## Coat of arms of Montenegro.svg

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## **Ministry of the Interior**

## **Action plan for implementation of Strategy for Combating Trafficking in Human Beings for 2020.**

## **Podgorica, December, 2019.**

**INTRODUCTORY REMARKS**

Trafficking in human beings is one of the most complex activities of organized crime, which violates the most fundamental human rights guaranteed by international law and national legislation.

In recent years, the state of Montenegro has been recognized as a country of origin, transit and destination for men, women and children who have been victims of trafficking. The number of potential victims identified as at risk of becoming illicitly married or sexually exploited has been increased. Challenges regarding the need to strengthen a proactive approach in victim identification have also been recognized, especially among illegal migrants, foreigners seeking international protection, child beggars, seasonal workers, especially during the tourist season. In addition, the existence of large tourist resorts in Montenegro and the influx of million of tourists annually are potential attraction factors for the development of trafficking activities. Therefore, the successful combat against trafficking in human beings/children entails multisectoral approach and intensive cooperation, with effective measures in the field of prevention, suppression, punishment of perpetrators and protection of victims, with obligatory partnership with institutions, non-governmental organizations, private sector, nationally, as well as regionally and internationally.

At its February 2019 session, the Government of Montenegro adopted new Strategy for Combating Trafficking in Human Beings for the period 2019-2014, with accompanying Action plan for 2019. The Strategy for Combating the Trafficking in Human Beings defined the goals, principles and directions for combating trafficking in human beings, and certain measures to improve efficiency of the established system for combating trafficking in human beings/children in public, private and civil sectors. The Strategy focuses on four key strategic areas:

1. Prevention of trafficking in human beings
2. Protection of the victims of trafficking in human beings
3. Criminal justice system response/prosecution and
4. Partnership, coordination and international cooperation

With realization of the overall objective of the Strategy for Combating the Trafficking in Human Beings:

* by 2024, the state will improve the efficiency and functionality of the system to prevent, identify, protect, assist and monitor the victims of trafficking with a particular focus on children.
* by 2024, the state will improve the efficiency of the investigations, prosecution and adequate punishment in accordance with criminal legislation of Montenegro.

In order to further implement the Strategy and in accordance with the commitments undertaken by the Programme of Accession of Montenegro to the European Union 2018-2020, and in accordance with commitments of the Work Programme of the Government of Montenegro and Work Programme of the Ministry of the Interior, the Coordination Body for monitoring the implementation of the Strategy for Combating Trafficking in Human Beings (formed by the Decision of the Minister of the Interior 01No: 050/19-29937/2) drafted, in accordance with its mandate, an Action plan for implementation of the Strategy for Combating Trafficking in Human Beings for 2020, with specific activities, deadlines, stakeholders and partners, result indicators and funding sources. The realization of the activities planned by the Action plan for implementation of Strategy for Combating Trafficking in Human Beings for 2020 will contribute to solving key challenges within provisional benchmarks 25 and 28 of Chapter 24 regarding the need for comprehensive victim-centred approach and the development of the internal and regional activities in dealing with organized crime including the trafficking in human beings.

In drafting the Action plan for implementation of Strategy for Combating Trafficking in Human Beings, particular attention was paid to the recommendations received through State Department Report, as well as the recommendations received during the visit of the UN Special Rappoteur on Trafficking in Montenegro, and in that regard the number of activities have been defined, the implementation of which will make these recommendations practically operational and will consequently contribute to improvement of the situation in the subject area.

Note: In case of multiple operators, the first listed authority in the Responsible Bodies column is the actor responsible for the implementation of the activities, while the other bodies are partners in the implementation thereof.

