

Action Plan and Monitoring Plan to **Combat Human Trafficking** for the northern part of Cyprus



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Preface

Refugee Rights Association is a civil society organisation established in 2009 to provide legal and social contribution to refugees due to the deficiencies regarding the right to asylum and violations of rights. Since its establishment, the Refugee Rights Association has expanded its scope of work by focusing on human trafficking and racism.

The COMMIT (Coordinated Measures and Mechanisms for Anti-Trafficking) Project is a project under the umbrella of Refugee Rights Association funded by the European Union. The COMMIT Project is implemented with the collaboration of 6 civil society organisations and one local community focuses on raising awareness on human trafficking and implementing advocacy activities on human trafficking. The collaborators of the COMMIT Project are Cyprus Turkish Bar Association, Turkish Cypriots Journalists Union, Nicosia Turkish Municipality, Turkish Cypriot Human Rights Foundation, Queer Cyprus, Famagusta Youth Centre, SOS Children's Village. Towards this end, the project aims at preparing a relevant local strategy and action plan, and a coordinated and effective mechanism on human trafficking.

Human trafficking can be defined as deceiving or forcing any individual into labour; and gaining unfair and illegal profit from their labour. Human trafficking is among the most rapidly increasing human rights violations. To prevent these violations of rights and prevent possible violations in the future, a strong strategy and action plan should be carried out together with a coordinated joint struggle to realize these plans.

We would like to thank our international expert Alline Pedra Jorge Briol and our local expert Eylem Ümit Atılğan, who prepared our plans for all their support, to our members of the Platform Against Trafficking in Human Beings (PAT), former head of the local body responsible from interior affairs Ayşegül Baybars and Ombudsman Emine Dizdarlı, who held consultation meetings with us during the preparation of the plans and we thank Cypdes Factory Advertising employees for their content design for the plans. We would like to thank all COMMIT project employees who contributed to the creation of this plan, to Fezile Osum, Neslihan Güzey, Başak Ekenoğlu and Ahmet Sedat Tözün, respectively.

GLOSSARY

1	Assisted and Voluntary Return and Reintegration (AVRR)	Administrative, logistical or financial support, including reintegration assistance, to migrants unable or unwilling to remain in the host country or country of transit and who decide to return to their country of origin. Voluntariness means: 1. Freedom of choice, which is defined by the absence of physical or psychological pressure to enroll in an assisted voluntary return and reintegration programme; and 2. Informed decision which requires the availability of timely, unbiased and reliable information upon which to base the decision. ¹
2	Asylum-seeker	An individual who is seeking international protection. In countries with individualized procedures, an asylum seeker is someone whose claim has not yet been finally decided on by the country in which he or she has submitted it. Not every asylum seeker will ultimately be recognized as a refugee, but every recognized refugee is initially an asylum seeker. ²
3	Barmaid	A woman who serves liquor at a bar, nightclub or restaurant.
4	Civil Society Organizations (CSOs)	Not-for-profit, voluntary entities formed by people in the social sphere that are separate from the local bodies and the trade. They represent a wide range of interests and ties but under the scope of this Action Plan, the CSOs included are the ones dealing with human rights, migration and counter-trafficking activities.
5	Compensation	It means to "make amends to someone for loss, injury or wrong, especially by suitable payment." The right to compensation constitutes the right to reimbursement or restitution, for both material (i.e. financial) and immaterial (including for example physical and psychological injuries) damages. Such "amends" may be paid by the traffickers or via state funds (in case the defendant is insolvent). The Palermo Protocol introduced the right to compensation for victims of human trafficking specifically: "Each State Party shall ensure that its domestic legal system contains measures that offer victims of trafficking in persons the possibility of obtaining compensation for damage suffered." Similarly,

¹Source: International Organization for Migration (IOM) Glossary on Migration (2019). Available at: https://publications.iom.int/system/files/pdf/iml_34_glossary.pdf.

²Source: United Nations High Commissioner for Refugees. Master Glossary of Terms (2006). Available at: <https://www.refworld.org/pdfid/42ce7d444.pdf>

		the Council of Europe Convention on Action against Trafficking in Human Beings provides for victims of trafficking in persons compensation and legal redress, according to which: "Each Party shall provide, in its internal law, for the right of victims to compensation from the perpetrators." And "Each Party shall adopt such legislative or other measures as may be necessary to guarantee compensation for victims in accordance with the conditions under its internal law, for instance through the establishment of a fund for victim compensation or measures or programmes aimed at social assistance and social integration of victims, which could be funded by the assets resulting from the application of measures provided in Article 23." ³
6	Counter-trafficking	Actions implemented by state and non-state actors (civil society) in partnership, in order to prevent and tackle trafficking in persons in a certain territory, protecting victims, promoting their rights and prosecuting traffickers.
7	Counter-trafficking Branch (CT Branch)	The branch under the local body responsible for interior affairs, responsible for carrying-out activities related to counter trafficking in persons and protecting victims in the northern part of Cyprus. The Branch is divided in Units, to decentralize actions and facilitate management and coordination.
8	Counter-Trafficking Coordination Unit	Unit under the CT Branch, responsible for coordination of other local bodies implementing counter-trafficking activities in the northern part of Cyprus.
9	Counter-Trafficking Information and Research Unit	Unit under the CT Branch responsible for the collection, analysis and distribution of relevant information and data concerning trafficking in persons.
10	Country of origin	In the migration context, a country of nationality or of former habitual residence of a person or group of persons who have migrated abroad, irrespective of whether they migrate regularly or irregularly
11	Gender-sensitive	Aim of understanding and taking account of the societal and cultural factors involved in gender-based exclusion and discrimination in the most diverse spheres of public and private life. ⁴

³Source: Council of Europe Convention on Action against Trafficking in Human Beings. Available at: <https://www.coe.int/en/web/conventions/full-list/-/conventions/rms/090000168008371d>

⁴Source: European Institute for Gender Equality. Available at: <https://eige.europa.eu/thesaurus/terms/1218>

