



**BOSNIA AND HERZEGOVINA
COUNCIL OF MINISTERS**

ACTION PLAN

**to Counter Trafficking in Human Beings in Bosnia and Herzegovina
2016 – 2019**

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1. Introduction

1.1 History of trafficking in human beings in Bosnia and Herzegovina

The presence of trafficking in human beings as a phenomenon was officially confirmed and acknowledged in Bosnia and Herzegovina in 1999, since official statistics on the number of identified victims of THB exist. In the period until 2004, Bosnia and Herzegovina was primarily a transit and final destination country for THB victims, traded from the East European countries and sexually exploited in Bosnia and Herzegovina. From 2004 on, Bosnia and Herzegovina was rapidly starting to become a country of origin for victims, women and girls, but also men and boys, recruited for sexual or labour exploitation and traded to West European countries and other countries of the region, as well as a transit country with trafficking routes passing through it, from the East and South to the North and West, i.e. along the well-known “Balkan route”. In addition, Bosnia and Herzegovina soon started facing internal trade, meaning the recruitment of its own nationals for sexual and labour exploitation in other parts of the country. Authorities in Bosnia and Herzegovina undertook significant measures to counter THB by defining national policies and action plans as early as 2001, then by adopting laws and other regulations handling the fight against THB, by allocating financial resources and other resources, by capacity building of competent authorities and by establishing close partnerships between authorities and the civil society, which led to significant progress in the overall situation and to a decrease in the number of identified THB victims.

However, THB in Bosnia and Herzegovina has obviously not been eradicated. Only the methods of execution have changed. Since 2004, THB has been retreating into a carefully concealed activity. Sexual exploitation occurs in motels, private houses and apartments, victims are taken abroad for the same purpose, they are forced to work, or experience some other form of exploitation. Regarding labour exploitation, a new form is certainly the exploitation of nationals of Bosnia and Herzegovina, more precisely men, on construction sites abroad. The most frequent and visible issue is begging, which is a direct consequence of the complex economic and social situation in the country and of the exclusion of certain groups of population. Organised and forced child begging is a complex behavioural pattern which is keeping children, victims of THB, in a circle of exploitation, forced to beg on behalf of their families or criminal groups. Certain reference and official reports indicate the extent and point to possible methods of handling THB (Human Rights Ombudsman, 2010). In the past, the issue of children living and begging in the streets was not recognised as THB, resulting in a lack of serious interventions by competent authorities and services, despite the occasional appearance of reports, articles and comments on children and their full day’s work in the street.

Previous reports show that there are no indicators that organised crime is a prevalent form of THB for the purpose of labour exploitation in Bosnia and Herzegovina. In this regard, available information indicates that individuals are the most common perpetrators of trafficking related criminal offences for labour exploitation, and that the primary objective of such activities is to gain financial profit for the traffickers personally. Such cases usually involve nationals of Bosnia and Herzegovina, and occasionally individuals from countries of the region. The case law of processing THB criminal offences for labour exploitation is very modest, with a negligible number of cases, mostly due to the issue with the qualification of offences and grey zones present in these cases, which are taken into account when deciding whether it is THB for labour exploitation or simply poor working conditions and underpaid work, which eventually ends up being some offence from the labour law area. The most significant features of earlier registered cases were: exploiting the vulnerability of victims and their health state, stay on a tourist visa and illegal work during such a stay, lower wages than initially arranged, cancellation of payment, long working hours, restriction of free movement, lack of adequate health care and help after possible work accidents, involvement of private agencies for intermediation in employment, seizure of travel documents, illegal stay abroad, indebtedness as a method of control, using an interest rate which increases the debt, punishment for violation of rules, even punishment for behaviour after working hours, charging unrealistically increased expenses for accommodation, board, transport etc. It is also important to emphasise that it is very indicative that many victims of this type of THB, despite their extremely difficult position, rather stay in their situation than return back

home empty-handed. Of those returning home, many are desperate and try to go abroad again to find work. Activities on countering THB in the country, including police work focused on this issue, investigations, charges and trials, together with the legal reform, have brought on change in the patterns of THB, but there is still much to be done.

1.2. Evaluation of the implementation of the Strategy and Action Plan to Counter Trafficking in Human Beings in Bosnia and Herzegovina for the period 2013-2015

The evaluation of the implementation of the Strategy and Action Plan to Counter Trafficking in Human Beings in the period 2013-2015 preceded the drafting of the new Action Plan to Combat Trafficking in Human Beings in the period 2016-2019. The evaluation was preceded by a continuous monitoring process of the implementation of these documents. Monitoring and evaluation are two connected but different sets of organisational activities which are used to try to draw conclusions from what is being undertaken and the method of doing, and are mostly focused on: effectiveness, efficiency and impact.

The key criteria of the evaluation of the implementation of the Strategy and Action Plan were relevance, sustainability, efficiency, effectiveness and impact, and the method of carrying out the evaluation was a combination of self-evaluation, external evaluation and interactive evaluation.

The conclusions based on the results of the carried out evaluation on the implementation of the Strategy and Action Plan to Counter Trafficking in Human Beings in Bosnia and Herzegovina for the period 2013-2015 showed the following:

- Regarding relevance, of a total of 123 activities planned in the Action Plan, only one activity did not have a validly defined objective, while 122 objectives were still valid. The results, with 112 or 91% out of a total of 123 activities, are consistent with the planned achievements and impacts, which is certainly a very good result.
- Regarding effectiveness, the extent to which the planned objectives were achieved or are expected to be achieved is the following: 35 of a total of 123 activities or 28.5 % achieved the expected results completely. 42 activities or 34% achieved significant results, and it may be expected that by the end of the period planned for the strategy's implementation some of them will have completely achieved the expected results. 7 activities or 5.5% achieved partial results and it can be expected that by the end of the strategy's implementation period they will have achieved significant or complete results. 13 activities or 7.5% have not achieved any objectives yet, but the time planned for their implementation falls within the remaining period for the implementation of the strategy, and it is realistic to expect them to achieve complete results. 26 activities or 21.5% did not achieve the expected results, and considering their complexity, it is not realistic to expect that they will achieve results in the remaining implementation period. The most commonly identified key factors influencing the achievement of objectives or the failure to do so are: lack of political will, primarily in the parliaments when adopting certain legal provisions; followed by a lack of financial resources for carrying out certain activities; lack of capacity and resources in competent institutions or authorized organisations to implement certain activities; followed by disinterest and inertness of certain institutions or organisations to initiate certain activities; and finally, general factors such as an unstable political situation, the complex internal structure and an unclear and conflicting jurisdiction, the difficult economic situation, a high level of poverty and unemployment.
- Regarding sustainability, the basic criterion is to what extent the benefits of the program or project will continue after the completion of the strategy. An individual analysis of the activities has shown that the benefits from the carried out activities will continue in 93 activities or 75.5% even after the end of the duration of the strategy. 10 activities or 8% concerned one-time benefits which by their nature cannot be used after the end of the strategy, while in 20 activities or 16.5% no benefits were achieved during the strategy's implementation, meaning that they cannot be useful after the end of the period planned

for the strategy's implementation. Key factors influencing the achievement or the failure to achieve sustainable benefits are the lack of political will, primarily in the parliaments when adopting certain legal provisions; followed by a lack of financial resources for carrying out certain activities; lack of capacity and resources in competent institutions or authorized organisations to implement certain activities, followed by disinterest and inertness of certain institutions or organisations to initiate certain activities.

- Regarding the criterion of efficiency, relevant questions discussed in the evaluation are: were the activities profitable, were results achieved on time, was the strategy implemented more efficiently than the alternatives. Regarding the issue of whether the activities were implemented more efficiently than the alternatives, the answers are also positive. Regarding the question whether the results were achieved on time, the evaluation shows that results were achieved in 87 activities or 71%. Results in 26 activities or 21% may be achieved within the period planned for the implementation of the strategy, while in 10 activities or 8% it is not possible to achieve the planned results before the end of the period planned for the implementation of the strategy.
- Regarding the criterion of achievement, the reference questions used in the evaluation are: what are the effects of the strategy and what real differences did the strategy bring to users. The evaluation showed that numerous effects of the strategy's implementation were confirmed in 48 activities or 39%, and that the same number of activities made a real difference for users in achieving each of the strategy's five objectives. In 47 activities or 38%, actions were in progress which should result in concrete positive effects and in making a real difference for users, and in which no key factors were identified which might contribute to the failure to achieve effects. In 28 activities or 23 % there were no effects nor any differences for users. In these activities, key factors were identified which contribute to the failure to achieve effects and factors which contribute to the discontinuation of the activities' benefits after the end of the strategy, which were identified in the parts of the evaluation regarding the criteria of effectiveness and sustainability.

The recommendations arising from the conclusions of the evaluation show that a large part of the planned activities were valid, effective, efficient, and sustainable, and that achievements in certain activities had concrete results and contributed to the improvement of the situation. However, one part of the activities, despite their objectives still being valid and the activities and results being consistent with the planned achievements and effects, did not achieve the planned objectives, or these planned objectives are not achievable to their full extent within the remaining period of the Strategy's implementation. As reasons for such a situation, the evaluation identified in every single activity the key factors which influenced the failure to achieve the objectives. In all these activities, the evaluation showed that the activities' benefits would continue after the completion of the Strategy and it identified key factors which would influence the benefits' sustainability. Finally, the evaluation showed that each activity can have results which would make a real difference for users. Therefore, the evaluation's recommendation is that it is necessary, in the upcoming strategic period, to try to plan and implement all those activities from the Strategy and Action Plan to Counter THB in Bosnia and Herzegovina which failed to be implemented in the 2013-2015 period, which are still relevant and which, if the key factors are removed which contributed to the activities not being implemented and the benefits not being continued after the end of the Strategy, can bring the planned results and make progress.