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 **Strategic area 1. Prevention of trafficking in human beings**

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| **Operational objective 1: Improve prevention activities and participation of all state-level actors in their implementation** |
| Performance indicator  | Initial value | Target value in the middle of the implementation of the strategic document  | Target value at the end of the implementation of the strategic document |
| Increased knowledge on trafficking of general public by 10% by 2024 | So far, no research has been conducted on the level of knowledge of the general public about the phenomenon of trafficking in human beings | Increased knowledge on trafficking of general public by 5% by 2021 | Increased knowledge on trafficking of the general public by 10% by 2024 |
| Increase in calls to the National SOS Line for Victims of Trafficking by 10% by 2024 | In the period 2012-2018, there were a total of 2,815 calls to the SOS Line for Victims of Trafficking | Increase in calls to the National SOS Line for Victims of Trafficking by 5% by 2021 | Increase in calls to the National SOS Line for Victims of Trafficking by 10% by 2024 |
| Increase in number of preliminary identification and referrals of victims of trafficking by non-prosecuting authorities by 50% by 2024 | In the period 2012-2018, in three cases, a report of existence of a potential victim of trafficking was not made by the Police administration | Increase in number of preliminary identification and referrals of victims of trafficking by non-prosecuting authorities by 25% by 2021 | Increase in number of preliminary identification and referrals of victims of trafficking by non-prosecuting authorities by 50% by 2024 |
| Key measure 1: Improve prevention activities and participation of all state-level actors in their implementation |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 1.1.1. Organize trainings for officers of the Directorate for Civil Status and Personal Documents assigned to work with foreigners, foreigners seeking international protection in Montenegro, and foreigners granted international protection in Montenegro in relation to the identification of the victims of trafficking in human beings | Ministry of the Interior (Directorate for Civil Status and Personal Documents and Department for Combating Trafficking in Human Beings) | IV quarter  | IV quarter | - A training for officers of the Directorate for Civil Status and Personal Documents in relation to the identification of the victims of trafficking in human beings | 500 Euros (Ministry of the Interior budget) |
| 1.1.2. Conduct trainings on “Combating early and arranged marriages, trafficking in human beings, and forced begging” for professional staff employed in Centre for Social Work | Institute for Social and Child Protection | III quarter | III quarter | - Conducted three trainings for professionals employed in Centre for Social Work on early and arranged marriages, trafficking in human beings and forced begging- 45 professionals employed in Centres for Social Work underwent training | 4 000 Euros(Institute for Social and Child Protection budget) |
| 1.1.3. Apply for programme accreditation on “Combating Trafficking in Human Beings – identification and referral of victims of trafficking in human beings” at the Institute for Social and Child Protection | Ministry of the Interior - Department for Combating Trafficking in Human Beings | II quarter | II quarter | - Drafted programme on “Combating Trafficking in Human Beings – identification and referral of victims of trafficking in human beings” and applied for accreditation. | No funding required |
| 1.1.4. Conduct trainings on “Combating Trafficking in Human Beings – identification and referral of victims of trafficking in human beings” at the Institute for Social and Child Protection for professional staff employed in Centres for Social Work | Institute for Social and Child Protection | IV quarter  | IV quarter | - Conducted one training on the subject “Combating Trafficking in Human Beings – identification and referral of victims of trafficking in human beings”- 20 professionals employed in Centres for Social Work underwent training | 1 000 Euros(Institute for Social and Child protection budget) |
| 1.1.5. Organize trainings on proactive identification of cases of trafficking in human beings and referral of victims to support services for representatives of The General Purpose Police Sector  | Ministry of the Interior - Department for Combating Trafficking in Human Beings in cooperation with the Police administration | II quarter | II quarter | - Organized four trainings on proactive identification of cases of trafficking in human beings and referral of victims to support services- At least 45 representatives of the General Purpose Police Sector underwent trainings | 6 000 Euros(donation) |