12	Hostess	A female who entertains guests, or who seats people in a restaurant. Also referred to as " <i>consommatrice</i> " which is a French word meaning female client. It refers to women who are employed in night clubs with the task to sit together with clients, entertain and convince them to consume expensive beverages (alcoholic drinks and food) which tend to be overpriced. They might get a commission over the table consumption. They might also engage in sex work or might be forced to prostitution.
13	International student	A person who has moved across an international border away from his or her habitual place of residence for the purpose of undertaking a programme of study, for study purposes and who enter the country of destination under a study visa or subsequently obtain a study visa when already in the country. ⁵
14	International Organizations (IOs)	An international organization (intergovernmental organization) is an organization established by a treaty or other instrument governed by international law and possessing its own international legal personality, such as the United Nations, the World Health Organization and NATO.
15	International Protection	The protection that is accorded by the international community to individuals or groups who are outside their own country and are unable to return home because their return would infringe upon the principle of non-refoulement, and their country is unable or unwilling to protect them. ⁶
16	Irregular migration	Movement of persons that takes place outside the laws, regulations, or international agreements governing the entry into or exit from the State of origin, transit or destination. Note: Although a universally accepted definition of irregular migration does not exist, the term is generally used to identify persons moving outside regular migration channels. The fact that they migrate irregularly does not relieve States from the obligation to protect their rights. Moreover, categories of migrants who may not have any other choice but to use irregular migration channels can also include refugees, victims of trafficking, or unaccompanied migrant children. The fact that they use irregular migration pathways does not imply that States are not, in some circumstances, obliged to provide them with some forms of protection under international law, including access to international protection for asylum seekers fleeing persecution, conflicts or generalized violence. In addition, refugees are I 117 Glossary on Migration protected under international law against being penalized for unauthorized entry or stay if they have travelled from a

⁵Source: International Organization for Migration (IOM) Glossary on Migration. 2019. Available at: https://publications.iom.int/system/files/pdf/iml_34_glossary.pdf

⁶Source: Adapted from United Nations High Commissioner for Refugees, Persons in Need of International Protection (June 2017).

		place where they were at risk (Convention relating to the Status of Refugees, adopted 28 July 1951 and entered into force 22 April 1954, 189 UNTS 137, Art. 31(1)).
17	LGBTI+	It is an acronym that stands for lesbian, gay, bisexual, transgender, intersex and other sexuality, sex and gender diverse.
18	Local Bodies	Official institutions of the northern part of Cyprus, responsible for providing public services to citizens and migrants and to manage the Turkish occupied territory of the Republic of Cyprus.
19	Memorandum of understanding (MoU)	A Memorandum of Understanding is an agreement between two or more parties outlined in a formal document. It is not legally binding but signals the willingness of the parties to move forward with a contract or commitment. It can be seen as the starting point for negotiations as it defines the scope and purpose of the talks.
20	Migrant	An umbrella term, not defined under international law, reflecting the common law understanding of a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons. The term includes a number of well-defined legal categories of people, such as migrant workers; persons whose particular types of movements are legally defined, such as smuggled migrants; as well as those whose status or means of movement are not specifically defined under international law, such as international students. Note: At the international level, no universally accepted definition for "migrant" exists. The present definition was developed by IOM for its own purposes and it is not meant to imply or create any new legal category. ⁷
21	Monitoring and Evaluation (M&E)	Monitoring and Evaluation (M&E) is used to assess the performance of projects, institutions and programmes set up by governments, international organisations and NGOs. Its goal is to improve current and future management of outputs, outcomes and impact. Both are management tools with different purposes: Monitoring is a continuous assessment that aims at providing all stakeholders with early detailed information on the progress or delay of the ongoing assessed activities. Evaluation is a systematic and objective examination which is conducted on a monthly and/or yearly basis to assess outcomes and sometimes longer term impact and provide recommendations.

22	Palermo Protocol	Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention against Transnational Organized Crime (adopted 15 November 2000, entered into force 25 December 2003). It is the United Nations international document against trafficking in persons
23	Plan of Action	An action plan is a document that lists what actions must be taken or activities must be implemented in order to achieve a specific goal. The purpose of it is to clarify what resources are required to reach the goals, assign responsibilities, formulate a timeframe for when specific tasks need to be completed and determine which resources are required. It also helps managers “break” strategies into smaller and more manageable goals since it also delineates how progress towards the achievement of specific goals and objectives is to be monitored and eventually evaluated.
24	Potential victim	A person which indicators of trafficking in persons are visible (e.g. the passport was withheld, the person show signs of physical or psychological harm, the person cannot leave the work place without surveillance, the person is in debt bondage with her/his employer) but was not yet “officially” identified by authorities as “victim” of trafficking in persons, considering that the assessment or scanning process is still on going. The relevance of identifying potential victims is to prevent more harm, providing for early identification and the protection of the victim at an early stage.
25	Reflection period	Period in which the victim may decide whether to cooperate with the officials with his/her free will. It is supposed to serve the victim to be freed from the negative impacts of the crime, recover from trauma and remain safe from the traffickers, at least sufficiently to decide whether he/she is willing to contribute to the criminal justice system with information concerning his/her case. It serves the victim to make informed decisions about whether to take legal action against the trafficker and to pursue legal proceedings. In some states, it is a 30 day period; in others, a 60 day period, within which the victim is granted temporary residence permit if a foreigner to the state where he/she was identified.

26	Refugee	According to Article 1 of the 1951 UN Convention, ⁸ as modified by the 1967 Protocol, ⁹ a refugee is defined as a person who 'owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country.' In addition to individuals recognized as refugees under the 1951 Convention, UNHCR's mandate also explicitly extends protection to those that are fleeing from conflict, generalized violence, or other circumstances that have seriously disturbed public order. ¹⁰ It is noted that refugee status determination is of a declaratory nature. Any person is a refugee within the framework of a given instrument if s/he meets the criteria of the refugee definition in that instrument, whether s/he is formally recognized as a refugee or not. ¹¹
27	Roadmap	A roadmap is a bridge (or link) between strategy and execution. It visualizes the key outcomes that must be delivered over a particular time horizon in order to achieve the strategic vision (or the Strategy Plan). It helps to articulate what must be changed and why it must be changed, and in what sequence the change should be carried out. It supports the implementation of the Action Plan.
28	Seasonal migrant worker	A migrant worker whose work, or migration for employment is by its character dependent on seasonal conditions and is performed only during part of the year. ¹²
29	Sex worker	A person who works in the sex sector, providing direct or indirect sexual services. Sex workers are adults who receive money or goods in exchange for consensual sexual services or erotic performances, either regularly or occasionally. Some sex workers are paid to engage in sex acts or sexually explicit behavior which involves varying degrees of physical contact with clients; pornographic models and actors who engage in sexually explicit behavior which is filmed or photographed. Sex work only refers to voluntary sexual transactions; thus the term does not refer to human trafficking and other coerced or nonconsensual sexual transactions. Children cannot engage in sex work and if so, should be identified as victims of sexual exploitation (or trafficking in persons for sexual exploitation) and should be assisted and protected. Finally, in some states, sex work is a recognized occupation.