2. International monitoring mechanisms and reports

2.1. United Nations

The Global Report on Trafficking in Persons from 2014 by the United Nations Office on Drugs and Crime reviews and reports on the situation by regions. Bosnia and Herzegovina is part of the Eastern Europe and Central Asia region. The Report concludes that the highest number of detected cases of THB is intraregional, that rare cases of THB are from other regions, that most victims are female, that sexual exploitation is mainly present, as well also labour exploitation. The Report further states that the legislative of all countries is compatible with the Protocol, and that women are heavily involved in THB activities, either as traffickers or victims. The number of convicted persons is higher than in other regions, also in comparison to the Western Europe region. The highest number of convicted persons as compared to the overall population is registered in the Balkans, with 2 convicted persons per 100.000 citizens. Most countries in Eastern Europe and Central Asia report a number of 10 to 50 verdicts for THB cases annually. The UN Committee on the Elimination of Discrimination against Women (CEDAW Committee), as part of monitoring the implementation of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW Convention), also monitors the situation in Bosnia and Herzegovina concerning trafficking in persons, with special emphasis on trafficking in women and girls, including their exploitation for prostitution, as well as the gender aspect of these occurrences. In order to improve the legal framework and practices of competent authorities and institutions in combating trafficking in persons, the CEDAW Committee gave final remarks and recommendations which every member is required to implement before the preparation of the next periodic report, no later than July 2017.

2.2. Organisation for Security and Cooperation in Europe

The purpose of the visit of the OSCE Special Representative and Coordinator for Combating Trafficking in Human Beings, in the period from 03 to 06 March 2014, was to inspect the situation and give recommendations to the authorities concerning the implementation of OSCE commitments included in the Action Plan for Combating Trafficking in Human Beings and its Addendum, which were initially discussed in the Report on the first visit of the Special Representative and Coordinator for 2012. In her Report, the Special Representative and Coordinator particularly stressed and elaborated the following issues: legislative and politics; prevention; identification of victims, improvement of the legal response; increase of victim protection; non-governmental organisations; and the case of the exploitation of workers from Bosnia and Herzegovina in Azerbaijan (Serbaz case). For each of these issues, specific and detailed recommendations were given on how to make progress and meet the requirements from the Action Plan and Addendum.

2.3. Council of Europe

At its 11th meeting held on 07 June 2013, the Committee of the Parties of the Convention discussed the Report of the Group of Experts on Action against Trafficking in Human Beings (GRETA) on the implementation of the Convention by Bosnia and Herzegovina. Based on the conclusions of the Group of Experts, the Committee of the Parties adopted Recommendation CP (2013)5 for Bosnia and Herzegovina for the implementation of the Convention.

The Committee of Ministers welcomes the measures for combating trafficking in human beings undertaken by the authorities of Bosnia and Herzegovina, especially:

- the nomination of a state coordinator for combating trafficking in human beings and the establishment of a Strike Force for the fight against THB, as well as regional monitoring teams;
- adoption of action plans for the prevention of THB and independent evaluation of the implementation of the 2008-2012 Action Plan;

- inclusion of THB into the Criminal Code, as defined in the Convention;
- criminalisation of using the services of a trafficked person, knowing the person to be a trafficking victim;
- efforts to provide training on THB for relevant professionals;

The Report also identifies areas where the following actions are necessary in order to improve the implementation of the Convention, especially:

- ensuring that the criminal offences of THB are included in a consistent manner in the criminal codes applicable on the territory of Bosnia and Herzegovina;
- strengthening the protection of children against THB, including securing the registration of children at birth, and securing that Roma children have an effective access to education as a measure of preventing trafficking;
- improving the identification of trafficking victims by ceasing to make criminal prosecution a condition for this process, by introducing a national referral mechanism and by ensuring that competent professionals adopt a proactive approach to identification;
- ensuring that victims of THB have an effective access to help and protection, regardless of their cooperation with law enforcement agencies;
- defining a reflection and recovery period in the law as prescribed in Article 13 of the Convention and ensuring that trafficked persons are granted such a period;
- ensuring that trafficking victims have the option to receive a compensation from the perpetrators, and establishing a national compensation scheme available to victims of THB;
- ensuring that crimes connected to trafficking are investigated and prosecuted immediately and efficiently, taking into consideration appropriate and deterrent sanctions.

The recommendations for BiH authorities are elaborated in detail in the Appendix to the Report.

2.4. European Union

The Progress Report of Bosnia and Herzegovina in 2014 in the section on the fight against organised crime, states the following on trafficking in human beings: “On trafficking in human beings, the implementation of the Strategy and Action Plan for 2013-2015 is ongoing. Implementation of projects in the Action Plan is financed mainly by donors. Provisions on trafficking in human beings in the criminal codes at state and Federation level are in parliamentary procedure. National legislation, especially in relation to penalties, remains to be aligned with the EU acquis, notably Directive 2011/36/EU. Regional monitoring teams continue to meet regularly and to improve their capacity through trainings. A training manual for social workers dealing with trafficking has been developed. Further training on addressing THB issues should be carried out for representatives from relevant law enforcement agencies, including the border police in particular. A comprehensive multidisciplinary and victim-oriented approach to trafficking still needs to be developed and identification of victims needs to be improved. Trafficking was for the purpose of labour exploitation, sexual exploitation, begging and forced marriages. Bosnia and Herzegovina continues to be a country of origin, transit and destination for THB. Bosnia and Herzegovina lacks a comprehensive system to identify the overall trends and challenges in addressing THB. The Department for Combating Trafficking in Human Beings within the national coordinator’s office and the database on victims of THB are not fully operational. The European Resource Centre for the Prevention of Trafficking in Human Beings and other forms of exploitation was opened in Sarajevo. Bosnia and Herzegovina has yet to further align its anti-trafficking system with the set of recommendations included in the latest report by the Group of Experts on Action against Trafficking in Human Beings (GRETA).”

The final mission report of the European Commission on the assessment of the fight against THB in Bosnia and Herzegovina (TAIEX reference 23336/59001 (20 and 24 April 2015) is based on the conclusion from the 2014 European Commission Progress Report on Bosnia and Herzegovina: “Bosnia and Herzegovina remains a country of origin, transit and destination for the trafficking of human beings for the purpose of labour exploitation, sexual exploitation, begging and forced marriages.” The Report also presents a set of complex challenges Bosnia and Herzegovina is facing in the fight against THB.

The Report also contains recommendations and specific priority areas for creating more efficient policies against THB, in accordance with international and European standards. The Report indicates the critical aspects that deserve the attention of policies and institutions in Bosnia and Herzegovina.

2.5. United States Department of State

The United States Government, in the 2015 Trafficking in Persons Report of the Department of State, concludes for Bosnia and Herzegovina that it is a source, destination and transit country for men, women and children subjected to sex trafficking and forced labour. Women and girls from Bosnia and Herzegovina are subjected to sex trafficking within the country in private residences, motels and gas stations. Romani boys and girls are subjected by family members and local organised criminal groups to forced begging and involuntary domestic servitude in forced marriages. Foreign women and girls from European countries are subjected to sex trafficking within the country. Bosnian victims are subjected to sex trafficking and forced labour in construction and other sectors in countries across Europe including Azerbaijan, Montenegro, Croatia, Serbia and Austria.

The Report further states that the Government of Bosnia and Herzegovina does not fully comply with the minimum standards for the elimination of trafficking, however, it is making efforts to do so.

Authorities tripled the number of victims identified but acknowledged the need to increase efforts to identify victims of forced begging and labour trafficking. The government began training labour inspectors on human trafficking and integrated them into regional monitoring and referral networks. The Federation of Bosnia and Herzegovina did not amend its Criminal Code to prohibit all forms of trafficking consistent with national and international law, which hampered the country’s ability to prosecute trafficking crimes.

3. International political and legal framework

3.1. United Nations

The United Nations define and implement their anti-trafficking policy by way of its Office on Drugs and Crime (UNODC) and other specialised agencies, and by way of the Special representative of the Secretary General for trafficking in persons. The UN offers practical assistance to states not only by helping to draft laws and create comprehensive national anti-trafficking strategies but also by assisting with resources to implement them.

In 2000 the United Nations adopted the Convention against transnational organised crime and the Protocol to prevent, suppress and punish trafficking in persons, especially women and children, which marked a milestone in international efforts to stop the trade in people. The Convention and Protocol have since been widely accepted by member states and have been significantly implemented in the domestic law and practice. As the guardian of the Convention and the Protocol, UNODC addresses issues concerning the implementation of these documents through its Global Programme against Trafficking in Persons, which is the United Nations' basic policy in this area and through the 2012 Strategy to Combat Trafficking in Persons and Smuggling of Migrants, which additionally developed this international organisation's policy in the anti-trafficking field. Bosnia and Herzegovina has signed and ratified the Protocol, which imposes obligations in the field of prevention of trafficking in persons, protection of trafficking victims and criminal prosecution of trafficking perpetrators, and BiH thus assumed the obligation to implement these documents.

Having worked on these issues since the late 1990s, UNODC has issued a comprehensive strategy setting out the complementary nature of UNODC's work in preventing and combating both human trafficking and migrant smuggling. This strategy defined immediate priorities for UNODC's future action in accordance with the UNODC's Thematic Programme against Transnational Organised Crime and Illicit Trafficking. With regard to research and awareness-raising, in 2012 UNODC started publishing the Global Report on Trafficking in Persons, and biennially thereafter. UNODC also produces research and issues papers on trafficking in persons and migrant smuggling and engages in both broad and targeted awareness-raising on these issues, notably through the Blue Heart Campaign against Human Trafficking.

The UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW Convention), which is in force in Bosnia and Herzegovina, requires in Article 6, Sexual exploitation of women, states parties to take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women. This Article refers to trafficking and exploitation of prostitution, but it does not require states to penalise women who chose to be prostitutes. Historically speaking, the international legal framework dealt with the exploitation of prostitution through several international instruments concerning trafficking in persons and slavery. This includes the 1926 Slavery Convention, amended by the 1953 Protocol amending the Slavery Convention, the 1956 Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, as well as the 1957 Convention concerning the Abolition of Forced Labour. In 1949 specific standards were agreed concerning prostitution in the Convention for the Suppression of the Traffic in Persons and of the Exploitation of Prostitution of Others, which condemns the enticement of others for prostitution, the exploitation of prostitution of others and prohibits the keeping of brothels. Article 6 of the CEDAW Convention on the Elimination of all Forms of Discrimination against Women surpasses existing international provisions on sexual exploitation, requiring states parties not only to implement and apply the relevant laws, but also to deal with causes of trafficking and exploitation of prostitution.

3.2. Organisation for Security and Cooperation in Europe - OSCE

The aim and purpose of the 2003 Action Plan to Combat Trafficking in Human Beings and the 2013 Addendum is to provide participating states with a toolkit to help them implement their commitments to combating trafficking in human beings and with mechanisms to promote coordination between participating states, OSCE and other international organisations. The Action Plan adopts a multidimensional approach and addresses the problem comprehensively, covering protection of victims, the prevention of THB and the prosecution of those who facilitate or commit the crime. The Action Plan provides recommendations as to how participating states may best deal with political, economic, legal, law enforcement, educational and other aspects of the problem.