| 1.1.6. Organize a thematic meeting dedicated to combating trafficking in human beings with police officers from countries of the region engaged in assisting on the Montenegrin coast during the summer tourist season | Police administration in cooperation with the Ministry of the Interior – Department for Combating Trafficking in Human Beings | II quarter | II quarter | * A meeting with police officers from countries of the region engaged in assisting on the Montenegrin coast during the summer tourist season on combating trafficking in human beings
 | No funding required |
| 1.1.7. Conduct multisectoral trainings on the opportunities for identification and referral of the victims of trafficking in human beings for representatives of different institutions  | Human Resources Management Authority in cooperation with the Ministry of the Interior - Department for Combating Trafficking in Human Beings | II quarter | IV quarter | * Implemented six multisectoral trainings that will bring together representatives of all institutions involved in identification and protection of the victims of trafficking in human beings (two training sessions each for the northern, central, and southern region)
 | 2 200 Euros(Human Resources Management Authority budget) |
| 1.1.8. Implement training on the role of diplomatic and consular missions in combating trafficking in human beings for representatives of the Ministry of Foreign Affairs (officials deployed to Diplomatic and Consular Missions)  | Human Resources Management Authority in cooperation with Ministry of the Interior - Department for Combating Trafficking in Human Beings and Ministry of Foreign Affairs | II quarter | II quarter | * Implemented one training for the representatives of the Ministry of Foreign Affairs who are instructed to perform their duties at Diplomatic and Consular Missions of Montenegro worldwide on the role of diplomatic and consular missions in combating trafficking in human beings
 | 300 Euros (Human Resources Management Authority budget) |
| 1.1.9. Conduct training on “The role of health care workers in combating trafficking in human beings” for health care workers  | Human Resources Management Authority in cooperation with Ministry of the Interior - Department for Combating Trafficking in Human Beings and Ministry of Health | II quarter | III quarter | * Implemented three trainings on the role of health care workers in combating trafficking in human beings (one training session each for the northern, central, and southern region)
 | 1 100 Euros (Human Resources Management Authority budget) |
| 1.1.10. Implement training on “Raising awareness of trafficking in human beings on the local level” for representatives of local parliaments and representatives of local self-government  | Human Resources Management Authority in cooperation with Ministry of the Interior - Department for Combating Trafficking in Human Beings | II quarter | II quarter | * Implemented three trainings for the representatives of the local parliaments and the representatives of the local self-government on “Raising awareness of trafficking in human beings on the local level” from the central, northern, and southern region
 | 1 100 Euros(Human Resources Management Authority budget) |
| 1.1.11. Implement training on trafficking in human beings for representatives of the Armed Forces of Montenegro deployed for peacekeeping missions | Ministry of Defence in cooperation with the Ministry of the Interior - Department for Combating Trafficking in Human Beings | I quarter | III quarter | * Implemented at least one training on trafficking in human beings in post-conflict areas for representatives of the armed forces deployed for peacekeeping missions abroad
 |  200 Euros(Ministry of Defence budget) |
| 1.1.12. Training for police officers of the Criminal Police Sector who are contact points for combating trafficking in human beings in relation to identifying and interviewing victims of trafficking in human beings | Police administration in cooperation with the Ministry of the Interior / Department for Combating Trafficking in Human Beings | II quarter | II quarter | * Organized one training for officers of the Criminal Police Sector who are contact points for combating trafficking in human beings in relation to identifying and interviewing civtims of trafficking in human beings
* At least 10 contact points underwent training
 | 500 Euros(Police administration budget) |
| Key measure 1.2: Continue to raise awareness in all segments of society and support efforts to reduce demand for services for victims of trafficking in human beings |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 1.2.1. Production of audiovisual material (video) which indicates negative phenomenon of trafficking in human beings, recommendation for public, commercial and non-profit broadcasters to broadcast the material | Ministry of Culture in cooperation with the Ministry of the Interior - Department for Combating Trafficking in Human Beings | III quarter | III quarter | * Audiovisual material indicating negative phenomenon of trafficking in human beings is produced and broadcasted