⁸UN General Assembly, Convention Relating to the Status of Refugees, 28 July 1951, United Nations, Treaty Series, vol. 189, p. 137.

⁹UN General Assembly, Protocol Relating to the Status of Refugees, 31 January 1967, United Nations, Treaty Series, vol. 606, p. 267.

¹⁰UN High Commissioner for Refugees (UNHCR), Note on the Mandate of the High Commissioner for Refugees and his Office, October 2013, page 3.

¹¹UN High Commissioner for Refugees (UNHCR), Note on Determination of Refugee Status under International Instruments, 24 August 1977, EC/SCP/5.

¹²Source: International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (adopted 18 December 1990, entered into force 1 July 2003).

30	Standard Operating Procedures (SOPs)	A written method of controlling a practice in accordance with predetermined specifications to obtain a desired outcome. It is an essential element for counter-trafficking in persons because it provides frontline actors with a step-by-step list/ information concerning what to do, how to act, who to refer, where to go, in case of identification of a (potential) victim of trafficking in persons.
31	Strategy Plan	Strategy Plan is a management tool that states the major objectives to be pursued in the context of a certain public policy, or private initiative. It serves to outline the vision for the future, prioritize goals, support resourcing decisions and most of all, unite local bodies, CSOs , other stakeholders and citizens around a shared vision. In other words, it describes the commitment or intention of local bodies and CSOs in the northern part of Cyprus and highlights priorities for action.
32	Trafficking in persons (Human Trafficking, Trafficking of human beings)	The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. ¹³ Any person who enables someone to enter in the Trafficking country or go abroad or kidnap or transport or transfer or harbour someone by threat, pressure, force or violence, undue influence, deception or abuse of power or of a position of vulnerability in order to force them into labour or to prostitution or to serve for others or to subject into servitude or slavery or removal of organs, commits a serious crime called Human Trafficking and, if convicted, is sentenced up to 10 (ten) years imprisonment or punished with a punitive fine or both." ¹⁴
33	Trade union	Also called labour union, association of workers in a particular trade, industry, or company created for the purpose of securing improvements in pay, benefits, working conditions, or social and political status through collective bargaining. ¹⁵ It means workers' organization constituted for the purpose of furthering and defending the interests of workers. ¹⁶

¹³Source: Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention against Transnational Organized Crime (adopted 15 November 2000, entered into force 25 December 2003).

¹⁴Source: art.254B of the "Penal code" of the northern part of Cyprus.

¹⁵Source: Encyclopaedia Britannica. Available at: <https://www.britannica.com/topic/trade-union>.

¹⁶Source: ILOSTAT. https://www.ilo.org/ilostat-files/Documents/description_IR_EN.pdf

34	Transitional Shelter/Housing	Transitional Shelter/Housing refers to a supportive – yet temporary – type of accommodation that is meant to offer temporary housing for people affected by conflict, natural disasters, violence (including domestic violence and trafficking in persons), who have lost or abandoned their housing until they can return to or recover acceptable permanent accommodation. Besides a place to sleep, It may offer supervision, support, life skills, and in some cases, education and training. It is an intermediate step between emergency crisis shelter and permanent housing. It is more long-term, service-intensive and private than emergency shelters, yet remains time-limited to stays of three months to three years. It is meant to provide a safe, supportive environment where residents can overcome trauma and begin to rebuild their support network.
35	Unaccompanied children	Children, as defined in Article 1 of the Convention on the Right of the Child, who have been separated from both parents and other relatives and are not being cared for by an adult who, by law or custom, is responsible for doing so. ¹⁷
36	Victim of Trafficking in person	Any natural person subject to trafficking in human beings, regardless of whether the perpetrator is identified, apprehended, prosecuted or convicted. Source: Adapted from Council of Europe Convention on Action Against Trafficking in Human Beings (adopted 16 May 2005, entered into force 1 February 2008) CETS No. 197, Art. 4(e).
37	Victims of Trafficking in Persons Fund	Potential resources for the fund are: state budget, traffickers seized profit and assets, work permit fees/insurance, inter alia.
38	Victim-witness	A person who has suffered a crime and has information or evidence concerning it, providing his/her knowledge to police.

¹⁷Source: Adapted from Committee on the Rights of the Child, General Comment No. 6: Treatment of Unaccompanied and Separated Children Outside their Country of Origin 1 September 2005 CRC/GC/2005/6, para. 7.

39	Voluntary return	The assisted or independent return to the country of origin, transit or another country based on the voluntary decision of the returnee. ¹⁸
40	Vulnerable group	Depending on the context, any group or sector of society (such as children, the elderly, persons with disabilities, ethnic or religious minorities, migrants, particularly those who are in an irregular situation, or persons of diverse sex, sexual orientation and gender identity (SSOGI)) that is at higher risk of being subjected to discriminatory practices, violence, social disadvantage, or economic hardship than other groups within the State. These groups are also at higher risk in periods of conflict, crisis or disasters. ¹⁹
41	Vulnerable migrant	Migrants who are unable to effectively enjoy their human rights, are at increased risk of violations and abuse and who, accordingly, are entitled to call on a duty bearer's heightened duty of care. ²⁰
42	Working Groups and CSOs liaising Unit	Unit under the CT Branch responsible to ensure participation of CSOs in consultation processes and exchange of data and information with CSOs

¹⁸Source: Adapted from International Organization for Migration, Assisted Voluntary Return and Reintegration Handbook (internal publication, unpublished 2010), p. 10.

¹⁹Source: International Organization for Migration (IOM) Glossary on Migration. 2019. Available at: https://publications.iom.int/system/files/pdf/iml_34_glossary.pdf.

²⁰Source: Adapted from High Commissioner for Human Rights, Principles and Practical Guidance on the Protection of the Human Rights of Migrants in Vulnerable Situations, Report of the United Nations High Commissioner for Human Rights to the Human Rights Council (3 January 2018) UN Doc. A/HRC/37/34, para. 12.

INFORMATION ABOUT THE COMMIT PROJECT

The COMMIT Project – Coordinated Measures and Mechanisms for Anti-trafficking Project has the objective “to contribute to efforts to increase knowledge on and generate effective and coordinated response to all forms of trafficking in human beings (THB)” in the northern part of Cyprus.

