informed about how to access.  Report issued to MoS/Inter-Ministerial Steering Committee on numbers of trafficking victims benefiting from Scheme, and amounts dispersed: increased numbers of victims willing to give evidence against traffickers as a result of Scheme.	Existing (plus seized assets, new and donor funding)  Existing
(iv) Provide human rights-based training for media professionals to sensitize their reporting of human trafficking cases, especially focusing on the need to protect and respect the identity and right to privacy of trafficked persons, including particularly those who testify	NGO, IOs, and MoSO.	June 2005	Round table organized for media professionals with international IO and NGO assistance: more sensitive and legally appropriate reporting of trafficking cases by media as a result.	Existing and donor

against their traffickers.				
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<b>Revised Statistical Reporting Requirements: Victim and Victim/Witness Protection:</b>				
(vi) Report every three months to MoS/Inter-Ministerial Steering Committee in matrix format on: (1) numbers of trafficking witnesses and victim/witnesses giving evidence in Serious Crime Courts (SCC) and District Courts; (2) numbers of trafficking witnesses and victim/witnesses admitted to long term Witness Protection Program (WPP); and (3) numbers of trafficking witnesses and victim/witnesses withdrawing testimony during court proceedings, and why they withdrew.	ASP/MoPO, MoLSA, and MoJ, in coordination with GPO	March 2005  June 2005; and ongoing	Joint reporting matrix developed and agreed by involved agencies: accurate and timely joint data acquired.  Revised Reporting Requirement implemented: impact of legislative and procedural changes on numbers of victims willing to give evidence demonstrated.	Existing
(vii) Report every three months to MoS/Inter-Ministerial Steering Committee on steps taken to install and use technical protection measures envisaged in ‘Serious Crimes Courts’, ‘Anti-Mafia legal package’ and ‘Witness Protection’ Laws.	MoJ, in cooperation with GPO	December 2005; and ongoing	Reporting Requirements implemented: impact of legislative and procedural changes on numbers of victims willing to give evidence demonstrated.	Existing

**SPECIFIC OBJECTIVE (b): Improve the overall effectiveness of national victim identification, referral and reintegration efforts by developing the National Reception Center for Victims of Human Trafficking (NRC) as a multi-purpose referral and protection facility for Albanian and third country victims, and by regulating the respective responsibilities of the NRC, IOM, and Vlora ‘Women’s Hearth’ Centers, law enforcement and social assistance structures, and other NGOs partners, through a National Referral Mechanism agreement, reflecting best international practices.**

Activities	Responsible Agencies (Lead Agency first)	Timeline	Indicators	Resources
(i) Establish and implement a National Referral Mechanism between all national stakeholders involved in the initial screening, reception, protection and reintegration of intercepted and returned trafficking victims, based on a joint Memorandum of Understanding that defines the respective responsibilities and competencies of government, NGO, victim assistance and law enforcement structures.	ASP/MoPO, and MoLSA, in cooperation with GPO/IOs and NGOs	January 2005  March 2005  June 2005  January 2006	Round table organized with international assistance to finalize Draft NRM Memorandum of Understanding.  Critical path and sequence of actions agreed by all parties to NRM/MoU, division of roles, responsibilities and reporting procedures established.  MOU negotiated and signed by all government and NGO partners  Overall improvement in effectiveness of national victim identification, referral and reintegration efforts as a result of NRM/MoU approach.	Existing, and donor  Existing, new and donor (including authorized NGOs and NGO coalitions (CAAHT Program))  Existing, new and donor (including authorized NGOs and NGO coalitions - CAAHT Program)
(ii) Ensure more effective initial identification and documentation of victims at main points of return by the elaboration of a standardized	MoPO/ASP, MoLSA, IOs and NGOs	December 2004-June 2005	Initial reception and referral procedures according to NRM /MoU approach implemented, initially at Rinas International Airport, and	Existing, new and donor