 | 5 000 Euros(Ministry of Culture budget) |
| 1.2.2. Organize a meeting on the role of media in combating trafficking in human beings with media representatives | Ministry of Culture in cooperation with the Ministry of the Interior – Department for Combating Trafficking in Human Beings, Police administration, Supreme Public Prosecutor’s Office | II quarter | II quarter | * Implemented a meeting with media representatives on their role in combating trafficking in human beings
 | No funding required |
| 1.2.3. Organize workshops on prevention of trafficking in human beings/children for primary and secondary school students  | Ministry of Education | I quarter | I quarter | * Implemented workshops on prevention of trafficking in human beings/children for primary and secondary school students
 | No funding required |
| Key measure 1.3: Reduce the vulnerability of vulnerable groups by supporting projects on their empowerment |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 1.3.1. Complement multilingual materials on the rights, available services and assistance services for victims of trafficking in human beings, intended for foreigners seeking international protection and foreigners granted international protection in Montenegro | Ministry of the Interior in cooperation with international organizations | III quarter  | III quarter | * Produced and distributed material on the rights, available services and assistance services for victims of trafficking in human beings (with a total printing of 1000 copies)
 | 500 Euros(Ministry of the Interior budget)  |
| 1.3.2. Implement educational workshops on the risks and mechanisms of protection in relation to trafficking in human beings for asylum seekers and foreigners with subsidiary protection in Montenegro | Ministry of the Interior (Directorate for Civil Status and Personal Documents and Department for Combating Trafficking in Human Beings) | IV quarter  | IV quarter | - Implemented educational workshops on the risks and mechanisms of protection in relation to trafficking in human beings for asylum seekers and foreigners with subsidiary protection in Montenegro- 10 trainees- foreigners with granted international protection underwent educational workshop | 500 Euros(Ministry of the Interior budget) |
| 1.3.3. Education of parents, children, Roma and Egyptian activists, and civil servants on protection against domestic violence, violence against women, and juvenile forced marriages among the Roma population | Ministry for Human and Minority Rights | I quarter | IV quarter | Implemented education of parents, children, Roma and Egyptian activists, and civil servants on protection against domestic violence, violence against women, and juvenile forced marriages among the Roma population in at least five municipalities in Montenegro | 10 000 Euros(Ministry for Human and Minority Rights budget) |
| Key measure 1.4: Improve the data gathering system, as well as the conducting research on changing trends in trafficking in human beings |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 1.4.1. Monitor and analyze phone calls to SOS line for victims of trafficking in human beings | Ministry of the Interior – Department for Combating Trafficking in Human Beings | I quarter | IV quarter | * Daily reports on registered calls to SOS line by structure and by number
* Semi-annual analyzes in the form of graphical representation in relation to the number and the structure of calls
 | No funding required |
| 1.4.2. Monitor and analyze decisions of the Team for formal identification of victims of trafficking in human beings | Ministry of the Interior – Department for Combating Trafficking in Human Beings | I quarter | IV quarter | * Semi-annual analyzes on the form of graphical representation in relation to the number, sex, type of exploitation, origin of victims of trafficking in human beings
 | No funding required |
| Key measure 1.5: Improve knowledge about the risks and consequences of child pornography and other forms of sexual exploitation, as well as child abuse through information and communication technologies |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 1.5.1. Monitor the implementation of preventive and educational activities undertaken to implement the Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse | Coordination Body for monitoring the implementation of the Strategy for Combating Trafficking in Human Beings | I quarter | IV quarter | * Report on implemented preventive and educational activities undertaken to implement the Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse
 |  No funding required |