Under cluster 1, result 1 of the COMMIT project, there are four activities that involve this consultancy.

This deliverable concerns Activity A1.1.5, namely: “Drafting action plan and monitoring plan”.

THE ACTION PLAN AND MONITORING PLAN

The Action Plan of the northern part of Cyprus is the head, hearts and hands of the Strategy Plan. It delineates the strategic goals/actions that must be taken to achieve the objectives; it identifies who is responsible for implementing the activities, resources and timeframe, which are required for their implementation; it also delineates how progress towards the achievement of specific goals and objectives is to be monitored and eventually evaluated. Concentration areas are a compilation of major initiatives and projects implemented under a particular topic of concern. The Strategy Plan and Action Plan are divided under four concentration areas, according to the Description of Action under the COMMIT project. The four areas include the 4 Ps of a comprehensive counter trafficking policy (prevention, protection, prosecution and partnership), as follows:

- 1** **Supporting framework:** covers the legal background that is essential to tackle trafficking in persons in the northern part of Cyprus. It includes needs for new legislation and reform in the legal framework of the northern part of Cyprus. It also includes needs for reform in the coordination structures of local bodies.
- 2** **Prevention:** covers goals and objectives, which are essential for preventing trafficking in persons, such as awareness raising campaigns, training and other activities to enhance identification of potential victims and improving an anti-trafficking view.
- 3** **Support and Protection:** covers goals and specific objectives in order to provide effective support and protection to victims and potential victims of trafficking in persons. Provisions such as shelter, access to education, to the labour market, to health care, or measures for social integration are included.
- 4** **Prosecution Measures:** covers measures to enhance investigation and prosecution of traffickers such as investments in new investigation techniques, judicial and legal support to victims, resources to law enforcement and labour inspectors to monitor and conduct rescue operations, inter alia.

Concentration areas are divided in strategic goals, objectives and activities, which were elaborated based on the consultation/validation meetings with stakeholders (local bodies and CSOs) of the northern part of Cyprus.

Strategic goals are goals to reach during the implementation of the Strategy and Action Plans.

Objectives are priorities to accomplish, under each specific goal; and Activities describe actions that must be taken to achieve those objectives.

Under each activity, there is one stakeholder **responsible** for implementation. For some activities, there will be more than one stakeholder under the column "responsible". The first stakeholder mentioned under the activity is the main responsible and the others are collaborators and/or beneficiaries.

In order to delineate how the progress towards the achievement of the strategic goals and the objectives is to be monitored and evaluated, under each activity there are specified **"goals for monitoring implementation."**

Under each activity, there is also a **timeframe**. The timeframe for implementation of The Strategy and Action Plans of the northern part of Cyprus is five years, whereas most activities concerning the concentration area "supporting framework" should be implemented in the first year in order to create the basis for implementation of the Strategy and Action Plans as a whole.

This document also includes information about how to monitor and evaluate the implementation of the Strategy and Action Plans, with the suggestion of a monitoring template.

We truly hope that this Strategy and Action Plans will substantially contribute to counter trafficking in persons in the northern part of Cyprus, protect victims and save lives.

COUNTER-TRAFFICKING STRATEGY AND ACTION PLAN OF THE NORTHERN PART OF CYPRUS

I Supporting Framework

Strategic Goal I: Co-ordination Structures	To institutionalise the co-ordination of counter-trafficking measures taken by local bodies and civil society organisations (CSOs) in the northern part of Cyprus and the effective co-operation between these actors.			
Objective	Activity	Responsible	Goals for monitoring implementation	Timeframe
I.1. To coordinate local bodies that work in the field of counter-trafficking and ensure participation of CSOs in consultation processes and exchange of data and information.	a) Establish a Counter-trafficking Branch, divided into: <ol style="list-style-type: none"> 1. Counter-Trafficking Coordination Unit. 2. Counter-Trafficking Information and Research Unit. 3. Working Groups and CSOs liaising Unit. 4. Counter-Trafficking for forced labour Unit. b) Organise working groups with CSOs.	Local body responsible for interior affairs.	•Counter-trafficking Branch implemented and operational •Organisation of 2 meetings with CSOs per year of implementation	1st year 1st-5th years of implementation
	c) Establish Counter-trafficking Commission, composed of 12 members, 6 from local bodies and 6 from CSOs.		•Counter-trafficking Commission implemented and operational	
	d) Organise meetings with local bodies that work in the field of counter-trafficking.		•Organisation of 3 meetings with local bodies per year	
	e) Map and disseminate roster of CSOs, local bodies and IOs working in the field of counter-trafficking.		•Mapping of CSOs, local bodies and IOs yearly updated	
	f) Map and disseminate list of projects/ measures implemented in the field of counter-trafficking.		•Mapping of projects/ measures yearly updated	
I.2. To establish officially binding mechanisms to formalise the co-operation between local bodies, CSOs and IOs involved in victim and victim-witnesses support and protection and investigative and crime prosecution measures.	a) Prepare MoU between different actors, e.g.: Counter-trafficking Branch and CSOs participating in the Working Groups / CSOs participating in the Working Groups and relevant local bodies for implementation of local legal text / Counter-trafficking Branch and "Prosecutors".	Local body responsible for interior affairs / CSOs / Prosecutors	•10 MoU signed	1st year

Strategic Goal 2: Legal and regulatory framework	To establish the legislation and regulations necessary to protect victims of trafficking and to counter trafficking in persons.			
2.1.: To establish migration and counter-trafficking legislation that complies with international/ EU instruments against trafficking in persons and with international/ EU human rights standards.	a) Draft local legal text on counter trafficking according to the Palermo Protocol and the CoE Convention on Action against Trafficking in Human Beings, defining the crime of trafficking in persons accordingly and including the provision of victim's rights (inter alia reflection period, temporary residence status independent from victim's contribution to the criminal justice system, provision of social, medical, psychological and legal advice and/or aid, legal representation, access to compensation schemes and right for compensation, protection from retaliation, shelter, safe and voluntary return).	Counter-trafficking Commission / Working groups and CSOs liaising Unit.	<ul style="list-style-type: none"> •Establishment of Working Group to Draft Legal Text •Organisation of 12 meetings (2 per month) 	First semester of 1 st year of implementation
	b) Submit Drafted local legal text on counter trafficking to the representatives of T/C community and lobby for approval.		<ul style="list-style-type: none"> •Organisation of minimum 4 events/ meetings with members of the T/C community to discuss the draft legal text and lobby for approval Local legal text on counter-trafficking legal text enacted	2 nd year
	c) Draft local legal text establishing the "Victims of Trafficking in Persons Fund". Potential resources for this fund are: local bodies budget, traffickers seized profit and assets, work permit fees/insurance, inter alia. ²¹	Counter-trafficking Commission / Working groups and CSOs liaising Unit.	<ul style="list-style-type: none"> •Establishment of Working Group to Draft Legal Text •Organisation of 6 meetings (2 per month) 	First semester of 1 st year of implementation