questionnaire to be used by all law enforcement officers: and through the issuing of directives to law enforcement and other state officials on the procedures to be observed when referring identified or suspected victims to shelters or other victim assistance and support services.		January 2005	thereafter at all main Border Crossing Points.  Standardized returnee/ victim questionnaire drafted with international assistance and in use at all border-crossing points etc. to assist in identification of suspected trafficked victims.	Existing, and donor
		December 2005	Random monitoring conducted to verify level of awareness of referral procedures by police and other officials: improved initial identification and referral procedures demonstrated/ remedial action taken.	Existing
(iii) Fully-staff and utilize the government-operated National Reception Center (NRC) to provide safe initial shelter, psychological and medical counseling and care to Albanian and third country victims, prior to their reintegration or repatriation, or for the period of their cooperation with the criminal justice system.	MoLSA, ASP/MoPO, IOs, and NGOs	February 2005	Needs assessment conducted of NRC staffing and resources in the light of NRM MoU and Witness Protection Program/National Child Trafficking Strategy requirements.	Existing and donor
		April 2005	NRC staffing table completed and adapted to emerging needs: additional training provided to staff.	Existing, new and donor
		January 2006	Beneficiary feedback obtained on quality of services provided by NRC (and other authorized shelters): results acted upon, and overall	Existing, and donor



			shortening of length of stay in care prior to reintegration achieved.	
(iv) Support activities of Vlora “Women’s Hearth” NGO Center and other actual or potential NGO reintegration centers, as an integral part of a National Referral Mechanism, through a combination of donor and government funding.	MoLSA, and MoF	May 2005  December 2005	Government subsidy approved for Vlora “Women’s Hearth” and other actual or potential NGO centers, in accordance with draft legislation on public funding of social service NGOs, and proportional to numbers of beneficiaries assisted.  Increased number of contracts drawn up between Government and NGO service providers	Existing, new and donor (including CAAHT Program)  Existing, and new
(v) Encourage the development on a countrywide basis of regional coalitions of local anti-trafficking NGOs/reintegration centers, Anti-trafficking police/prosecutors, and social services, on the lines of that already established for four southern Prefectures.	ASP/MoPO and MoLSA, in cooperation with GPO/IOs and NGOs	January 2005  December 2005	Relevant regional NGOs invited to participate in National Referral Mechanism Round Table and become signatories if appropriate to proposed NRM MoU.  Additional regional NGO coalitions established and officially recognized - including religious communities and others delivering assistance to beneficiaries from high-risk socially excluded groups.	Existing and donor (including CAAHT Program)  Existing and donor (including CAAHT Program)
(vi) Devise programs to ensure appropriate post-shelter support, protection and reintegration assistance to all identified victims, including access to	MoLSA, ASP/MoPO, IOs, and NGOs	June 2005	Confidential mechanism established and funded as part of NRM for monitoring and providing social/unemployment benefits to previously sheltered victims, and for	Existing, new and donor

counseling/medical health services, and educational, vocational and life skills training.			advising on integration options, including peer counseling, family reunion, and job placement.	
(vii) Establish a nationwide toll-free SOS help line for actual or potential trafficking victims and their families, based on the national and international victim protection and law enforcement networking expertise of existing shelter and reintegration centers, international, and NGO partners.	MoLSA, MoPO, and MFA, in cooperation with IOs and NGOs	March 2005  June 2005  December 2005	Workshop held in Tirana with international assistance bringing together potential national SOS help line partners and regional and international NGOs with experience in setting up and operating such help lines.  In context of NRM MoU. outsourcing agreements negotiated with national and regional NGOs to establish and operate national help line, based on existing shelter and reintegration expertise: international assistance provided to train help line staff and facilitate international contacts.  National help line operational, in cooperation with relevant official services, NGOs, other help lines and consular services in main destination countries: Increased number of actual or potential victims repatriated through NGO/Consular liaison.	Existing, and donor  Existing, new and donor (including CAAHT Program) Existing, new and donor (including CAAHT Program)  Existing, new and donor (including CAAHT Program)
(viii) Implement subsidiary legislation to formalize the issuing of	ASP/MoPO and MoLSA, in	March	Instructions issued to establish and fund Unit within MoPO to	Existing and new.