**Strategic area 2. Protection of the victims of trafficking in human beings**

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| Operational objective 2: Improve the identification of the victims of trafficking in human beings and the quality of protection and assistance in their social reintegration |
| Performance indicator | Initial value | Target value in the middle of the implementation of the strategic document  | Target value at the end of the implementation of the strategic document  |
| Social and child care providers are licensed to perform this activity in 100% of cases | There is currently one service provider in Montenegro licensed to provide social and child care services for shelter accommodation (Public Institution „Mladost“ Children’s Home in Bijela). There are three licensed service providers for providing SOS phone services | Increased number of social and child care providers licensed to perform this activity, by at least 3 by the end of 2021  | Social and child care providers are licensed to perform this activity in 100% of cases |
| Established system for the formal identification of victims of trafficking in human beings and assured status of the victims based on standardized forms in 100% of cases by 2024 | There is currently no system in place in Montenegro for the formal identification of victims of trafficking in human beings | Established system for the formal identification of the victims of trafficking in human beings, trained Team for formal identification, and assured status of the victims based on standardized forms in 100% of cases by the end of 2021 | Team for formal identification is functional and produces results |
| Increased number of investigations conducted for Trafficking in Human Beings by 20% by 2024 | In the period 2012-2018, a total of 15 investigations were conducted for Trafficking in Human Beings | Increased number of investigations conducted for Trafficking in Human Beings by 10% by 2021 | Increased number of investigations conducted for Trafficking in Human Beings by 20% by 2024 |
| Key measure 2.1: Improve the identification of victims and potential victims of trafficking in human beings among the vulnerable groups |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 2.1.1. Organize a training for the members of the Team for formal identification on the specifics of the implementation of Standard operating procedures for the identification of victims of trafficking in human beings and specific techniques for conducting interviews with victims | Ministry of the Interior – Department for Combating Trafficking in Human Beings | II quarter | II quarter | * Organized training for the members of Team for formal identification of victims of trafficking in human beings on the specifics of the implementation of Standard operating procedures for the identification of victims of trafficking in human beings and specific techniques for conducting interviews with victims
 | 2 000 Euros(donation) |
| 2.1.2. Organize meetings for the Team for formal identification of victims of trafficking in human beings | Ministry of the Interior – Department for Combating Trafficking in Human Beings |  I quarter | IV quarter | * The meetings are recorded in the annual report of the Team for formal identification of victims of trafficking in human beings
 | No funding required |
| 2.1.3. Conduct inspection supervision in the field of combating illegal work and trafficking in human beings for the purpose of labour exploitation | Administration for Inspection Affairs | I quarter | IV quarter | * Carried out at least 6000 controls - inspection supervision in the field of combating illegal work and trafficking in human beings for the purpose of labour exploitation
* Made results report