- a) Recommendations concerning investigation, law enforcement and prosecution are: criminalisation of THB in accordance with the UN Protocol, full implementation of measures set out in legislation, developing community-policing programmes, enhancing cooperation between competent authorities, providing resources and training for developing intelligence-led policing without relying solely and exclusively on witness testimony, alternative investigative strategies, targeting corruption of local law enforcement, ensuring that appropriate disciplinary and criminal proceedings are undertaken against law enforcement authorities found to be engaged in corrupt practices related to trafficking in human beings.
- b) Recommendations concerning law enforcement cooperation and information exchange between participating states: cooperating closely in combating THB; enhancing channels of communication between states, exchange of personnel, experts, liaison officers, concluding bilateral and multilateral agreements in law enforcement and exchange of information; undertaking efforts to develop common standards for the collection of statistical data.
- c) Recommendations concerning assistance and protection of witnesses and victims in the criminal justice system: provide effective protection from retaliation or intimidation for witnesses in criminal proceedings, and as appropriate, for their relatives and other persons close to them; sensitising law enforcement authorities to their responsibility for ensuring the safety and well-being of victims; ensuring data protection and right to privacy; facilitating the victim's participation as a witness in the investigation and court hearings or other criminal proceedings by providing him/her with the possibility of relocation as a form of witness protection; providing legal counselling for victims when they are in the process of deciding whether or not to testify in court; permitting NGOs to support victims in court hearings, if it is not inconsistent with national legislation.
- d) Recommendations concerning training: providing or improving training for border officials, law enforcement officials, judges, prosecutors, immigration and other relevant officials in all aspects of trafficking in persons; giving consideration of human rights and child- and gender-sensitive issues, and encouraging cooperation with non-governmental organisations and other relevant organisations and elements of civil society.
- e) Recommendations concerning border measures: considering taking measures that permit, in accordance with its domestic law, the denial of entry, the revocation of visas or the temporary detention of persons implicated in committing offences; considering strengthening cooperation among border control agencies by, *inter alia*, establishing and maintaining direct channels of communication.
- f) Recommendations concerning security and control of documents: taking measures to ensure the quality of identity documents.
- g) Recommendations concerning legitimacy and validity of documents: verifying, at the request of another participating state, the legitimacy and validity of issued travel or identity documents.
- h) Recommendations concerning prevention – data collection and research: collecting separate data related to women, men and children victims of trafficking and improving research into and analysis of character and scale of THB and exploitation mechanisms deployed by organised criminal groups, in order to develop effective and well-targeted prevention measures on trafficking in human beings; promoting research and exchange of information on trafficking in children; identifying the most vulnerable segments of the population and developing specially designed awareness-raising campaigns for them; conducting analysis of the root causes of THB, its demand and supply factors, its networks and economic consequences, and its link with illegal migration.
- i) Recommendations concerning prevention – border measures: without prejudice to the free movement of people, strengthening border controls; adopting legislative or other measures to prevent means of transport operated by commercial carriers from being used in committing THB; obliging commercial carriers to ascertain that all passengers are in possession of valid travel documents, and provide for sanctions in case of violation.
- j) With regard to economic and social policies aimed at addressing root causes of THB: fostering social-economic and political stability, and reduction of migration caused by deep poverty; economic development and social inclusion; improving children's access to education, in particular by girls and minority

groups; job opportunities for women; reducing “the invisibility of exploitation” through monitoring, administrative controls and intelligence gathering on the labour markets, and on the sex industry; liberalisation of labour markets and increasing employment opportunities; addressing the problem of unprotected, informal and illegal labour, with a view of seeking a balance between the demand for inexpensive labour and the possibilities of regular migration; tackling underground economic activities which undermine economies and enhance trafficking; elimination of the discrimination against women in the field of employment and pay, on a basis of gender equality; elimination of all forms of discrimination against minorities; developing programmes that offer livelihood options, literacy, communication and other skills which are barriers for employment; sensitisation and education on equal relationships between the sexes, and preventing violence against women; policies allowing women equal access to economic and financial resources; flexible financing, including micro-credit with low interest; good governance and transparency in economic transactions; adopting and strengthening legislative, educational, social, cultural or other measures to discourage the demand that fosters all forms of exploitation of persons that leads to trafficking.

- k) With regard to prevention - awareness-raising: undertaking information campaigns to generate public awareness about trafficking in its various forms, the methods employed by traffickers and the risks to victims; increasing awareness about trafficking among immigration authorities and consular and diplomatic personnel so that they use this knowledge in their daily contacts with potential victims; encouraging national embassies to disseminate information on relevant national legislation of interest to potential migrants, including through cooperation with NGOs; increasing awareness of other relevant target groups; using printed and other materials in the work of consular and diplomatic officials in their work with at-risk individuals; awareness of the media and their perception of THB; targeting awareness-raising campaigns at vulnerable groups, minorities, children, migrants, internally displaced persons; extending campaigns to smaller towns and villages; working in schools, universities and directly with families of young people; addressing through the media the need to reduce the demand for the activities of persons trafficked for sexual exploitation, forced labour, slavery or other practices similar to slavery, and promoting zero tolerance towards all forms of trafficking; establishing telephone “hotlines” as an independent source of advice and guidance to potential victims, as a first contact providing access to a referral mechanism for victims of THB, and to facilitate the anonymous reporting of cases or suspected cases of THB.
- l) With regard to legislative measures: adopting or reviewing laws, administrative controls and licensing and operation of sectors of business that may be involved in trafficking; ensuring that measures adopted for the purpose of preventing and combating trafficking in persons do not impact the rights and dignity of persons, including their freedom of movement; considering the need for adopting legislation which will provide the legal basis for rendering assistance and protection to victims of THB, especially during court proceedings; ratifying or acceding to international documents and their implementation.
- m) With regard to the National Referral Mechanism: establishing a referral mechanism by creating a cooperative framework within which obligations to protect and promote the human rights of victims are fulfilled, in coordination and strategic partnership with the civil society and other actors working in this field; providing guidance to facilitate the accurate identification and appropriate treatment of victims, in ways which respect the views and dignity of victims; combining efforts of law enforcement agencies, including especially established anti-trafficking units and police at local level, officials of migration, social protection units, medical institutions and civil society organisations; establishing mechanisms to harmonise victim assistance with investigative and prosecutorial efforts; drawing attention to the need for enhanced cooperation between the police and NGOs in identifying, informing and protecting victims; linking the activities of NRMs with those of inter-ministerial bodies, national coordinators, NGOs and other institutions to form cross-sectoral and multidisciplinary teams capable of developing and monitoring the implementation of anti-trafficking policies.

n) The Action Plan then discusses the issues of: shelters for victims; issuance of documents for victims; provision of social assistance; repatriation, rehabilitation and reintegration; reflection delay and residence permits; the right to apply for asylum. A special part of the Action Plan refers to the protection of children, discussing the need to secure the special needs of children and the standard of best interest for children.

The 2013 Addendum additionally plans actions focused on the investigation and prosecution of THB and the promotion of financial investigations, followed by the promotion of transparency and responsibility in implementing legislation, and by capacity building and training. The Addendum also discusses a set of activities on the prevention of trafficking and all of its forms, protection and assistance for victims, access to justice and development of partnerships.

3.3. Council of Europe

The Council of Europe started tackling the issue of trafficking in human beings in the late 1990s. The Committee of Ministers of the Council of Europe adopted three legal texts addressing trafficking in human beings for sexual exploitation. Recommendation No. R (2000) 11 of the Committee of Ministers to member states on action against trafficking in human beings for the purpose of sexual exploitation; Recommendation No. Rec (2001) 16 of the Committee of Ministers to member states on the protection of children against sexual exploitation; Recommendation Rec (2002) 5 of the Committee of Ministers to member states on the protection of women against violence.

The Parliamentary Assembly of the Council of Europe has also adopted texts in this field, including: Recommendation 1325 (1997) on traffic in women and forced prostitution in Council of Europe member states; Recommendation 1450 (2000) on violence against women in Europe; Recommendation 1523 (2001) on domestic slavery; Recommendation 1526 (2001) A Campaign against trafficking in minors to put a stop to the East European route: the example of Moldova; Recommendation 1545 (2002) Campaign against trafficking in women; Recommendation 1610 (2003) Migration connected with trafficking in women and prostitution; and Recommendation 1663 (2004) on domestic slavery: servitude, *au pair* and mail-order brides.”

The full engagement of the Council of Europe in the fight against THB started after the adoption and entry into force of the Council of Europe Convention on Action against Trafficking in Human Beings in 2005. This is the first European agreement in this field and is a comprehensive agreement focused mainly on the protection of trafficking victims and on guaranteeing their rights. The Convention also aims to prevent trafficking in human beings and to prosecute traffickers. The Convention’s objective is to: prevent trafficking in human beings, protect victims of trafficking, and prosecute traffickers and to promote cooperation of actions of member states and international cooperation. The Convention applies to: all forms of trafficking in human beings, whether national or transnational, whether or not connected with organised crime, all victims of trafficking (women, men and children), all forms of exploitation (sexual, forced labour or services, slavery, servitude, removal or organs etc.).

The main additional value of the Convention is the focus on human rights and protection of victims. The Convention defines trafficking as human rights violation and attack on the dignity and integrity of a human being. Additionally, the Convention sets up an effective and independent monitoring mechanism able to control the implementation of obligations contained in the Convention. This is the Group of experts on action against trafficking in human beings (GRETA).

Bosnia and Herzegovina has signed and ratified the Convention on Action against Trafficking in Human Beings and assumed the obligation to implement it fully.

At its 11th meeting on 07 June 2013, the Committee of the Parties of the Convention discussed the Report of the Group of experts on action against trafficking in human beings (GRETA) on Bosnia and Herzegovina's implementation of the Convention. Based on the findings of the Group of Experts, the Committee of Parties adopted Recommendation CP (2013)5 for Bosnia and Herzegovina for the implementation of the Convention.