Temporary Residence Permits (TRP) to third country trafficking victims wishing to remain in sheltered accommodation in Albania for legal or recuperative purposes.	cooperation with MoJ.	2005	administer TRP procedures	Existing
		March 2005	Appropriate subsidiary legislation drafted and approved.	
		June 2005	TRPs issued according to required legal and administrative procedures	

<b>Revised Statistical Reporting Requirements: National Referral Mechanism:</b>				
(ix) Report every three months to the Minister of State / Inter-Ministerial steering Committee on all Albanian and third country nationals accommodated in shelters by: nationality, age and gender, country of trafficking; actual or anticipated length of stay, witness/TRP status; and distinguishing between new and repeat trafficking victims/cases.	National Reception Center for Victims of Human Trafficking (NRC)/MoLSA, in cooperation with IOM, 'Vlora Hearth', other NRM/MoU parties and ASP/MoPO.	March 2005	Agreement reached between MoLSA, IOM, 'Vlora Hearth', and other licensed NRM/MoU parties on procedures for joint reporting of statistics.	Existing
		June 2005	Reporting Requirement implemented: improved overall effectiveness of national victim identification, referral and reintegration efforts demonstrated.	Existing
(x) Report every three months in tabular form on numbers of Albanian citizens, both adults and children, returned at main border crossing points, who have been identified or are suspected of having been trafficked, and how they were processed.	ASP/MoPO, and MoLSA.	January 2005	Reporting Requirement implemented: Official statistical database created on numbers of identified and referred returnee victims.	Existing

***STRATEGIC AIM 2: Implement National Strategy and Action Plan for Combating Child Trafficking and Protecting Child Victims of Trafficking ( relevant also to PROSECUTION and PREVENTION).***

**SPECIFIC OBJECTIVE (a): Approve and begin implementing the draft National Strategy and Action Plan for Combating Child Trafficking and Protecting Child Victims of Trafficking 2005-7, as envisaged in Action Plan 2003-4. (Draft text attached at Annex).**

<b>Activities</b>	<b>Responsible Agencies (Lead Agency first)</b>	<b>Timelines</b>	<b>Output Indicators</b>	<b>Resources</b>
(i) Finalize and submit for Council of Ministers approval the draft National Strategy and Action Plan for Combating Child Trafficking and Protecting Child Victims of Trafficking 2005-7.	MoSO	January 2005	Action Plan approved by Government.	As per Child Trafficking Action Plan
(ii) Create inter-agency National Child Protection Structure, at central and prefecture levels, as envisaged in draft National Strategy and Child Trafficking Action Plan 2005-2007.	MoLSA, Ministry of Local Government and Decentralization, MoSO, IOs and NGOs.	March 2005	Appropriate regulations and sub-legal acts approved by Government.	Existing
		March 2005	National Child Protection Structure established and functioning at central level	New, and donor
		June 2005	Corresponding Child Protection structures established and functioning at prefecture level, involving all relevant official, IO and NGO partners.	Existing, new and donor (including CAAHT)