 | No funding required |
| 2.1.4. Conduct joint controls of the Police (Inspectors for Foreigners) and inspection services and intensify them during the summer tourist season | Police administration in cooperation with the Administration for Inspection Affairs | I quarter | IV quarter | * Implemented at least 300 joint controls of the Police (Inspectors for Foreigners) and inspection services
* Made results report on joint controls of the Police (Inspectors for Foreigners) and inspection services
 | No funding required |
| Key measure 2.2: Ensure more effective functioning of mechanisms for compensation for damages to victims |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 2.2.1. Issue a flyer on the possibilities of exercising the right to compensation for damages in criminal and civil procedures, in order to improve access to justice for victims of trafficking in human beings | Supreme Court of Montenegro | III quarter | III quarter | * Made flyer on the possibilities of exercising the right to compensation for damages in criminal and civil procedures (with a total printing of 500 copies)
 | 1000 Euros (donation) |
| Key measure 2.3: Improve the quality of protection of victims of trafficking in human beings and assistance in their social reintegration |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 2.3.1. Participate in the financing of licensed shelter-accommodation for victims of trafficking in human beings | The Ministry of Labor and Social Welfare  | I quarter | IV quarter | * 4000 Euros allocated for financing shelter-accommodation services for victims of trafficking in human beings
 | 4 000 Euros(The Ministry of Labor and Social Welfare budget) |
| 2.3.2. Initiate the formation and support of a specialized shelter for victims of trafficking in human beings | Ministry of the Interior – Department for Combating Trafficking in Human Beings  | I quarter | I quarter | * Launched the initiative for the formation of the National Shelter for Trafficking Victims
 | No funding required |
| Key measure 2.4: Improve victim protection during criminal proceedings, with a special focus on children |
| **Activity** | **Responsible Bodies** | **Date of implementation** | **Planned completion date** | **Result indicator** | **Financial estimate**  |
| 2.4.1. Introduction of “child friendly rooms”, child-friendly spaces in judicial authorities | Supreme State Prosecutor’s Office, Supreme Court of Montenegro | I quarter | IV quarter | * Six judicial facilities are equipped with child-friendly rooms
 | 43 000 Euros(donation) |
| 2.4.2. Promotion of the information material (posters, leaflets, flyers, etc.) on Support Services for Victims of Trafficking in Human Beings in Courts, Police, Prosecutor’s Office, Hospitals, Health Centres and Centres for Social Work | Supreme Court of Montenegro  | IV quarter | IV quarter | * Produced information material (posters, leaflets, flyers, etc.) on Support Services for Victims of Trafficking in Human Beings in Courts, Police, Prosecutor’s Office, Hospitals, Health Centres and Centres for Social Work (with a total printing of 300 copies)
 | 1 000 Euros(donation) |
| 2.4.3. Implement a training for the representatives of Support Services for Victims of Trafficking in Human Beings established by the competent courts, for the purpose of their vocational training and acquisition of practical skills | Supreme Court of Montenegro | IV quarter | IV quarter | - Implemented one training for the representatives of Support Services for Victims of Trafficking in Human beings- At least 15 representatives of Support Services for Victims of Trafficking in Human Beings established by the competent courts underwent the training | 2 500 Euros (donation) |
| 2.4.4. Raise public awareness of the opportunities offered by the institute of free legal aid to victims of trafficking in human beings | Supreme Court of Montenegro in cooperation with the Judges’ Association of Montenegro | I quarter | IV quarter | * Produced and distributed the information material on the opportunities offered by the institute of free legal aid to victims of trafficking in human beings (with a total printing of 500 copies)
* Made annual report on the number of victims of violence who use free legal aid annually, and by municipiality
 | 5 000 Euros (donation) |