²¹This list of "potential resources" is exemplary, not exhaustive. Legal text will define the adequate resources of the Victims of Trafficking in Persons Fund.

	d) Submit Drafted local legal text establishing the "Victims of Trafficking in Persons Fund" to the representatives of T/C community and lobby for approval.		<ul style="list-style-type: none"> •Organisation of 1 event/meeting with members of the T/C community to discuss the draft legal text and lobby for approval •Local legal text on counter-trafficking legal text enacted 	2 nd year
	e) Draft local legal text on criminal justice cooperation. (covering inter alia, basis for seizure and confiscation of objects used and proceeds derived from trafficking in persons, application of pro active investigation techniques, "legal instruments" for joint investigation/ international cooperation)	Local Legislation Board.	<ul style="list-style-type: none"> •Recruitment of criminal justice experts to support drafting Legal text •Organisation of 3 meetings/workshops to discuss Draft Legal text 	2 nd year
	f) Submit Draft local legal text on criminal justice cooperation to the representatives of T/C community and lobby for approval.		<ul style="list-style-type: none"> •Organisation of minimum 4 events/ meetings with members of the T/C community to discuss the draft legal text and lobby for approval Criminal Justice Cooperation Legal Framework enacted 	3 rd year
	g) Draft legal text on international protection and refugee rights with a human rights centered approach.	Counter-trafficking Commission / Working groups and CSOs liaising Unit	<ul style="list-style-type: none"> •Recruitment of International Protection and Refugee Rights Experts to support drafting Legal text •Organisation of 3 meetings/workshops to discuss Draft Legal text 	First semester of 1 st year of implementation
	h) Submit draft legal text on international protection and refugee rights to the representatives of T/C community and lobby for approval.		<ul style="list-style-type: none"> •Organisation of minimum 4 events/ meetings with members of the T/C community to discuss the draft legal text and lobby for approval of legal text on international protection and refugee rights enacted 	1 st year

2.2.: To establish legislation that complies with international principles and regulations on fair labour, fair recruitment and combat abusive labour recruitment.	a) Draft amendment to the local legal text on labour, in order to regularize recruitment agencies, so that they operate accordingly, following recruitment standards and with due respect to human rights.	Local body responsible for labour and social security.	•Prepare amendment to the local legal text on labour	2 nd year
	b) Draft local legal text to counter forced labour, labour exploitation and abusive practices of recruitment agencies, including, inter alia, labor market regulations, private employment agencies and recruitment industry regulations, and criminal and labour justice responses.	Counter-trafficking Commission / Working groups and CSOs liaising Unit.	•Recruitment of Labour migration, forced labour, labour exploitation and recruitment experts to prepare preliminary version of Draft Legal text •Organisation of 3 meetings/workshops to discuss Draft Legal text	2nd year
	c) Submit Draft local legal text to counter forced labour, labour exploitation and abusive practices of recruitment agencies to the representatives of T/C community and lobby for approval.		•Organisation of minimum 4 events/ meetings with members of the T/C community to discuss the draft legal text and lobby for approval of local legal text to counter forced labour, labour exploitation and abusive practices of recruitment agencies enacted	

Strategic Goal 3:
Information management and research

To ensure that information and data relevant to counter trafficking in persons are available, accessible to local bodies and CSOs involved and exchanged regularly.

Objective	Activity	Responsible	Goals for monitoring implementation	Timeframe
3.1.: To establish a central institution for the collection, analysis and distribution of relevant information and data concerning trafficking in persons at central level.	a) Establish a Counter-trafficking Information and Research Unit, under the Counter-trafficking Branch.	Local body responsible for interior affairs.	•Counter-trafficking Information and Research Unit implemented and operational	1 st year

3.2.: To institutionalise information exchange between local bodies and CSOs in charge/responsible for counter-trafficking policies.	a) Prepare MoU between: Counter-trafficking actors of local bodies and CSOs compromising on flows for exchange of information.	Counter-trafficking Information and Research Unit	•10 MoU signed	2 nd year
	b) Amendment/Revision of online system for exchange of information between local body responsible for labour and social security and local body responsible for interior affairs and expansion of current agreement.	Counter-trafficking Information and Research Unit/ Local body responsible for labour and social security	•Counter-trafficking Information and Research Unit implemented and operational	2 nd year
3.3.: To increase/strengthen research and studies on all areas of the anti-trafficking response.	a) Prepare Annual Reports with most relevant (and available) trafficking in persons' data.	Counter-trafficking Information and Research Unit	•Four Annual Reports prepared	2nd-5th years of implementation
	b) Conduct Research on Trafficking in Persons in the northern part of Cyprus, focused on various different aspects. (to be decided according to priorities)	Counter-trafficking Branch	•3 researches conducted	1st-5th years of implementation

Strategic Goal 4: Resource and budget mobilization

To secure all resources necessary to implement the Counter-Trafficking Strategy and Action Plan of the northern part of Cyprus.

Objective	Activity	Responsible	Goals for monitoring implementation	Timeframe
4.1.: To have an overview of the total costs (material and financial) for the implementation of the Counter-Trafficking Strategy and Action Plan.	a) Prepare resource plan for the implementation of the Counter-Trafficking Strategy and Action Plan.	Counter-trafficking Commission / Local Bodies	•Four Resource Plans prepared, one per year of implementation	2nd-5th years of implementation
4.2.: To increase the resource allocation for the implementation of the Action Plan within the budgets of the various local bodies.	a) Promote participation of representatives of the Counter-trafficking Commission in the elaboration of the budget of local bodies, to guarantee investment in counter-trafficking policies/actions.	Local Bodies/ Counter-trafficking Commission	•2 % of the yearly budget of the local bodies invested in counter-trafficking policies/actions	1st-5th years of implementation

4.3.: To increase the special funding for the implementation of the Action Plan by various local bodies.	a) Allocate resources for the "Victims of Trafficking in Persons Fund".	Local Bodies/ Counter- trafficking Commission /	•0,5 % of the fees (work permits, insurance fees, court fines, etc...) charged by local bodies during their regular activities, allocated to the "Victims of Trafficking in Persons Fund"	1st-5th years of implementation
4.4.: To increase the funding for the implementation of the Action Plan by international donors.	a) Prepare counter-trafficking project proposals for funding consideration of international donors.	CSOs	•10 new project proposals funded by international donors, per year	1st-5th years of implementation

Strategic Goal 5:
Review, monitoring
and evaluation

To improve the Counter-Trafficking Strategy and Action Plan to adjust it to new requirements or changing situations.