				Program).
(iii) Create parallel 'Responsible Authority', in line with draft Cooperation Agreement with Greece, to process child trafficking referrals with neighboring and other countries.	MoLSA, ASP/MoPO, Ministry of Local Government and Decentralization, MoSO, MFA, IOs and NGOs.	January 2005	Responsible Authority for international liaison established in MoLSA, with appropriate official and NGO counterparts at Prefecture level.	Existing, new and donor.
		April 2005	Corresponding standard operating procedures for assisted voluntary return (AVR) and reintegration of victims agreed between all government and NGO partners.	Existing, new and donor.
(iv) Decide status and composition of National Child Trafficking Working Group, as provided for in draft National Child Trafficking Action Plan, to monitor and report regularly on implementation to Minister of State for Coordination and Inter-Ministerial Anti Trafficking Steering Group.	MoLSA, ASP/MoPO, MoSO etc.	January 2005	Composition of Working Group, and subsidiary regulations approved by Government, and Working Group activated.	Existing
		March 2005	First report to MoS/Inter-Ministerial Steering Committee by Working Group.	Existing
(v) Conclude and sign draft Cooperative Agreement with Greece for the protection and Assisted Voluntary Return (AVR) of unaccompanied, at-risk and/or trafficked children.	MFA, MoLSA etc.	January 2005	Cooperation Agreement with Greece signed and implemented, following introduction of appropriate internal [operational] procedures.	Existing
(vi) Continue to build working relationships with the Greek and other governments to establish functioning mechanisms for the	MoS, MoPO, and MFA, in cooperation with IOs, NGOs	March 2005; and ongoing	Additional Cooperation Agreements negotiated with other neighboring and main destination countries, and liaison established between	Existing, and new

protection, repatriation and reintegration of Albanian child victims.		November 2005	Responsible Authority and latter First joint review meeting conducted with Greek authorities to assess initial results of Cooperation Agreement in law enforcement, assisted voluntary return and integration/reintegration fields.	Existing
		December 2005	Report to MoS/Inter-Ministerial Steering Committee on numbers of victims returned from Greece and other main destination countries, and integration outcomes.	Existing

***STRATEGIC AIM 3: Improve level of official assistance and advice available to all actual or potential Albanian victims of trafficking abroad.***

**SPECIFIC OBJECTIVE (a): Expand the identification, protection and assistance role of Albanian Ministry of Foreign Affairs officials overseas and in Tirana, and develop their cooperation with host country authorities in main destination countries.**

<b>Activities</b>	<b>Responsible Agencies (Lead Agency first)</b>	<b>Timelines</b>	<b>Output Indicators</b>	<b>Resources</b>
(i) Train MFA officials in Tirana and from Albanian Embassies and Consulates in main destination countries in the provision of appropriate consular services and advice to victims and	MFA, in cooperation with MoLSA, ASP/MoPO, IOs, NGOs and	April 2005	Workshop organized in Tirana for MFA consular officials with foreign experts and bilateral Embassies on best identification and referral practices.	Existing, new and donor

potential victims abroad; more effective cooperation with host country authorities in identifying, protecting and facilitating the return of actual and potential victims; and in liaising with national and foreign NGO victim protection structures.	bilateral embassies.	October 2005	Follow-up meetings conducted in main destination countries between Albanian consular officials and host government authorities and NGOs.	Existing, donor and bilateral
		December 2005	Improved formal and informal contacts established between Albanian consular officials and national law enforcement and NGO victim support structures in main destination countries to assist Albanian trafficking victims, and facilitate their orderly and assisted return (in conjunction with NRM and National SOS Help line initiatives above).	Existing, donor and bilateral
		March 2006	Increased awareness by Albanian and main destination country officials of referral mechanisms in place in Albania: reduction in number of victims returned without prior notification and activation of local assistance and referral procedures: reduction in numbers of victims returned without involvement of national and international assistance agencies.	Existing, donor and bilateral
(ii) Design a leaflet in Albanian and English to be distributed by Albanian Embassies and Consulates overseas, visa-issuing Consulates of main destination countries in Tirana, and Albanian border authorities at main points of exit,	MoSO, MFA, MoLSA, ASP/MoPO, IOs, NGOs and bilateral embassies.	March 2005	Workshop conducted in Tirana with international organizations, bilateral Embassies and line ministries to discuss and agree contents, design, and funding of anti-trafficking information leaflet in Albanian and English languages.	Existing, and donor