**Strategic area 3. Criminal justice system response/ prosecution**

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| Operational objective 3: Strengthen the capacity of the authorities to prosecute trafficking in human beings, for more efficient criminal and financial investigations |
| Performance indicator | Initial value | Target value in the middle of the implementation of the strategic document | Target value at the end of the implementation of the strategic document |
| Increased number of criminal charges filed against trafficking in human beings by 20% by 2024 | In the period 2012-2018, Police administration filed 5 criminal charges filed against trafficking in human beings | Increased number of criminal charges filed against trafficking in human beings by 10% by 2021 | Increased number of criminal charges filed against trafficking in human beings by 20% by 2024 |
| Improved data gathering system according to the standards set out in the 2030 Strategy for Sustainable Development and Tourism (analyzes were made in regard to sex, year, citizenship of victims, perpetrator, education per 1000 inhabitants) | There is an established data gathering system on the number of criminal charges, indictments, verdicts, the number of potential victims, as well as the number of perpetrators of trafficking in human beings | Analysis of gathered data and applied methods (statistical, descriptive, and comparative method) in data analysis by the end of 2021 | Improved data gathering system according to the standards set out in the 2030 Strategy for Sustainable Development and Tourism (analyzes were made in regard to sex, year, citizenship of victims, perpetrator, education per 1000 inhabitants) |
| Key measure 3.1: Provide a more proactive approach to police and prosecution efforts in combating all forms of trafficking in human beings |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 3.1.1. Monitor the activities of the Operational Team for Combating Trafficking in Human Beings | Supreme State Prosecutor’s Office, Police administration, Ministry of the Interior  | I quarter | IV quarter | * Quarterly reports on the work of the Operational Team for Combating Trafficking in Human Beings are made
 | No funding required |
| 3.1.2. Enhance the surveillance of the facilities and people of interest in relation to sexual exploitation through controls and other operational activities | Police administration | I quarter | IV quarter | * Supervision of at least 5 facilities of interest carried out
 | No funding required |
| 3.1.3. Increase the number of implemented actions against begging (action “Beggar”) | Police administration | I quarter | IV quarter | * Implemented at least 100 “Beggar” actions on field
 | No funding required |
| 3.3./3.4. Strengthen international cooperation of police and judicial authorities with law enforcement agencies in accordance with EU standards, for the purpose of exchanging information, initiating joint investigations, and organizing trainings |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 3.3.1. Draft the report on international cooperation in the area of information exchange and investigations initiated in relation to Trafficking in Human Beings | Police administration in cooperation with the Supreme State Prosecutor’s Office | IV quarter | IV quarter | * Report on international cooperation in the area of information exchange and investigations initiated in relation to Trafficking in Human Beings is made
 | No funding required |
| Key measure 3.5: Strengthen the capacities in the judiciary to achieve effective prosecution and more efficient identification and confiscation of property acquired through criminal activities |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 3.5.1. Conduct training for judges and prosecutors on the basis of a specific training programme – Functional training programme for judicial office holders – Module: Combating Trafficking in Human Beings | Centre for Training of the Judiciary and State Prosecution in cooperation with international partners | I quarter  | I quarter | * Implemented two-day training for judges and prosecutors on the basis of a specific training programme – Functional training programme for judicial holders – Module: Combating Trafficking in Human Beings
 | 10 000 Euros(donation) |
| 3.5.2. Implement distance-learning course (e-learning) for Montenegrin judges and prosecutors on “Combating Trafficking in Human Beings and Protection of Victims of Trafficking in Human Beings” | Centre for Training of the Judiciary and State Prosecution in cooperation with international partners | I quarter  | I quarter  | * Implemented distance-learning course (e-learning) for Montenegrin judges and prosecutors on “Combating Trafficking in Human Beings and Protection of Victims of Trafficking in Human Beings”
 | 2 000 Euros(donation) |
| 3.5.3. Implement the module within Training programme for judicial and prosecutor candidates dedicated to combating trafficking in human beings | Centre for Training of the Judiciary and State Prosecution | IV quarter  | IV quarter  | Implemented the two-day module within Training programme for judicial and prosecutor candidates dedicated to combating trafficking in human beings | 500 Euros(Centre for Training of the Judiciary and State Prosecution budget) |