Objective	Activity	Responsible	Goals for monitoring implementation	Timeframe
5.1.: To ensure review, monitoring and evaluation of the Counter-Trafficking Strategy and Action Plan regularly and make the necessary adjustments.	a) Prepare Terms of Reference for the Counter-Trafficking Commission under the local body responsible for interior affairs with the mandate to review, monitor and adjust the Action Plan.	Counter-Trafficking Commission.	•Terms of Reference drafted	First semester of implementation
	b) Prepare yearly monitoring and evaluation reports about the implementation of the Action Plan.	Counter-trafficking Commission.	•Four Monitoring and Evaluation Reports prepared	2nd-5th years of implementation
	c) Review the Action Plan.	Counter-trafficking Commission.	•Two Revisions of the Action Plan	3 rd and 5 th year

2 Prevention

Strategic Goal I: Awareness Raising and Education				
To raise awareness towards trafficking in persons, the risk of trafficking in persons and how to implement preventive measures.				
Objective	Activity	Responsible	Goals for monitoring implementation	Timeframe
I.I.: To raise the awareness of the public in general and main stakeholders - local bodies and CSOs - working with vulnerable groups towards trafficking in persons.	a) Prepare an Awareness Raising Roadmap, with comprehensive awareness raising activities, tailor made to fit the targeted group (e.g. public in general, local bodies, CSOs), with information on the crime of trafficking in human beings, with a human rights-based approach, gender-sensitive, promoting empowerment of vulnerable group.	Counter-trafficking Branch / Trade Unions	•Action Plan drafted, with at least one awareness raising campaign per year of implementation	First semester of implementation
	b) Implement Awareness Raising Campaigns targeting: ²² Public in general ; •Families; •Children; •Local bodies; •CSOs acting in the field of counter-trafficking, migrants and refugee rights.		•4 awareness raising campaigns implemented / one per year of implementation	2nd-5th years of implementation
	c) Implement Survey to measure the knowledge about human trafficking and monitor effectiveness of awareness campaigns among local bodies and CSOs workers.		•Survey sample: 4000 participants	
	d) Conduct training with the media about trafficking in human beings to raise awareness on how to portray cases and how to provide support for prevention and victim identification.		•One training per year of implementation	2nd-5th years of implementation

²²This list is exemplary, not exhaustive. During implementation, stakeholders should decide specifically which groups to target.

I.2.: To raise the awareness of vulnerable groups towards the risk of trafficking in persons.	a) Implementation Awareness Raising Campaigns targeting: ²³ <ul style="list-style-type: none"> • Vulnerable migrants • Refugees • International students • Hostess, dancers, barmaids (entertainment sector) • Sex workers • LGBTI+ • Identified victims and potential victims under support programs. 		<ul style="list-style-type: none"> • 2 awareness raising campaigns implemented / one every two years of implementation 	2nd-5th years of implementation
	b) Conduct a survey to measure the level of knowledge regarding human trafficking and monitor the effectiveness of awareness campaigns among vulnerable groups.	Universities / Independent Research institutes.	<ul style="list-style-type: none"> • Survey sample: 2000 participants from vulnerable groups 	

Strategic Goal 2: Reduction of Vulnerability

To reduce the vulnerability to trafficking and re-trafficking.

Objective	Activity	Responsible	Goals for monitoring implementation	Timeframe
I.1.: To increase awareness of vulnerable groups on precautions that they can take in order to lower the risk of being trafficked.	a) Promote educational activities about migrants' rights, migrants' labour rights, how to prevent trafficking in persons, human trafficking indicators and measures to take in case of victimisation, targeting vulnerable groups (e.g. vulnerable migrants, refugees, asylum-seekers, unaccompanied migrant children, sex workers, international students and LGBTI+ persons).	Counter-trafficking Branch / Local bodies/ CSOs/ Trade Unions Universities.	<ul style="list-style-type: none"> • 8 (two per year) educational activities implemented / per year of implementation 	2nd-5th years of implementation

²³This list is exemplary, not exhaustive. During implementation, stakeholders should decide specifically which groups to target.

<p>2.2.: To promote gender equality and reduce discrimination of women, LGBTI+ persons, migrants and refugees.</p>	<p>b) Produce material with information about migrants' rights and human trafficking (indicators and what to do in case of victimisation) at the entry points/border control and relevant public services (e.g. health districts, police stations, labour and social security supporting units). Material shall be produced in foreign languages (e.g. English, Russian, French, Arabic, Filipino, Bengali, Kurdish, Urdu, Hindi, Filipino, Vietnamese).</p>		<p>•Publication of 50.000 informative brochures/ 10.000 per year of implementation / E-brochures</p>	
	<p>c) Distribute the informative material above detailed, targeting places of circulation of vulnerable groups.</p>	<p>Local bodies/ CSOs / Trade Unions Universities.</p>	<p>•Distribution of 50.000 informative brochures / 10.000 per year of implementation</p>	
	<p>d) Implement Survey to measure the knowledge about preventive measure (e.g. the need to verify the legitimacy of job offers, migrants' and labour rights in the northern part of Cyprus, signs of human trafficking, what to do in case of victimisation) and monitor effectiveness of educational activities and informative material among vulnerable groups.</p>	<p>Universities / Independent Research institutes.</p>	<p>•Survey sample: 2000 participants from vulnerable groups</p>	
	<p>a) Implement Awareness Raising Campaigns to promote the change of the public discourse and counter hate-speech against women, LGBTI+ persons, migrants and refugees, targeting the public in general.</p>	<p>Local bodies/ CSOs / Trade Unions Universities.</p>	<p>•4 awareness raising campaigns implemented / one every two years of implementation</p>	<p>2nd-5th years of implementation</p>