<p>warning of the dangers of being trafficked and the penalties for trafficking, advertising European and national toll free help line and shelter numbers, as well as addresses and telephone numbers of Albanian Embassies and Consulates, and the range of assistance and support available nationally and internationally to actual or potential victims.</p>		<p>June 2005</p>	<p>Leaflets commissioned, produced and distributed by official services and NGOs in Albania and abroad.</p>	<p>Existing, and donor</p>
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### III. PREVENTION

**STRATEGIC AIM 1: Improve the targeting, content and effectiveness of public awareness, education and outreach strategies, and develop and publicize viable publicly funded vocational alternatives to trafficking and re-trafficking.**

**SPECIFIC OBJECTIVE (a): Expand government and non-government sponsored education, media and other outreach programs to more effectively inform and educate the population, especially women, children and high-risk groups, about the dangers and contributory causes of trafficking.**

Activities	Responsible Agencies (Lead Agency first)	Timeline	Indicators	Resources
(i) Design new government-sponsored media and other public awareness programs relating the risks and dangers of human trafficking to its root causes and related social issues (including domestic violence against women and children; sexual assault; false employment and marriage offers; official corruption, racism and gender discrimination; as well as sexual health (STDs, HIV/AIDS): and publicizing educational and vocational alternatives to trafficking and	MoLSA, MES, MoSO, IOs, NGOs, and media representatives.	February 2005	Needs assessment workshop organized with IO/donor assistance to discuss and agree priority targets for future media/public awareness campaigns.	Existing, new, and donor
		April 2005	Media/public awareness campaigns designed and implemented with IO/donor help, involving media, education system and NGO focus groups.	Existing, new and donor (inc. CAAHT Program)
		June 2005	Free advertising space negotiated with and obtained from main Albanian print and electronic media to carry public awareness materials agreed above	Donor

female/child exploitation.		December 2005	Increased number of public service announcements on trafficking, domestic violence and other gender related issues carried by Albanian media in comparison with 2003-4	Donor
		June 2006	Survey conducted of sample members of target/focus groups to establish levels of awareness of trafficking issues after conduct of public awareness campaigns, in relation to previous surveys.	Donor
(ii) Mainstream Trafficking Awareness education in all Gender Awareness and Civic Education curriculums at pre-university school levels, relating human trafficking to its root causes and related social issues (as above).	MoES, IOs and NGOs	January 2005	Internal instructions issued by MoES to prioritize gender, trafficking and domestic violence awareness in specialized publications for teachers, and at parent/students/teachers meetings at all school levels.	Existing.
		April 2005	Needs assessment workshop conducted, with international experts and NGO assistance, to review existing curriculums and suggest changes where appropriate.	Existing, new and donor.
		June 2005	Revised curriculums designed and introduced, in light of needs assessment workshop conclusions, and with IO and NGO assistance and advice.	Existing and donor
(iii) Improve the quality and flow of reliable official information to the media on trafficking arrests,	ASP/MoPO, MoJ, in cooperation with GPO and IO, NGO,	May 2005	Police/prosecutor/ media workshop conducted with international assistance, to establish a more cooperative, victim-	Existing and donor

prosecutions and convictions, as a deterrent to trafficking and traffickers (in conjunction with human rights-based training for media professionals ( <i>See Media Training under PROSECUTION</i> ))	and media representatives.	January 2006	oriented and legally appropriate working relationship between law enforcement and the media.  More appropriate and sensitive media reporting of trafficking cases monitored and reported on by independent media NGO.	Donor
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**SPECIFIC OBJECTIVE (b): Develop publicly funded, as well as NGO-led, initiatives to provide vocational and other non-exploitative alternatives to trafficking and re-trafficking for at-risk groups.**