**Strategic area 4. Partnership, coordination and international cooperation**

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| Operational objective 4 : Strengthen the coordination and partnership between different actors in this field, from all sectors of society on national and international level, and promote networking |
| Performance indicator: | Initial value | Target value in the middle of the implementation of the strategic document  | Target value at the end of the implementation of the strategic document  |
| Signing of bilateral Agreements on cooperation in the field of combating trafficking in human beings with two more states in the region, by 2024 | Montenegro has signed protocols/agreements on cooperation in the field of combating trafficking in human beings with three states in the region (Albania, Kosovo, and the Republic of North Macedonia) | Signing and implementation of the bilateral Agreement on cooperation in the field of trafficking in human beings with another state in the region, by the end of 2021 | Signed and implemented two more bilateral Agreements on cooperation in the field of combating trafficking in human beings by 2024 |
| Montenegro removed from the list of countries to monitor in a State Department report | Montenegro is currently in Group 2 on the list of countries to monitor in a State Department report on status of combating trafficking in human beings  | Montenegro removed from the list of countries to monitor in a State Department report | Montenegro removed from the list of countries to monitor in a State Department report |
| Reduced number of recommendation in the report of the expert body GRETA, by at least 20% by 2024 | Montenegro received a total of 25 recommendations within the II round of evaluation of the Council of Europe Convention on Trafficking in Human Beings by the group of experts GRETA in charge of monitoring its implementation | Reduced number of recommendation in the report of the expert body GRETA, by at least 5% by 2021 | Reduced number of recommendation in the report of the expert body GRETA, by at least 20% by 2024 |
| Key measure 4.1: Strengthen the cooperation and coordination of relevant institutions and organizations responsible for prevention and combating trafficking in human beings and providing assistance and protection to victims of trafficking in human beings |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** |  **Result indicator** | **Financial estimate** |
| 4.1.1. Adopt the annual work plan of the Coordination Body for monitoring the implementation of the Strategy for Combating Trafficking in Human Beings | Coordination Body for monitoring the implementation of the Strategy for Combating Trafficking in Human Beings | I quarter | I quarter | * Implemented the annual work plan of the Coordination Body for monitoring the implementation of the Strategy for Combating Trafficking in Human Beings
 | No funding required |
| 4.1.2. Hold regular meetings of the Coordination Body for monitoring the implementation of the Strategy for Combating Trafficking in Human Beings | Coordination Body for monitoring the implementation of the Strategy for Combating Trafficking in Human Beings | I quarter | IV quarter | * At least four meetings of the Coordination Body for monitoring the implementation of the Strategy for Combating Trafficking in Human Beings
 | No funding required |
| 4.1.3. Appoint contact persons to monitor the revised Agreement on Mutual Cooperation in the Field of Combating Trafficking in Human Beings | Ministry of the Interior, Police administration, Supreme State Prosecution’s Office, Supreme Court of Montenegro, Ministry of Labor and Social Welfare, Ministry of Health, Red Cross of Montenegro, Centre for Child and Family Support Bijelo Polje, NGOs | I quarter | I quarter | * Appointed contact persons to monitor the revised Agreement on Mutual Cooperation in the Field of Combating Trafficking in Human Beings
 | No funding required |
| 4.1.4. Strengthen the cooperation between the Police Administration and NGOs in the field of combating trafficking in human beings | Police administration | I quarter | IV quarter | * At least one meeting of the representatives of the Police administration with the representatives of the NGOs
 | No funding required |
| Key measure 4.2: Strengthen strategic partnerships and cooperation with the civil and the private sectors |
| **Activity** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 4.2.1. Provide funding for NGO projects focused on combating trafficking in human beings | Ministry of the Interior |  II quarter | IV quarter | * A call for proposals for funding NGO project was launched, focusing on combating trafficking in human beings
 | 40 000 Euros(Ministry of the Interior budget) |
| 4.2.2. Organize workshops on the implementation of the principles of the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism for representatives of the companies active in tourism industry | Ministry of Sustainable Development and Tourism in cooperation with the Ministry of the Interior – Department for Combating Trafficking in Human Beings | II quarter | IV quarter | * Organized at least three trainings on the implementation of the principles of the Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism for representatives of the companies active in tourism industry
 | 5 000 Euros(Ministry of Sustainable Development and Tourism budget) |
| 4.2.3 Conduct activities to raise public awareness on trafficking in human beings | Ministry of the Interior - Department for Combating Trafficking in Human Beings in cooperation with NGOs | I quarter | IV quarter | * A report on conducted activities to raise public awareness on trafficking in human beings
 | No funding required |

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| Key measure 4.3.: Strengthen strategic partnerships on regional and international level |
| **Activities** | **Responsible Bodies** | **Starting date** | **Planned completion date** | **Result indicator** | **Financial estimate** |
| 4.3.1. Active participation of Strategy implementers on regional and international meetings dedicated to combating trafficking in human beings | Ministry of the Interior, Police administration, Supreme State Prosecutor’s Office, Supreme Court, Ministry of Labor and Social Welfare, Ministry for Human and Minority Rights, Ministry of Health, Ministry of Education, Ministry of Foreign Affairs | I quarter | IV quarter | - At least ten international conferences attended by representatives of the bodies responsible for implementing the measures in the Strategy - Increased awareness of the international public on activities of Montenegro in the field of combating trafficking in human beings | 15 000 Euros(the budget of all implementers)5 000 Euros(donation) |
| 4.3.2. Participate in regional and international projects focused on combating trafficking in human beings | Ministry of the Interior – Department for Combating Trafficking in Human Beings | I quarter | IV quarter | * Participation in at least two regional/international projects
 | 5 000 (donation) |