In more recent times, the judgment of the European Court of Human Rights in Strasbourg in the case *Rantsev versus the Republic of Cyprus and the Russian Federation* stands out as an especially significant source adopted by the institutions of the Council of Europe, which was rendered by this Court in 2010. The judgment is relevant for several reasons, especially due to the fact that this legal source imposes positive obligations on Council of Europe member states in terms of undertaking preventive operational measures on the protection of individuals whose life is at risk of criminal offences committed by other individuals in the context of the appearance of trafficking in human beings. The greatest achievement of this judgment refers to the unanimous stance of this Court that trafficking in human beings is a form of modern slavery in the sense of Article 4 of the European Convention for the Protection of Human Rights and Fundamental Freedoms and that as such it must be effectively brought under control through measures of the national legislation of the Convention's member states. Bosnia and Herzegovina, as a Council of Europe member state where this Convention, in accordance with the BiH Constitution, is directly implemented and has an advantage in the application over the state law, has a formal and substantial commitment to implement standards for the prevention of THB and protection of trafficking victims on its territory, as ordered by the judgment of the European Court of Human Rights.

In the application of the Action plan to combat THB it is necessary to consider the Council of Europe Convention on preventing and combating violence against women and domestic violence (CAHVIO), containing provisions referring to all forms of violence against women, including forced marriages, and provisions on the prevention of violence against women and domestic violence (which is a risk factor for trafficking in persons, especially women and girls). The CAHVIO Convention was adopted as the first legally binding document on preventing and combating violence against women and domestic violence on the level of the Council of Europe. On 07 November 2013 Bosnia and Herzegovina became the 6th Council of Europe member state which ratified the Convention, committing to undertake legal and other measures to protect the legal, institutional and organisational framework for preventing and combating violence against women and domestic violence, for the protection of victims of violence, and for punishing perpetrators of violence.

3.4. European Union

The politics of the European Union in combating THB is plain and simple: combat and prevent trafficking in human beings.

The 2011 Directive on preventing and combating trafficking in human beings and protecting its victims (2011/36/EU) shows the EU's current politics on combating THB, which is characterised by: strengthening of a holistic approach (prevention, protection, prosecution); approximation of the substantive criminal law; a robust approach to the protection of victims; support to the principle of not punishing victims and unconditional help. The Directive also contains measures to discourage the demand that fosters trafficking in human beings, i.e. to discourage employers to hire victims of trafficking and to discourage clients to buy sexual and other services from trafficking victims.

The new politics also regulates the right of victims in criminal proceedings including specific treatments for particularly vulnerable victims in order to prevent secondary victimisation (no visual contact with the defendant, prohibition to ask questions about personal life, no unnecessary repetition of testimonies

etc.). It also includes legal counselling of victims so as to allow victims to request compensation for damages. Special child protection measures are also provided, such as taking statements in friendly surroundings.

The Directive requires the establishment of national mechanisms for early identification and assistance to victims, based on the cooperation between law enforcement agencies and civil society organisations, which includes providing victims with shelters, medical and psychological assistance, information and interpretation. Victims will be treated as victims as soon as there are indications that s/he is exposed to trafficking, and s/he will receive help before, during and after the criminal proceeding.

The Directive's criminal provisions include common definitions of crimes, aggravating circumstances and higher penalties, and non-punishment of victims for illegal activities, such as using false documents, they were involved in and subjected to by the traffickers. The provisions also contain provisions on the prosecution of perpetrators, including extraterritorial jurisdiction (possibility to prosecute an EU citizen for crimes committed in other countries), using investigative tools typical for cases of organised crime, such as phone tapping and demanding proceeds of crime. Part of the EU politics is the appointment of an EU Anti-Trafficking Coordinator with the following priorities:

The new EU legislation on trafficking in human beings requires member states to appoint a "National Rapporteur an/or Equivalent Mechanisms" who will be responsible for monitoring the implementation of anti-trafficking policy at national level and will play a key role in data collection on trafficking in human beings at national and EU level. The informal network at EU level of "National Rapporteurs or equivalent mechanisms" was established in June 2009.

After the adoption of the new legislation, the EU Strategy towards the Eradication of Trafficking in Human Beings 2012-2016 was adopted. The Strategy identifies five priorities which the EU has to focus on in order to have an effect on THB. The Strategy plans actions of the European Commission, member states, the European External Action Service, EU institutions, EU agencies, international organisations, third countries, the civil society and the private sector. These priorities are: identifying, protecting and assisting victims of trafficking; prevention of trafficking in human beings; increased prosecution of traffickers; enhanced coordination and cooperation among key actors and policy coherence; and increased knowledge of and effective response to emerging concerns related to all forms of trafficking in human beings.

3.5. The United States Government

The United States Congress, based on the Trafficking Victims Protection Act of 2000, requires the State Secretary to submit an annual report to the Congress. The aim of this report is to foster activities and build partnerships around the world in the fight against modern day slavery. The US Government's approach to combating trafficking in persons is in accordance with the Trafficking Victims Protection Act and Standards referred to in the Protocol to prevent, suppress and punish trafficking in persons, especially women and children, supplementing the United Nations Convention against Transnational Organised Crime. The crime of trafficking in persons includes achieving or maintaining work or services of a victim (including the commercial sex market) by force, fraud or coercion, either openly or through psychological manipulation. The Trafficking Victims Protection Act and the Palermo Protocol both focus on the exploitation of victims and do not stipulate that a victim must be moved from one place to another in order to be considered a trafficking victim.

Countries determined as countries of origin, transit or destination are included in the Trafficking in Persons Report, and are assigned one of four tiers. A country assessed as fully complying with minimum standards for the elimination of severe forms of trafficking in persons as established by the Trafficking Victims Protection Act is ranked as tier 1. The minimum standards established by the Trafficking Victims Protection Act generally comply with the UN TIP Protocol.

A country assessed as not fully complying with the minimum standards, but as making significant efforts in order to comply with these minimum standards, is ranked as tier 2. A country assessed as not fully complying with minimum standards, nor making any significant efforts in order to act in accordance with these standards is ranked as tier 3. Furthermore, the Tier 2 Watch List consists of states which are ranked as tier 2 (making significant efforts, but where: (1) there is a failure to provide evidence of increasing efforts to combat trafficking in persons as compared to the previous year, including increased investigations, prosecution and convictions for trafficking crimes, increased assistance to victims, and decreasing evidence of complicity in severe forms of trafficking by government officials; (2) the tier 2 classification was carried out based on commitments to implement reforms in combating trafficking in persons during the upcoming reporting period, or (3) the number of victims of trafficking is very significant or is significantly increasing. Countries ranked as tier 3 may be subject to legal restrictions for the following fiscal year which refer to withholding non-humanitarian, non-trade-related foreign assistance, and under certain circumstances, withholding funding for government employees' participation in educational and cultural exchange programs. Furthermore, the President may order American CEOs of international financial institutions to vote against or make efforts to withhold credits or other forms of using funds (except for humanitarian, trade-related and certain development-related assistance) from countries ranked as tier 3. The President's decision on such restrictions or withholdings must be submitted to the Congress no later than 90 days after the publication of the Trafficking in Persons Report.

4. Leading principles of the Action Plan

Trafficking in human beings is primarily a criminality, often with features of an organised crime, but at the same time it is a severe violation of human rights guaranteed by international laws and the Constitution of Bosnia and Herzegovina, by entity Constitutions, the Statute of Brčko District and by numerous laws. Therefore, combating trafficking in human beings implies a comprehensive and harmonised response of all levels of government and civil society, and a partnership and coordination of activities of institutions and organisation of actors involved in combating THB. Such a response demands guiding principles for the activities, whose implementation would ensure that the actions of competent governmental institutions and the civil society are focused on efficiently suppressing THB. Government institutions and civil society organisations shall therefore in the implementation of activities for the implementation of the Action Plan and in countering THB act in accordance with the following principles:

Respecting human rights and gender equality: All activities performed by government institutions and civil society organisations start from the premise that human rights, freedoms, and the dignity of trafficking victims are of paramount importance, and as such must be respected, while every victim must be provided with all needed assistance and protection. All measures and activities of the Action Plan will be developed, implemented and assessed in terms of their impact, taking into account gender aspects of THB and the importance of introducing and applying gender sensitive policies and practices in preventing and combating THB.

Participation and responsibility of the government: The state's obligation to protect the rights and freedoms of its citizens also means being responsible for creating conditions which enable every person to feel safe from violence within its territory. Bosnia and Herzegovina authorities are thus obliged to suppress THB by establishing an organised, efficient and sustainable system for combating THB, and protect and assist trafficking victims.

Interdisciplinary and multisector approach: Trafficking in human beings is a complex issue whose resolution demands a well-coordinated, interdisciplinary, and multisector approach that is focused on prevention, protection of witnesses and victims, persecution of the traffickers, and enhancing international cooperation and partnership of all relevant players. Only coordinated activities and equal advances in each of the fields can have visible results in suppressing THB.

Non-discrimination: Often, the causes and reasons for THB are related to the discrimination of minorities and vulnerable social groups, to a discriminatory and restrictive migration policy, gender based discrimination, and a significant presence of prejudices related to the sexual services sector. Therefore, all activities of suppressing THB must have their grounds in prohibiting discriminatory practices.

Inclusion of a wider social community: The complexity of suppressing THB demands the involvement of a wider community, especially of civil society organisations, in order to secure the successful suppression of this phenomenon. Therefore, it is important to come up with an approach that would enable the utilisation of civil society resources, and would develop cooperation and activity coordination mechanisms.

Sustainability: Planning that is based on realistic resources is the fundamental model to ensure the sustainability of activities planned for suppressing THB. In addition, reliance on other potential resources and sources of funding should be taken into consideration when planning and implementing strategic activities.

International and regional cooperation: Trafficking in human beings is often of a cross-border nature, which means that its suppression requires the establishment of efficient cooperation mechanisms at the regional and international level in fields of prevention, prosecution of the perpetrators, and protection and assistance for trafficking victims.

Protecting and respecting children's rights: All activities undertaken concerning child victims, and children under the risk of becoming trafficking victims, should be based on international standards of protecting human rights, especially principles of protecting and respecting children's rights as determined by the UN

Convention on the Rights of the Child of 1989 and the Optional Protocol on Trade in Children, Child Prostitution and Child Pornography. Child victims are entitled to special protective measures, pursuant to their specific rights and needs, regardless of their legal status as children and as victims. In all activities focused on children under risk and child victims, their best interest must be of primary importance.