<b>Activities</b>	<b>Responsible Agencies (Lead Agency first)</b>	<b>Timeline</b>	<b>Indicators</b>	<b>Resources</b>
(i) Design and approve a package of government-owned initiatives to encourage vocational alternatives to illegal migration, and the trafficking and re-trafficking of young women, girls and children by offering small scale loans, taxation incentives, and micro-economic programs to support new and SME businesses which target early school leavers, high risk groups and regions; as well as by subsidizing the job creation and reintegration activities of shelters and employers working with them (in conjunction with National Poverty Reduction Strategy, and Strategy on Social and Economic	MoLSA, MoF, MoES, ASP/MoPO etc.	March 2005  April 2005	Draft legislation on social business creation and government funding of NGO social service assistance approved by Parliament  Regulations and sub-legal acts approved by Government to implement above, including the provision of tax waivers to qualifying employers, and the establishment of loan and micro credit schemes for businesses that employ members of	Existing.  Existing, new and donor

Development and Social Service Delivery, and associated international lending facilities).		June 2005	vulnerable groups and populations, and reintegrated trafficking victims.  Social survey conducted to determine level of vulnerability to trafficking of disadvantaged social groups, and improve the targeting and effectiveness of social services delivery.	Existing, and donor
(ii) Promote safe and non-exploitative employment abroad by negotiating labor migration schemes with main European and other destination countries, and by advertising and monitoring the implementation through licensed employment offices of legal labor migration agreements and other legal overseas employment opportunities. (In conjunction with draft National Strategy on Migration).	MoLSA	March 2005	Safe Employment Initiative launched and publicized: agreements negotiated with licensed employment offices in Albania and receiving states: increased numbers of young people able to find employment abroad by safe and legal means.	Existing
(iii) Enforce existing licensing and monitoring regimes to regulate the operation of private employment/travel agencies offering work abroad, ensuring that only those that are licensed and operate in a legal and professional manner are allowed to operate and advertise in the print and electronic media.	MoLSA, and ASP/MoPO	March 2005  March 2006	Employment Agency licensing and monitoring initiative launched; and instructions issued to media regarding advertising regulations.  Employment Agency census carried out by MoLSA: list of approved agencies updated and made public: more effective identification and interdiction of fraudulent agencies achieved.	Existing  Existing
(iv) Establish national facility for the control and investigation of exploitative employment	ASP/MoPO, in cooperation	June	Internet monitoring facility installed, staff trained, and made fully	Existing, new and

practices through the Internet, including incitement to human trafficking and child trafficking/pornography.	with MoLSA and GPO	2005	operational in MoPO, in cooperation with similarly tasked law enforcement agencies in other countries.	donor
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**SPECIFIC OBJECTIVE (c): Improve prospects for greater social inclusion of vulnerable sectors by enforcing obligatory education and civil registration requirements, and by providing remedial education/vocational training for school drop-outs (in line with draft National Child Trafficking Strategy and Action Plan 2005-7).**

Activities	Responsible Agencies (Lead Agency first)	Timelines	Output Indicators	Resources
(i) Make concerted efforts, including through the penalization of parents, to enforce obligatory school attendance, especially for young girls, as well as providing remedial education, skills training and literacy courses for women and children who have left school prematurely.	MoES	March 2005	Instructions on compulsory education issued to school inspectors and publicized in the media.	Existing
		March 2005	Needs assessment study conducted to identify target areas for school and remedial center building programs.	Existing, and donor
(ii) Ensure the provision of appropriate legal documentation for birth, citizenship and marriage as an aid to social inclusion and access to education and other social services, particularly for women and children.	Ministry of Local Government and Decentralization	December 2004	Media campaign carried out to publicize initiative to register whole population.	Existing
		June 2005	Program for computerization of all registry offices completed.	Existing

#### IV. COORDINATION

***STRATEGIC AIM 1: Develop cooperation between officials of relevant ministries and institutions, NGOs and the Office of the Minister of State for Coordination to improve the effectiveness of National Anti-Trafficking Action Plan implementation, and the quality of Albania’s international reporting and cooperation in the anti-trafficking field.***