2.3.: To promote safe recruitment of migrant workers engaged in the "at risk" labour sectors in the northern part of Cyprus, inter alia, entertainment and tourism sectors, agricultural and construction sectors.	a) Promote educational activities, disseminating legal migration schemes and the risks of irregular migration channels, targeting sex workers, hostesses, barmaids, dancers, seasonal migrant workers in various sectors.	Counter-trafficking Branch / Migration Department under the local body responsible for interior affairs / Trade Unions.	•4 educational activities implemented / one per year of implementation	2nd-5th years of implementation
	a) Produce brochures with information about legal migration schemes and the risks of irregular migration channels at the entry points/border control and relevant public services (e.g. health districts, police stations, local body responsible for labour and social security supporting units) targeting sex workers, hostesses, barmaids, dancers, seasonal migrants workers in various sectors. Material shall be produced in foreign languages (e.g. English, Russian, French, Arabic, Filipino, Bengali, Kurdish, Urdu, Hindi, Filipino, Vietnamese).		•Production and distribution of 50.000 informative brochures/ 10.000 per year of implementation / E-brochures	2nd-5th years of implementation
	c) Distribute the informative brochures above detailed, targeting places of circulation of sex workers, hostesses, barmaids, dancers, seasonal migrants workers in various sectors.	Local bodies / CSOs / Trade Unions / Universities.		2nd-5th years of implementation

Strategic Goal 2:
Reduction of
Vulnerability

To reduce the vulnerability to trafficking and re-trafficking.

Objective	Activity	Responsible	Goals for monitoring implementation	Timeframe
3.1.: To improve and enforce regular control and monitoring of the labour market.	a) Draft Roadmap to combat human trafficking for forced labour in the northern part of Cyprus.	Local body responsible for labour and social security.	•Roadmap drafted	First year of implementation
	b) Increase the number of labour inspectors working for the local body responsible for labour and social security.		•At least 50 new labour inspectors hired	2 nd year of implementation
	c) Conduct and increase the number of labour inspections in the private sector, at sectors where exploitation occurs most often, such as the construction sector, entertainment sector, agriculture sector.		•200 labour inspections conducted per year of implementation	2nd-5th years of implementation
3.2.: To increase the ability of detecting potential cases of trafficking in human beings , victims of trafficking in human beings and perpetrators at the border.	a) Conduct training with border management, border frontline officers and labour inspectors on trafficking in human beings (trafficking in human beings indicators, screening and referral mechanisms).	Counter-trafficking Branch / Migration Department under the local body responsible for interior affairs.	•4 training per year of implementation	2nd-5th years of implementation

3 Measures for Support and Protection of Victims and Victim-Witnesses

Strategic Goal I: Victim identification systems				
To ensure the early identification of victims of trafficking in persons in the northern part of Cyprus.				
Objective	Activity	Responsible	Goals for monitoring implementation	Timeframe
I.I.: To improve the ability of "police", "prosecutors" and other local bodies to identify victims of trafficking in human beings in all its forms.	a) Conduct training with "police", "prosecutors" and local bodies on trafficking in persons (legal framework, indicators, referral mechanisms, protection programs and victims' rights).	Counter-trafficking Branch / "Prosecutors" and other local bodies.	•2 training per year of implementation	2nd-5th years of implementation
	b) Include the topic of "trafficking in human beings" in the training curricula of local bodies or in the in service training, in line with international human rights standards and best practices.	Local bodies / "Prosecutors".	•Topic of "trafficking in persons" in the training curricula of local bodies by the 3rd year of implementation of the action plan	3 rd year of implementation
	c) Prepare and disseminate Standard Operating Procedures (SOPs) for the identification of victims of trafficking in human beings within vulnerable groups and referral.	Counter-trafficking Branch.	•Distribute SOPs by the 1st year of implementation	1 st year of implementation
	d) Conduct training on SOPs for the identification of victims of trafficking in human beings within vulnerable groups and referral mechanisms.		•1 training in the 1st year of implementation	

1.2.: To improve the ability of CSOs, private sector and universities to refer potential victims of trafficking in human beings to the Counter-trafficking Branch, "police", "prosecutors" and other Local Bodies.	a) Conduct training with CSOs, private sector and universities on trafficking in human beings (legal framework, indicators, referral mechanisms, protection programs and victims' rights).	Counter-trafficking Branch / CSOs / Universities	•1 training per year of implementation	2nd-5th years of implementation
	b) Prepare and disseminate Guidelines on Victims Identification to CSOs, private sector and Universities.	Counter-trafficking Branch	•Publication and dissemination of 10.000 Guides by the 1 st year of implementation	1 st and 2 nd year of implementation

Strategic Goal 2:
Reflection/recovery period and residence status

To ensure the legal stay of (potential) victims of trafficking in human beings in the northern part of Cyprus, irrespective of their willingness to co-operate with the authorities in criminal proceedings.

Objective	Activity	Responsible	Goals for monitoring implementation	Timeframe
2.1.: To ensure the implementation of the respective local legal text / regulations for the granting of a reflection period of at least three months to all presumed victims of trafficking.	a) Provide training on the rights of victims of trafficking in persons, including the relevance of the reflection period, to frontline actors/officers.	Counter-trafficking Branch / Prosecutors and other local bodies	•2 training per year of implementation (can be together with objective 1.1 of strategic goal 1)	2nd-5th years of implementation
	a) Provide legal assistance to victims of trafficking in persons.	Counter-trafficking Branch / CSOs.	•MoU with the Bar Association to provide legal assistance to victims of trafficking in persons free of charge	
2.2.: To ensure the implementation of the respective local legal text/ regulations for the granting of a temporary residence status following the reflection period to all identified victims of trafficking.	a) Provide training on the rights of victims of trafficking in persons, including information on the temporary residence status, to frontline actors/officers.	Counter-trafficking Branch / Prosecutors and other local bodies.	•2 training per year of implementation (can be together with objective 1.1 of strategic goal 1 and objective 2.1 of strategic goal 2)	2nd-5th years of implementation
	b) Provide legal assistance to victims of trafficking in persons.	Counter-trafficking Branch / CSOs.	•MoU with the Bar Association to provide legal assistance to victims of trafficking in persons free of charge	

2.3.: To ensure the access of all presumed victims of trafficking to emergency and short-term needs, such as health care, food, safe and temporary accommodation	a) Implement shelter to provide safe and temporary accommodation to victims of trafficking in persons.	Counter-trafficking Branch / Local body responsible for labour and social security / Social Services Departments / CSOs	•Implementation of two shelters with a capacity of 30 persons / victims of trafficking in persons each (for males and females)	2nd year of implementation
	b) Enhance the capacity of the health sector to provide health care to victims of trafficking in human beings by providing training on trafficking in human beings (legal framework, indicators, referral mechanisms, protection programs and victims' rights) to frontline health workers.	Counter-trafficking Branch / Local body responsible for health.	•1 training per year of implementation	1st year of implementation

Strategic Goal 3:
Social support and protection to all victims of trafficking

To ensure the social support, assistance and protection of all victims of trafficking, irrespective of their willingness to co-operate with the authorities in criminal proceedings.