Gender specific approach: Specificities of THB are especially reflected in the differences between trafficking men and women, most visible in forms of exploitation of victims and in recruitment methods. Thus, the measures for assistance and support to victims must be gender specific and respectful of the different needs of male and the female victims.

5. Strategic objectives and strategic measures

The structure of strategic objectives and accompanying measures within which individual activities are planned follows the recommendations from the implementation evaluation of the previous Action Plan, recommendations from documents of relevant international monitoring mechanisms elaborated in previous parts of the Action Plan, and obligations arising for Bosnia and Herzegovina from relevant international political and legal documents. Strategic objectives are determined by system-oriented activities, and will be systematised in the Action Plan as follows:

<p>Strategic goal A</p> <p>Improve the support system for combating THB</p>	<p>Strategic measures</p>	A.1.	Improve the legal and regulatory framework for combating THB
		A.2.	Strengthen coordination mechanisms of competent institutions and authorised organisations
		A.3.	Improve the institutional framework and build the capacity of competent institutions and organisations
		A.4.	Provide necessary resources for the implementation of the Action Plan and the implementation of other activities related to THB
		A.5.	Conduct a continuous monitoring and evaluation process of the implementation of the Action Plan and the state of THB
		A.6	Improve the data collection system for THB

Strategic objective B. Efficiently prosecute THB and related crimes	Strategic measures	B.1.	Strengthen the understanding of THB and evidentiary standards in order to harmonise the qualification of criminal offences related to trafficking
		B.2.	Provide relevant services with properly trained staff, trained and qualified for preventing and combating THB and for identifying potential victims
		B.3.	Improve identification mechanisms for trafficking victims and traffickers
		B.4.	Vigorously conduct investigations, prosecute and convict perpetrators of THB crimes as well as officials found to be accomplices in committing such offences, and render verdicts which will sufficiently deter from committing such offences
		B.5.	Adequately protect trafficking victims during the investigation and prosecution of THB cases, especially child victims.

Strategic objective C. Prevent THB through risk reduction	Strategic measures	C.1.	Restriction of causes of THB
		C.2.	Prevention of trafficking in migrant workers
		C.3.	Prevention of trafficking in children living and working on the street
		C.4.	Raising awareness of the general public and public education
		C.5.	Capacity building of institutions and organisations involved in prevention

Strategic objective D. Efficiently	Strategic measures	D.1.	Improve identification mechanisms for trafficking victims and for persons under risk of becoming trafficking victims and their referral to assistance and support mechanisms
		D.2.	Improve the legal and regulatory framework for assistance and support to trafficking victims and ensure their effective implementation
		D.3.	Improve the scope and quality of the assistance and support to trafficking victims and to persons under risk

protect and assist trafficking victims			of becoming victims
		D.4.	Capacity building of institutions and organisations involved in providing assistance and support to trafficking victims
		D.5.	Provide an effective access to the justice system and to appropriate legal means for trafficking victims
		D.6.	Improve child protection mechanisms and prevent violence against children through information and communication technologies

Strategic objective E. Strengthen the partnership and cooperation among stakeholders involved in combating THB	Strategic measures	E.1.	Further develop the legal framework for international cooperation
		E.2.	Intensify international contacts and cooperation
		E.3.	Further develop partnerships and cooperation of competent institutions and authorised organisations in Bosnia and Herzegovina
		E.4.	Further develop capacities of competent institutions and authorised organisations for establishing partnerships and cooperation

The detailed activities planned for the implementation of measures and for achieving objectives are elaborated in the tabular section of the Action Plan:

6. Abbreviations used in the matrix of the Action Plan

CM BIH	BIH COUNCIL OF MINISTERS	FAMSA	FEDERAL AGENCY FOR THE MANAGEMENT OF SEIZED ASSETS
SMT	STRATEGY MONITORING TEAM	KAN-0	GOVERNMENTS OF CANTONS IN FBIH
MSBIH	BIH MINISTRY OF SECURITY	KAN-1	CANTONAL MINISTRIES OF INTERNAL AFFAIRS IN FBIH
SFA	SERVICE FOR FOREIGNERS' AFFAIRS	KAN-2	CANTONAL PROSECUTOR'S OFFICES IN FBIH
SF	STRIKE FORCE FOR COMBATING TRAFFICKING IN HUMAN BEINGS	KAN-3	CANTONAL MINISTRIES OF SOCIAL POLICIES IN FBIH
MCA	BIH MINISTRY FOR CIVIL AFFAIRS	KAN-4	CANTONAL MINISTRIES OF EDUCATION IN FBIH
MJBIH	BIH MINISTRY OF JUSTICE	KAN-5	CANTONAL MINISTRIES OF HEALTH IN FBIH

MHRR	BIH MINISTRY FOR HUMAN RIGHTS AND REFUGEES	GRS	GOVERNMENT OF REPUBLIKA SRPSKA
HJPC	HIGH JUDICIAL AND PROSECUTORIAL COUNCIL OF BIH	RMI	MINISTRY OF INTERIOR OF REPUBLIKA SRPSKA
CBIH	COURT OF BIH	RSMHSP	RS MINISTRY OF HEALTH AND SOCIAL PROTECTION
BIHPO	BIH PROSECUTOR'S OFFICE	RSMJ	MINISTRY OF JUSTICE OF REPUBLIKA SRPSKA
AGE	AGENCY FOR GENDER EQUALITY OF BIH	RMTT	MINISTRY OF TRADE AND TOURISM OF REPUBLIKA SRPSKA
TBIH		RSPO	PROSECUTOR'S OFFICE OF REPUBLIKA SRPSKA
BP	BIH BORDER POLICE	RSMEC	MINISTRY OF EDUCATION AND CULTURE OF REPUBLIKA SRPSKA
DCPB	DIRECTORATE FOR THE COORDINATION OF POLICE BODIES IN BIH	RSMLVDP	MINISTRY OF LABOUR, WAR VETERANS AND DISABLED PERSONS' PROTECTION OF REPUBLIKA SRPSKA
SIPA	STATE INVESTIGATION AND PROTECTION AGENCY	GC RS	GENDER CENTRE OF REPUBLIKA SRPSKA
MFA	BIH MINISTRY OF FOREIGN AFFAIRS	RAUOI	RS AGENCY FOR THE MANAGEMENT OF SEIZED ASSETS
CC	COUNCIL FOR CHILDREN	RCEST	CENTER FOR JUDICIAL AND PROSECUTORIAL TRAINING OF REPUBLIKA SRPSKA
APIK	AGENCY FOR THE PREVENTION OF CORRUPTION AND COORDINATION OF THE FIGHT AGAINST CORRUPTION	GBD	GOVERNMENT OF BRČKO DISTRICT BIH
GFBIH	GOVERNMENT OF THE FEDERATION OF BOSNIA AND HERZEGOVINA	LEA	LABOUR AND EMPLOYMENT AGENCY BIH
FMI	MINISTRY OF INTERIOR FBIH	PBD	BRČKO DISTRICT BIH POLICE
FMJ	MINISTRY OF JUSTICE FBIH	JCBD	JUDICIAL COMMISSION OF BRČKO DISTRICT BIH
FMLSP	MINISTRY OF LABOUR AND SOCIAL POLICY FBIH	POBD	PROSECUTOR'S OFFICE OF BRČKO DISTRICT BIH
FPO	PROSECUTOR'S OFFICE FBIH	BDDHOS	BD DEPARTMENT OF HEALTH AND OTHER SERVICES
FCEST	CEST FBIH/CENTER FOR JUDICIAL AND PROSECUTORIAL TRAINING	BDDE	BD DEPARTMENT OF EDUCATION
FMH	MINISTRY OF HEALTH FBIH	IO	ALL INTERNATIONAL ORGANISATIONS IN BIH
FME	MINISTRY OF EDUCATION FBIH	NGO	CIVIL SOCIETY ORGANISATIONS IN BIH
FMT	MINISTRY OF TOURISM FBIH	SWC	SOCIAL WORK CENTRES AND SERVICES
GC FBiH	GENDER CENTAR OF THE FEDERATION OF BOSNIA AND HERZEGOVINA		

7. Activities for implementing strategic measures and achieving strategic objectives

Strategic objective A.

**Improve the support system for combating trafficking in human beings
in Bosnia and Herzegovina**

Strategic measure A.1.				Deadline for implementation												Finances				
Improve the legal and regulatory framework for combating THB				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborator	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
A.1.1	Complete the legislative process by adopting amendments to the Criminal Code of FBiH which criminalises THB in all forms in accordance with the state law and the UN Protocol.	FMJ	GFBiH	X																Competent institutions
A.1.2	Analyse, from a gender equality perspective, all legal and other acts in this field and harmonise them with legal standards for gender equality. In the preparation of a new and/or harmonisation of the existing legal framework in combating THB, obtain the opinion of competent institutional mechanisms for gender equality on the harmonisation of laws and other acts with legal standards for gender equality	AGEBH; GCRS GCFBiH						X												Competent institutions
A.1.3	Harmonise provisions on legal aid and representation of trafficking victims in courts in Bosnia and Herzegovina, with reference to the conclusions of the seminar on Structural dialog of 01 July 2013 in Sarajevo on access to justice, paying special attention to the need to ensure the same conditions and models of legal aid and representation in trials.	FMJ FPMP JCBD	CMBiH GFBiH GBD				X													Competent institutions
A.1.4	Review laws and policies concerning recruitment and employment agencies in terms of providing appropriate regulations, supervision and implementation of regulations in order to prevent fraudulent recruitment, abuse and exploitation of workers, especially those recruited for work	FMLSP RSMLVDP BDDHOS	CMBiH MCA GFBiH GRS GBD					X												Competent institutions

abroad.