**SPECIFIC OBJECTIVE (a): Improve the functioning of the ad hoc group of Anti-trafficking Focal Points from each interested Ministry and institution established under the Action Plan 2003-4 to monitor inter-agency follow-up between meetings of the Inter-Ministerial Anti-trafficking Steering Group.**

Activities	Responsible Agencies (Lead Agency first)	Timelines	Output Indicators	Resources
(i) Review the composition of the ad hoc group of inter-agency Focal Points to identify the most appropriate cadre of key officials in ministries and institutions capable of fulfilling the regular monitoring, evaluation and inter-agency reporting requirements of the Minister of State’s Office (and other Ministries with national and international anti-trafficking monitoring and reporting responsibilities).	MoSO, in coordination with Line Ministries and Institutions	December 2004	Inter-Ministerial Steering Committee reviews and revises composition of FP group: more effective and sustainable FP group created.	Existing
(ii) Organize more regular (i.e. at least monthly) meetings of the ad hoc group of inter-agency Focal Points, reinforced as	MoSO, in coordination with Line Ministries	December 2004	Inter-Ministerial Steering Committee establishes timetable for monthly meetings of FP group, from January	Existing

necessary by representatives of the General Prosecutor's Office to ensure more timely and relevant inter-agency reporting and evaluation.	and Institutions		2005, and agrees modalities for GPO observer participation.	
(iii) Require all ministries and institutions to seek prior approval of Minister of State for Coordination before entering into any trafficking-related cooperative agreements, joint programs, MoUs etc with IO/IAs or national or international NGOs, in order to avoid duplication, ensure proper use of government resources, and generally improve government awareness of the totality of anti-trafficking efforts in Albania.	MoSO, in coordination with Line Ministries and Institutions	December 2004	Instructions issued by Inter-Ministerial Steering Committee requiring advance notification by Line Ministries and FP group to MoSO of proposed national and international cooperation commitments: more effective intra-governmental coordination achieved.	Existing
(iv) Organize at least one meeting every three months of the ad hoc Focal Points group and/or the Inter-Ministerial Anti-trafficking Steering Committee with relevant national and international NGOs, IO/IAs and key bilateral donors to discuss government anti-trafficking priorities, implementation and data issues, and government donor/ assistance needs.	MoSO, in coordination with Line Ministries and Institutions, NGOs and IOs	January 2005	Joint meeting of Inter-Ministerial Steering Committee/ FP group, with NGOs, IOs, and donors to present Action Plan 2004-6, and discuss donor assistance needs. .	Existing
		January 2005, and ongoing	Advance timetable for three-monthly meetings with NGOs, donors etc. established by Inter-Ministerial Steering Committee.	Existing

**SPECIFIC OBJECTIVE (b): Implement revised reporting and statistical requirements identified in this Action Plan, as an aid to self-assessment and evaluation, and to meeting priority international reporting obligations.**

Activities	Responsible Agencies (Lead Agency first)	Timelines	Output Indicators	Resources
(i) Require ad hoc Focal Points Group to satisfy <i>Revised Statistical Reporting Requirements</i> in periodic and tabular form to Office of Minister of State for Coordination, as described under Strategic and Specific Objectives of this Action Plan.	MoSO, in coordination with Line Ministries and Institutions	January 2005; and ongoing	Inter-Ministerial Steering Committee instructs FP group to fulfill <i>Revised Statistical Reporting Requirements</i> in Action Plan 2005-7	Existing

**SPECIFIC OBJECTIVE (c): Improve the coordination of Government of Albania official representation at international and regional anti-trafficking meetings, and facilitate the coordination of Albania’s Anti-trafficking strategies with those of regional neighbors and the recommendations of international organizations and agencies:**