Remarks:

<p style="text-align: center;">Strategic measure A.2.</p> <p style="text-align: center;">Strengthen coordination mechanisms of competent institutions and authorised organisations</p>				Deadline for implementation																Finances
				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborator	January - March	April - June	July - September	October - Decem	January - March	April - June	July - September	October - Decem	January - March	April - June	July - September	October - Decem	January - March	April - June	July - September	October - Decem	
A.2.1	Improve internal coordination mechanisms, in order to ensure, in close cooperation with state authorities and authorities of the entities and Brčko District, that the legislation and policies against THB are coherent and efficiently implemented and evaluated.	DK	CMBIH GFBIH GRS GBD				X													Competent institutions
A.2.2	Establish better cooperation among participants in the fight against THB, based on a comprehensive approach to the phenomenon, starting from a deeper understanding of the phenomenon, of the characteristics of all forms of exploitation and from a constant monitoring of trends.	DK SF	All competent institutions and authorised organisations	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions
A.2.3	Strengthen cooperation between SIPA and the Border Police, since it is possible to identify many victims when crossing the border.	SIPA BP	DCPB	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions
A.2.4	Evaluate and revise the mandate of the Strike Force, especially the scope of the mandate and the responsibility of its members. Strengthen the multidisciplinary approach in the	SF	CMBIH					X												Competent institutions

	operational coordination of the Strike Force and involve centres for social work and NGOs providers of direct services in the work of the Strike Force, in order to guarantee the introduction of social aspects in combating trafficking and an approach focused on victims and their rights.																									
Remark:																										
Strategic measure A.3.										Deadline for implementation										Finances						
Improve the institutional framework and build the capacity of competent institutions and organisations										2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborator	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December							
A.3.1	Provide capacities for an effective application of competence for trafficking offences.	BH-1	All competent authorities and authorised organisations				X													Competent institutions						
A.3.2	Give clear guidelines and carry out ad hoc trainings for law enforcement agencies which were given new jurisdiction, especially concerning the following topics: identification of trafficking cases, their correct legal qualification, appropriate handling of victims within and outside criminal procedures, including gender-	HJPC MS FMI RMI PBD CMI	All competent authorities and authorised organisations	X	X	X	X	X	X	X	X									Competent institutions and potential donors						

A.3.3	sensitive training for all professionals Strengthen structures and capacities for combating cybercrime. Where appropriate, undertake measures for capacity building for the monitoring, detection, investigation and obstruction of all forms of THB connected to information and telecommunication technologies, especially on the Internet, including THB for sexual exploitation.	SIPA FMI RMI PBD CMI	All competent authorities and authorised organisations	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
A.3.4	Develop specific investigative policies in matters related to information technologies	HJPC BIHPO RSPO TFBIH POBD SIPA FMI RMI PBD CMI		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
A.3.5	Develop training programs for law enforcement authorities, judges and prosecutors on matters of prosecution of cyber crime	HJPC	RCEST FCEST	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
A.3.6	Build/strengthen capacities of competent public services (migration service, labour and employment service) so that they can provide information on secure and legal migration possibilities.	SFA LEA FMLSP RSMLVDP BDDHOS ARZSP	IO NGO MCA						X									X	Competent institutions and potential donors

Remarks:

Strategic measure A.4.				Deadline for implementation																Finances
Provide necessary resources for the implementation of the Action Plan and the implementation of other activities related to combating trafficking in human beings				2016				2017				2018				2019				
Nr.	Activity	Implem enter	Collaborato r	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
A.4.1	Strengthen the capacities and financial resources of social protection authorities in order to provide assistance and support to trafficking victims, especially concerning their social inclusion and employment.	MCA GFBIIH GRS GBD	All competent authorities and authorised organisations	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
A.4.2	In accordance with possibilities, provide NGOs with long-term financing in order to ensure effective victim support. Ensure that all measures for assistance guaranteed by law are provided, and when NGOs are tasked with providing assistance, authorities must ensure adequate financial support which guarantees the quality of services provided by NGOs.	MS MHRR	All competent authorities and authorised organisations	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
A.4.3	Define the methods in which funds of the state budget secured for victim support could benefit a larger number of users.	MHRR MSBIH	All competent institutions				X													Competent institutions and potential donors
A.4.4	Strengthen human and financial resources of day-care centres for children living and working in the street and for children under risk, and ensure their regular operation, as well as strengthen local communities in order to open child day-care centres.	Competent entity ministries and Departments of the Brčko District Government	All competent authorities and authorised organisations	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors

Remarks:																				
Strategic measure A.5.				Deadline for implementation														Finances		
Conduct a continuous monitoring and evaluation process of the implementation of the Action Plan and the state of THB				2016				2017				2018				2019				
Nr.	Activity	Implemen ter	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - Decemb	
A.5.1	Preparation of the first monitoring report on the implementation of the Action Plan (2016)	SMT	All competent authorities and authorised organisations						X											Competent institutions
A.5.2	Preparation of the second monitoring report on the implementation of the Action Plan (2017)	SMT	All competent authorities and authorised organisations										X							Competent institutions
A.5.3	Preparation of the third monitoring report on the implementation of the Action Plan (2018)	SMT	All competent authorities and authorised organisations														X			Competent institutions
A.5.4	Preparation of the fourth and final monitoring report on the implementation of the Action Plan (2019)	SMT	All competent authorities and authorised organisations																X	Competent institutions
A.5.5	Evaluation of the Action Plan's implementation with recommendations for the preparation of a new draft action plan	SMT	All competent authorities and authorised organisations															X		Competent institutions and potential donors
A.5.6	Preparation of a new draft Action Plan on combating THB for the period 2020/2023	SMT	All competent authorities and authorised organisations																X	Competent institutions and potential donors
Remarks:																				

Strategic measure A.6.				Deadline for implementation												Finances				
Improve the data collection system for THB				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
A.6.1	Improve analytical capacities in order to ensure an updated picture of the phenomenon which enables a better fight against THB and detection of THB by using updated indicators, especially gender sensitive indicators.	MS SIPA FMI RMI PBD CMI	IO								X									Competent institutions and potential donors
A.6.2	Improve the system for collecting statistical data on THB, also by undertaking necessary protection measures for personal data, including when NGOs, working with trafficking victims, submit information for official databases. Ensure that all data are classified by gender.	MS	FMI RMI PBD CMI DCPB SIPA BP IO NGO						X											Competent institutions and potential donors
A.6.3	Conduct regular general and specific analyses of the phenomenon, supported by reliable statistical data in order to define appropriate political measures, including especially in terms of child trafficking, internal THB and trafficking of groups especially vulnerable to THB.	MS	FMI RMI PBD CMI DCPB SIPA BP IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
Remarks:																				

Strategic objective B.

Efficiently prosecute trafficking in human beings and related crimes

Strategic measure B.1.				Deadline for implementation												Finances				
Strengthen the understanding of THB and evidentiary standards in order to harmonise the qualification of criminal offences related to trafficking				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
B.1.1	Provide practitioners with consistent and regular data on case law in the form of judicial databases or judicial reviews	HJPC	Competent courts and prosecutor's offices							X										Competent institutions
B.1.2	Strengthen investigative policies focused on all indicators of all forms of THB, by deepening investigations in order to gather evidence on all features of THB.	Competent courts and prosecutor's offices		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.1.3	Improve the practice of prosecution in cases of new forms of THB such as labour exploitation (organised child begging, organised pickpocketing and other forms of criminality), trafficking in human organs, tissues and cells, domestic servitude.	Competent courts and prosecutor's offices		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.1.4	Improve the practice of prosecution of users of services of trafficking victims.	Competent courts and prosecutor's offices		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
Remarks:																				

Strategic measure B.2.				Deadline for implementation																Finances
Provide relevant services with properly trained staff, trained and qualified for preventing and combating THB and for identifying potential victims				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
B.2.1	Conduct multidisciplinary regular trainings on specific issues such as identification of victims and qualification of cases in order to strengthen internal cooperation among law enforcement agencies, judges and prosecutors	MS FMI RMI PBD CMI	All competent institutions and authorised organisations IO	X	X	X	X	X		X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.2.2	Prepare educational materials and special programs for the education of judges and prosecutors, and include these materials into annual training programs	FCEST RCEST	All competent institutions and authorised organisations IO				X													Competent institutions and potential donors
B.2.3	Conduct trainings for officers on the front lines, focused on early victim identification	MS FMI RMI PBD CMI	All competent institutions and authorised organisations IO	X	X	X	X	X		X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.2.4	Conduct trainings on international standards, especially concerning indicators and gender sensitive indicators	MS FMI RMI PBD CMI	All competent institutions and authorised organisations IO	X	X	X	X	X		X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors

B.2.5	Train members of judicial authorities on the approach to prosecution focused on victims, including a gender sensitive approach.	FCEST RCEST	All competent institutions and authorised organisations IO	X	X	X	X	X		X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.2.6	Conduct trainings on gathering, securing evidence and handling victims, especially underage victims	MS FMI RMI PBD CMI	All competent institutions and authorised organisations IO	X	X	X	X	X		X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.2.7	Train officials who first come in contact with victims to proactively identify victims, especially victims of forced labour and forced begging, arranged marriages and sale of children.	MS FMI RMI PBD CMI	All competent institutions and authorised organisations IO	X	X	X	X	X		X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.2.8	Organise targeted trainings on the topic of victim identification and recognition of trafficking victims at border crossings (environmental indicators, secondary data analysis from existing databases)		All competent institutions and authorised organisations IO	X	X	X	X	X		X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.2.9	Organise special clinics at appropriate universities on the topic of THB.	MS FMI RMI PBD CMI	All competent institutions and authorised organisations IO				X												Competent institutions and potential donors

Remarks:

Strategic measure B.3.				Deadline for implementation												Finances				
Improve identification mechanisms for trafficking victims and traffickers				2016				2017				2018		2019						
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
B.3.1	Develop appropriate indicator lists for Bosnia and Herzegovina, starting from lists of international organisations, which will enable appropriate profiling of potential victims and traffickers and their identification	MS	All competent institutions and authorised organisations IO				X													Competent institutions and potential donors
B.3.2	Organise multidisciplinary trainings focused on cooperation in strengthening the referral of and assistance to victims. The trainings need to ensure more efforts in the identification of child victims, especially children trafficked for forced begging and crime and other forms of exploitation. International conventions should be emphasised, including gender sensitive indicators	MS	All competent institutions and authorised organisations IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.3.3	Ensure that formal identification is not connected to the willingness to cooperate with law enforcement agencies.	SF All competent institutions and authorised	IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors

Strategic measure B.4.				Deadline for implementation																Finances
Vigorously conduct investigations, prosecute and convict perpetrators of THB crimes as well as officials found to be accomplices in committing such offences, and render verdicts which will sufficiently deter from committing such offences				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
B.4.1	Consistently apply appropriate criminal, civil law or administrative sanctions for personnel found to be involved in or to be accomplices in THB.	HJPC	Competent courts and prosecutor's offices	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.4.2	Strengthen capacities for conducting financial investigations in the field of detecting proceeds of crime obtained by THB	HJPC, MS FMI RMI PBD CMIP SIPA BP	IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.4.3	Confiscate proceeds of crime obtained by THB	MJBIH MJFBH MJRS JCBD	Competent courts and prosecutor's offices	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.4.4	Establish capacities for the management of confiscated proceeds of crime in FBiH	FAMSA	IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.4.5	Prepare special guidelines for planned actions for the detection of indicators in practices of complicity in THB	HJPC, MS FMI RMI, PBD CMI DCPB SIPA BP	IO						X											Competent institutions and potential donors
Remarks :																				

Strategic measure B.5.				Deadline for implementation																Finances
Adequately protect trafficking victims during the investigation and prosecution of THB cases, especially child victims.				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
B.5.1	Improve capacities and practices for an effective use of protection methods for victims and witnesses of victims in accordance with laws on the protection of vulnerable witnesses and witnesses under threat and with laws on witness protection programs.	HJPC MJBH MJRS MJFBH JCBD	Competent courts and prosecutor's offices MS FMI RMI PBD CMI SIPA	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.5.2	In the training of judges, prosecutors and police officers, pay special attention to overcoming the negative approach to and prejudices and stereotypes concerning trafficking victims.	FCEST RCEST MS FMI RMI PBD CMI SIPA	IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
B.5.3	Introduce and promote the practice that interviews with victims are conducted by trained officials and that these are conducted only once in order to decrease additional victimisation of trafficking victims	HJPC MS FMI RMI PBD CMI SIPA	Competent courts and prosecutor's offices IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors

		BP	NGO SWC																	
B.5.4	Improve the implementation of the law on the treatment of minors in criminal proceedings.	HJPC MS FMI RMI PBD CMI SIPA BP	Compete nt courts and prosecut or's offices IO NGO SWC	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
Remarks																				

Strategic objective C.

Prevent trafficking in human beings through risk reduction

Strategic measure C.1.				Deadline for implementation																Finances
Restriction of causes of THB				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
C.1.1	Intensify efforts to treat the causes of all forms of THB, including poverty, unemployment, family violence, discrimination, gender based violence and belonging to an ethnic or national minority, violence against children...	MHRR	All competent institutions and authorised organisations IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
C.1.2	Promote a zero tolerance policy for THB or other similar standards in public procurement processes for goods and services	MHRR	All competent institutions and authorised organisations IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
C.1.3	Encourage the private sector, trade unions and relevant civil society organisations to promote principles which will ensure the protection of human rights and fundamental freedoms of workers in supply chains, in order to prevent exploitative situations that favour THB.	MHRR	All competent institutions and authorised organisations IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
C.1.4	Strengthen further measures on the elimination of discrimination against women in the area of employment and ensure equal opportunities for men and women for economic participation and equal approach to social protection, thus decreasing their vulnerability to THB.	MHRR	All competent institutions and authorised organisations IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
Remarks:																				

Strategic measure C.2.				Deadline for implementation																Finances
Prevention of trafficking in migrant workers				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
C.2.1	Establish mechanisms for informing workers before their departure from Bosnia and Herzegovina on how to report and seek help without fear of retaliation in cases of abuse or being in a situation of THB for forced labour exploitation.	LEA	All competent institutions and authorised organisations IO						X											Competent institutions and potential donors
C.2.2	Provide professional support to NGO initiatives focused on assisting potential migrants to make informed decisions on safe and legal migration possibilities and on issues concerning services for the recruitment of labour	LEA	All competent institutions and authorised organisations IO NVO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
C.2.3	Establish a monitoring mechanism for agreements on labour migration.	LEA	All competent institutions and authorised organisations IO					X												Competent institutions and potential donors

C.2.4	Encourage the establishment of accessible appeal mechanisms and the dissemination of relevant information for workers, which will enable them to inform authorities on abuse practices which lead to THB and to undertake measures to prevent such abuse.	LEA	All competent institutions and authorised organisations IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
C.2.5	Promote clear criteria for the official registration of employment mediation agencies, and for monitoring the activities of such agencies in an effort to prevent all forms of THB and to consider possibilities to abolish the fees workers pay to these agencies.	LEA Competent entity ministries responsible for labour and employment and the department of the Brčko District BiH	All competent institutions and authorised organisations IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
C.2.6	Build and strengthen capacities of competent institutions (e.g. Authorities responsible for managing migration, labour and employment) to provide information on safe and legal opportunities to migrate.	LEA	All competent institutions and authorised organisations IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
Remarks:																				

Strategic measure C.3.				Deadline for implementation												Finances				
Prevention of trafficking in children living and working in the street				2016				2017				2018				2019				
Nr.	Activity	Implemter	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
C.3.1	Ensure that all child victims of THB are ensured access to justice system and legal remedies, including the possibility of obtaining compensation, ensure the protection of children's rights, the promotion of access to education and health care for vulnerable children, and ensure the establishment and implementation of appropriate programs and measures taking into account the child's best interests.	MHSP RSMEC MSCFBIH FME GBD	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
C.3.2	Ensure that children working in the street, including those begging, collecting waste or carrying out other informal activities, fulfil conditions for social protection on the appropriate entity level, based on the vulnerability they and their families are subjected to.	MHSP MSCFBIH FME GBD	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
C.3.3	Establish programmes for children working in the street and for their families, which will help children to reintegrate into the school system and have access to social protection.	MHSP MSCFBIH FME GBD	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
Remarks:																				

Strategic measure C.4.				Deadline for implementation												Finances				
Raising awareness of the general public and public education				2016				2017				2018				2019				
Nr.	Activity	Impleme nter	Collaborato rs	January- March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - Decemb	
C.4.1	Promote targeted awareness raising and public education campaigns in order to ensure the respect of human rights and fundamental freedoms of persons vulnerable to THB, including campaigns directed towards the improvement of gender equality and the prevention and suppression of violence against women and gender based violence. Special attention should be paid to children in children's institutions / orphanages, children in alternative protection regimes, unaccompanied children and children separated from their family, special needs children, children members of national minorities, stateless children, children not entered into registers of birth, children seekers of international protection – asylum seekers, refugees and internally displaced children, and children abandoned by their parents who are in a migration process.	MS SIPA FMI RMI KAN-1 PBD	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
C.4.2	Promote prevention measures against THB for domestic servitude, <i>inter alia</i> in diplomatic households, in order to protect such workers and inform them about their rights as workers and about how to report abuse.	MS	All competent institutions and authorised organisations	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
C.4.3	Develop and implement policies and actions, including the cooperation between law	MS	All competent institutions	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors

	enforcement agencies, to prevent the abuse of the tourist industry for all forms of THB, especially sexual exploitation of children, and of children not attending school.		and authorised organisations IO NGO																	
C.4.4	Promote policies which increase awareness on THB, including for purposes of removing organs, by developing partnerships with professionals in the field of health care and medicine, with associations of medical professionals, with organisations for transplantation and relevant NGOs and other relevant mechanisms, and, where appropriate, develop partnerships with organisations for transplantations, while promoting methods and channels of legal organ donation.	MS	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Remarks:																				

Strategic measure C.5.				Deadline for implementation												Finances				
Capacity building of institutions and organisations involved in prevention				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
C.5.1	<p>Encourage the development and introduction of training programs concerning THB issues for:</p> <ul style="list-style-type: none"> - social workers, labour inspectors and other government institutions providing services; - personnel employed by commercial carriers, especially personnel in air transport and forms of land and water transport, focused on the identification of trafficked persons and the introduction of measures designed to prevent THB, including coordination between commercial carriers and law enforcement agencies and other relevant mechanisms; - media professionals, including through models of using a non-discriminatory vocabulary and through combating stereotypes and understanding the impact of news reports on THB cases on trafficking victims; - medical professionals, focused on the assistance to trafficking victims, including victims of organ removal, and on ethical principles concerning organ transplantation and traumas suffered by trafficking victims; - personnel of the tourism and hospitality industry; - personnel of human resource management 	MS	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors

Strategic objective D.

Efficiently protect and assist trafficking victims

Strategic measure D.1.				Deadline for implementation																Finances
Improve identification mechanisms for trafficking victims and for persons under risk of becoming trafficking victims and their referral to assistance and support mechanisms				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
D.1.1	Develop mechanisms and practices helping competent institutions to identify individuals as trafficking victims, when they have suffered human rights violations, immediately after reasonable doubts arise to believe that they were trafficked, and ensuring that victims receive help even before initiating the investigation.	MS	All competent institutions and authorised organisations IO NGO -8	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
D.1.2	Develop mechanisms and capacities in social work centres, the police, prosecutor offices, courts, NGOs and other involved institutions and organisations to recognise new, non-traditional forms of THB, such as forced marriages, labour exploitation, domestic servitude, and to identify victims of these forms of THB	MS All competent institutions and authorised organisations	IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
D.1.3	Run targeted campaigns for the general and professional public in order to decrease prejudices on issues of arranged marriages, domestic slavery, forced labour and sale of children and other non-traditional forms of THB	MS	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
D.1.4	Assess in detail the current referral mechanism and improve it, especially so that relevant NGOs, trade unions and social protection services, through referral mechanisms or other relevant	All competent institutions and authorised organisations	IO NGO		X															Competent institutions and potential donors

	structures, are able to refer victims of all forms of THB to assistance, regardless of their nationality, and to cooperate with competent authorities by providing information in the identification process of trafficking victims.																			
D.1.5	Ensure that the registration process for the identification of all trafficking victims is fair, transparent and that it respects human rights and the victims' fundamental freedoms.	MHRR	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
Remarks:																				

Strategic measure D.2.				Deadline for implementation												Finances	
Improve the legal and regulatory framework for assistance and support to trafficking victims and ensure their effective implementation				2016			2017			2018			2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December		
D.2.1	Ensure that legal provisions of the same kind and mandatory power are applied to domestic and foreign victims, so as to fulfil minimal requirements of Article 10 of the Council of Europe Convention on Action against Trafficking in Human Beings, regardless of who receives/provides services.	MS	All competent institutions and authorised organisations IO NGO							X							Competent institutions and potential donors
D.2.2	Conduct an assessment in order to map available services for adult trafficking victims and children, revise the standards of such services, develop specialised assistance for male and child trafficking victims, and identify specific needs for capacity building.	MS	All competent institutions and authorised organisations IO NGO		X												Competent institutions and potential donors
<p>Remarks: Rules on the protection of victims and witnesses of victims citizens of BIH are non-binding instruments. Health care, social care and other forms of victim protection are regulated by the relevant entity legislation, which is why the application of these rules has no legal power, but they can serve as optional instructions and guidelines.</p>																	