Activities	Responsible Agencies (Lead Agency first)	Timelines	Output Indicators	Resources
(i) Harmonize National Action Plan 2005-7 implementation with recommendations of the ICMPD/EU CARDS Project “ Enhancing Implementation Strategies for National Anti-trafficking Action Plans in Stabilization and Association process (SAp) countries”: appoint a core group of five members of the Ad Hoc Focal Points Group to participate in above as Albanian Project Implementation Team (PIT): and devise a strategy for implementing the resource mobilization and evaluation requirements of this Action Plan	MoSO, Line Ministries, NGOs and Institutions	January 2004	Action Plan finalized in line with ICMPD guidelines, and ICMPD Secretariat advice: Albanian PIT members appointment confirmed by Inter-Ministerial Steering Committee	Existing
		January 2005	Line Ministries report to MoSO on additional budgetary allocations requested to implement Action Plan 2004-6	Existing
		March	Line Ministries report to MoSO at three-monthly Inter-Ministerial	Existing



<p>2005-7, in accordance with ICMPD Guidelines and advice.</p>		<p>2005; and ongoing</p> <p>December 2005</p> <p>June 2006</p>	<p>Steering Committee meetings on actual expenditures for the implementation of each activity.</p> <p>End-year outturn report by MoSO on government and donor expenditure to implement Action Plan 2005-7.</p> <p>Report by MoSO, in cooperation with Line Ministries, to evaluate impact of Action Plan activities, and make recommendations for external impact study.</p>	<p>Existing</p> <p>Existing, and donor</p>
<p>(ii) Ensure all ministries and institutions inform Minister of State's Office in advance of international and regional Anti-trafficking meetings to which their officials are invited, and circulate participants' reports to all members of the ad hoc Focal Points group/ Inter-Ministerial Steering Committee.</p>	<p>MoSO, Line Ministries and institutions</p>	<p>January 2005; and ongoing</p>	<p>Instructions issued by Inter-Ministerial Steering Committee requiring advance notification to MoSO of proposed Line Ministry participation at international anti-trafficking conferences: reports by Line Ministry participants at international anti-trafficking conferences: copied to MoSO on ad hoc basis and circulated at meeting of FP/Inter-Ministerial Steering Committee: more effective intra-governmental coordination of international representation achieved.</p>	<p>Existing</p>
<p>(iii) Ensure appropriate official/ministerial representation at all major regional and international anti-trafficking meetings.</p>	<p>MoSO, Line Ministries and Institutions</p>	<p>January 2005; and ongoing</p>	<p>Instructions issued by Inter-Ministerial Steering Committee requiring MoSO and Line Ministries to share information on forthcoming</p>	<p>Existing</p>

		January 2005; and ongoing	international conferences, and coordinate Albanian official representation: more effective international representation achieved.  MoSO and Line Ministries budget more adequately for representation at international trafficking conferences.	Existing, and new
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#### **4. GLOSSARY OF ABBREVIATIONS AND ACRONYMS USED IN “STRATEGIC FRAMEWORK AND NATIONAL ACTION PLAN 2005-7”:**

**ASP – Albanian State Police**

**CAAHT – Coordinated Action Against Human Trafficking Program**

**EU CARDS – European Union Program for Assistance, Reconstruction, Development and Stabilization.**

**EVITA – Empowering Victim Information Through Anonymity**

**GPO – General Prosecution Office**

**IOM – International Organization for Migration**

**IO – International Organization**

**ICITAP – International Criminal Investigative Training Assistance Program**

**ICMPD – International Center for Migration Policy Development**

**MFA – Ministry of Foreign Affairs**

**MoLSA – Ministry of Labor and Social Affairs**

**MoES – Ministry of Education and Science**

**MoSO – Office of Minister of State for Coordination**

**MoJ – Ministry of Justice**

**MoPO – Ministry of Public Order**

**MF – Ministry of Finance**

**MD – Ministry of Defense**

**NGO/NPO – Non-Governmental Organization/Non-Profit Organization**

**OIC – Office of Internal Control**

**PAMECA – Police Assistance Mission of European Community in Albania**

**SECI –Southeast European Cooperative Initiative**

**TIMS – Total Information Management System**

**VATC – Vlora Anti-Trafficking Center**