Strategic measure D.3.				Deadline for implementation												Finances					
Improve the scope and quality of the assistance and support to trafficking victims and to persons under risk of becoming victims				2016				2017				2018				2019					
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December		
D.3.1	Establish mechanisms and practices which ensure that adequate assistance is always provided to trafficking victims, completely independent of the victim's willingness to participate in judicial proceedings, and independent of the condition that a foreign victim must stay on the territory of Bosnia and Herzegovina	All competent institutions and authorised organisations	IO NGO											X							Competent institutions and potential donors
D.3.2	Ensure mechanisms which will recognise and provide appropriate time to recover from trauma, and provide time for contemplation and deciding on further steps, while guaranteeing temporary, or where possible, permanent residence permits, and the possibility to obtain work licences during their stay, and informing victims about these possibilities.	All competent institutions and authorised organisations	IO NGO											X							Competent institutions and potential donors
D.3.3	Ensure mechanisms which will ensure the safety of immediate family members of trafficking victims.	SIPA MIFBIH CMI MIRS PBD	All competent institutions and authorised organisations IO NGO											X							Competent institutions and potential donors
D.3.4	Ensure that needed assistance is provided during the safe and dignified return into the country of origin or usual residence, and that cooperation is developed, where possible, in the reintegration process of former victims by the authorities, social services or NGOs, where possible, in countries of origin.	All competent institutions and authorised organisations	IO NGO											X							Competent institutions and potential donors

D.3.5	Strengthen assistance outside of shelters, especially legal assistance. Ensure that legal assistance is provided, as well as representation by NGOs. Ensure that lawyers from NGOs offering legal assistance can represent victims, including in order to seek compensation.	All competent institutions and authorised organisations	IO NGO									X							Competent institutions and potential donors
D.3.6	Support programs for the economic empowerment of women victims of THB	FBiH Employment Agency, Employment Agency RS, cantonal employment services NGOs and IO	Competent institutions and potential donors	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Remarks:																			

Strategic measure D.4.				Deadline for implementation												Finances				
Capacity building of institutions and organisations involved in providing assistance and support to trafficking victims				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
D.4.1	Conduct adequate multidisciplinary trainings on how to identify trafficking victims, treat them and refer them to appropriate support. Trainings must be targeted at building mutual understanding of current features of THB, its manifestations and impact on victims, the role and responsibility of participants in the national referral mechanism. Trainings must be conducted jointly for specialized law enforcement agencies and NGOs, for officials who will come in contact with victims or potential victims, especially for police officers, border police officers, inspectors for foreigners, for personnel of immigrant detention centres, prosecutors, legal advisors, judges and court clerks, labour inspectors, personnel of social protection services, child protection services, child care centres and homes for children, for health and consular personnel, for NGOs working with street children, with unaccompanied children, with asylum seekers, refugees, victims of violence, for educators.	MS	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
D.4.2	Improve the capacities of the police, social workers and other institutions which may come in contact with children or other persons trafficked and exploited for forced and organised begging, in order to ensure a quick response to their special needs, with the goal to urgently	MS	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors

	remove them, when possible, from harmful and exploitative situations.																			
D.4.3	Strengthen the efforts of consular personnel to identify nationals trafficked abroad and to refer them to support services, especially victims trafficked for forced labour, forced begging and crime.	MVP	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
D.4.4	Strengthen/establish support services which will respond to the needs of trafficking victims, trafficked for purposes other than sexual exploitation (forced labour, begging and crime) and ensure the referral to such support.	MS	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
D.4.5	Build the capacities of NGOs to provide free legal aid, counselling and representation of trafficking victims in criminal, civil and administrative procedures.	MS	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
Remarks:																				

Strategic measure D.5.				Deadline for implementation																Finances
Provide an effective access to the justice system and to appropriate legal means for trafficking victims				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
D.5.1	Facilitate the access of trafficking victims, on an individual level, to relevant legal advice and legal assistance, in order to enable them the use of appropriate remedies, including compensation for sustained material and moral damage from traffickers.	POBIH POFBIH RSPO POBD SIPA MIRS MIFBIH PBD	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
D.5.2	Establish where necessary, or facilitate the access of trafficking victims, regardless of their legal status or nationality, to national compensation funds or other relevant mechanisms.	HJPC	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
D.5.3	Ensure, where appropriate, that trafficking victims are not punished for their involvement in unlawful activities, to the extent they were forced to do so.	HJPC	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
Remarks:																				

Strategic measure D.6				Deadline for implementation												Finances				
Improve child protection mechanisms and prevent violence against children through information and communication technologies				2016	2017				2018				2019							
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
D.6.1	Establish and strengthen departments for combating technological crime in police agencies	SIPA FMI RMI PBD CMI	IO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
D.6.2	Eduate and train of police officers, prosecutors and judges on the topic of investigation of cases of violence against children through information and communication technologies and protection of victims against this form of crime	MIFBH MIRS PBD	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
D.6.3	Raise public awareness on the issue of violence against children through information and communication technologies	MIFBH MIRS PBD	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
Remarks:																				

Strategic objective E.

Strengthen the partnership and cooperation among stakeholders involved in combating trafficking in human beings

Strategic measure E.1.				Deadline for implementation														Finances		
Further develop the legal framework for international cooperation				2016		2017				2018				2019						
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
E.1.1	Increase the number of bilateral agreements on judicial/police cooperation with countries of origin/destination of victims/traffickers connected to crimes which are investigated/prosecuted in Bosnia and Herzegovina, and consider the existing instruments and the conclusion of additional instruments of a non-binding nature with relevant institutions involved in the fight against THB, especially the Transnational Referral Mechanism.	MS MJBH	FMI RMI PBD DCPB, SIPA, BP CMI	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
E.1.2	Conclude an operational cooperation agreement with EUROPOL in order to access new resources and systems.	MS	FMI RMI PBD CMI DCPB, SIPA, BP	X																Competent institutions and potential donors
Remarks:																				

Strategic measure E.2.				Deadline for implementation																Finances
Intensify international contacts and cooperation				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
E.2.1	Promote the principle that the primary responsibility to fight THB and its prevention belongs to countries, since THB is connected to transnational organised crime and since it requires cooperation on international and regional level, including, in addition to the authorities, also the private sector and relevant NGOs.	MS MJBH	FMI RMI PBD CMI FMJ RMJ JCBD	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
E.2.2	Improve the participation of institutions from Bosnia and Herzegovina in international forums on combating THB	MS MJBH	FMI RMI PBD CMI FMJ RMJ JCBD	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
E.2.3	Improve international and regional cooperation between law enforcement agencies, including by establishing and implementing joint investigation teams	MS MJBH	FMI RMI PBD CMI RMJ JCBD	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
E.2.4	Strengthen international cooperation between relevant entities of the Referral Mechanism in Bosnia and Herzegovina and other relevant national structures,	MS	FMI RMI PBD CMI	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors

	including the continuation of activities to strengthen a comprehensive and coordinated approach to the prevention and the fight against THB and to the assistance provided to trafficking victims in cross-border cases through appropriate national and international mechanisms.		FMJ RMJ PKBD																
E.2.5	Encourage cooperation between law enforcement agencies and other relevant government structures and the private sector in the fight against money laundering activities connected to THB.	MS MJBH	FMI RMI PBD CMI FMJ RMJ PKBD	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
E.2.6	Encourage the private sector, including the banking sector, companies operating with credit cards, companies operating in the information and telecommunication sector and internet providers, to contribute to the prevention of all forms of THB and to the obstruction of trafficking networks, <i>inter alia</i> , by providing relevant authorities with information connected to THB, and by strengthening entities in the private sector to provide assistance to trafficking victims, where applicable.	MS	FMI RMII PBD CMI FMJ RMJ JCBD	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
Remarks:																			

Strategic measure E.3.				Deadline for implementation														Finances		
Further develop partnerships and cooperation of competent institutions and authorised organisations in Bosnia and Herzegovina				2016	2017				2018			2019								
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
E.3.1	Further develop multidisciplinary partnership within the referral mechanism between coordination structures and other structures of government, so as to support the dialog and cooperation between authorities, NGOs etc. and other relevant institutions and organisations involved in anti-discriminatory programs and the protection of the rights of women, children, members of ethnic, national and religious minorities and migrants, in order to contribute to the identification of trafficking victims and to strengthen the protection of rights of potential and identified trafficking victims.	Competent institutions and authorised organisations	All competent institutions and authorised organisations IO NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
E.3.2	Strengthen cooperation between social work centres and day-care centres for children on those levels of government where day care centres are not part of social work centres.	Competent institutions and authorised organisations	IO, NGO	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors
E.3.3	Support the establishment of a Civil society Platform which will include all organisations working against THB or encountering victims, in order to clearly	Competent institutions and authorised organisations	Competent institutions and authorised organisations	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Competent institutions and potential donors

	know what resources are available to make the dialog between the government and the civil society effective.	ns	IO NVO										
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Remarks:

Strategic measure E.4.				Deadline for implementation												Finances				
Further develop capacities of competent institutions and authorised organisations for establishing partnerships and cooperation				2016				2017				2018				2019				
Nr.	Activity	Implementer	Collaborators	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	January - March	April - June	July - September	October - December	
E.4.1	Conduct multidisciplinary trainings for personnel of day care centres for children, especially mobile teams, for personnel of social work centres working on the protection of children, for NGOs, the police, prosecutors and judges, on the identification and assistance to child trafficking victims, children under risk of trafficking and their families.	Ministries of health and social protection, ministries of interior, Centres for education of judges and prosecutors.	All competent institutions and authorised organisations IO NGO						X											Competent institutions and potential donors
E.4.2	Strengthen the role and capacities of consular offices in the main countries of destination of emigration in order to improve the protection of citizens of Bosnia and Herzegovina working abroad and in order to identify the methods of assisting trafficking victims.	Ministry of foreign affairs	All competent institutions and authorised organisations IO NGO							X										Competent institutions and potential donors
E.4.3	Involve Roma people in the decision-making process regarding protection of victims.	MHRR	All competent institutions and authorised organisations IO, NGO									X								Competent institutions and potential donors
Remarks:																				