Objective	Activity	Responsible	Goals for monitoring implementation	Timeframe
3.1.: To ensure the access of all (potential) victims of trafficking in human beings to basic needs and fundamental rights, such as food, shelter and safe accommodation, health care, education, vocational training and livelihood opportunities.	a) implement "Transitional Shelters/ Housing" to host potential victims during assessment or before assisted and voluntary return to country of origin.	Counter-trafficking Branch / Local body responsible for labour and social security / Social Services Departments / CSOs.	•Implementation of one "Transitional Shelter/ Housing" with a capacity of 30 persons / victims of trafficking	2nd year of implementation
	b) Implements shelter to provide safe and temporary accommodation to (potential) victims of trafficking in persons.		•Implementation of two shelters with a capacity of 30 persons/ victims of trafficking in persons each	2nd year of implementation

3.2.: To ensure the physical safety of all victims of trafficking.	c) Implement cash assistance program to identified victims of trafficking in persons.	Counter-trafficking Branch / Local body responsible for labour and social security / Social Services Department.	•30 victims of trafficking in persons benefitting from cash assistance program per year of implementation	2nd-5th years of implementation
	b) Prepare and disseminate Guidelines on Victims Identification to CSOs, private sector and Universities.	Counter-trafficking Branch.	•Publication and dissemination of 10.000 Guides by the 1 st year of implementation	1 st and 2 nd year of implementation
	a) Implement Shelter to provide safe and temporary accommodation to (potential) victims of trafficking in persons.	Counter-trafficking Branch / Local body responsible for labour and social security / Social Services.	•40 victims with special security needs protected	
	a) Ensure preparation of individual safety plan according to victim's protection needs.	Department / CSOs.		
	a) Provide legal assistance to victims of trafficking in persons.	Counter-trafficking Branch / CSOs.	•MoU with the Bar Association to provide legal assistance to victims of trafficking in persons and represent them in court free of charge	2nd-5th years of implementation
3.3.: To ensure that all victims of trafficking are informed about their rights.	b) Produce brochures with information about victim's rights.	Counter-trafficking Branch.	•Publication and dissemination of 50.000 informative brochures / 10.000 per year of implementation	

3.1.: To establish specific training on social support, assistance and protection of victims of trafficking in persons focused on victims' vulnerabilities and special needs.	a) Distribute brochures with information about victim's rights at the entry points/border control and relevant public services (e.g. health districts, "police stations", local body responsible for labour and social security supporting units) targeting groups at risk of trafficking in persons (inter alia, sex workers, hostesses, barmaids, dancers, seasonal migrants workers) and sectors where exploitation occurs most often (inter alia, construction sector, entertainment sector, agriculture sector).	Local bodies CSOs / Universities.		
	a) Prepare and disseminate Standard Operating Procedures (SOPs) for the provision of support to victims of trafficking in persons, focused on victims' vulnerabilities and special needs, covering case management, referral to vocational and educational programs, health services and other local bodies, preparation of individual safety plan.	Counter-trafficking Branch / CSOs.	•Publication and dissemination of 10.000 Guides by the 1 st year of implementation	2nd-5th years of implementation
	b) Provide Training on Standard Operating Procedures (SOPs) to service providers/ officers working with direct assistance, from local bodies (e.g. social services department, immigration police, judicial police) and CSOs,	Counter-trafficking Branch / Local bodies / CSOs.	•2 training per year of implementation	

Strategic Goal 4: Return, (re) integration and social inclusion				
To reduce the risk of victims of trafficking to be re-victimised and/or re-trafficked.				
4.1.: To establish voluntary return programs for victims of trafficking in persons.	a) Draft Assisted and Voluntary Return and Reintegration (AVRR) Program for the return and reintegration of victims of trafficking in human beings, to their countries of origin or resettlement to third countries.	Counter-trafficking Branch with the support of International Organisations and CSOs in the northern part of Cyprus.	•30 victims of trafficking in persons benefit from the AVRR Program per year of implementation	1 st year of implementation
	b) Implement Assisted and Voluntary Return and Reintegration (AVRR) Program for the return and reintegration of victims of trafficking in persons, to their countries of origin or resettlement to third countries.		•30 victims of trafficking in persons benefit from the AVRR Program per year of implementation	2 nd year of implementation
4.2.: To facilitate the (re)integration and social inclusion of victims of trafficking in persons.	a) Draft AVRR Monitoring Program.	Counter-trafficking Branch with the support of International Organisations and CSOs in countries of origin.	• 30 victims of trafficking in persons are formally employed or with a remunerated occupation six months after return, per year of implementation	1st year of implementation
	b) Monitor return of victims of trafficking in persons to their countries of origin and follow up their social reintegration, by providing social, psychological and legal support in the countries of origin or resettlement countries.		•30 victims of trafficking in persons are engaged in psychological, social and legal protection programs of countries of origin or resettlement countries, per year of implementation	2nd – 5th year of implementation

4 Investigation and Prosecution Measures

Strategic Goal 1: Proactive and reactive investigation				
To increase the application of proactive and reactive investigation techniques.				
Objective	Activity	Responsible	Goals for monitoring implementation	Timeframe
I.1.: To increase the capability of "police" to investigate trafficking in persons cases and protect/refer victims I.2.: To increase the knowledge and skills of "police" about proactive and reactive investigation techniques and their importance for the investigation of trafficking cases	a) Establish Counter-Trafficking in Persons investigation Unit under the Police Department.	"General Directorate of Police".	•Counter-Trafficking in Persons investigation Unit established	2nd- 3rd years of implementation
	b) Conduct training with "police" about proactive and reactive investigation techniques in trafficking in persons cases.	Counter-trafficking Branch / "Prosecutors".	•1 training per year of implementation	2nd-5th years of implementation
Strategic Goal 2: International law enforcement and judicial co-operation				
To increase the co operation with other states in the field of investigation and criminal prosecution				
2.1.: To increase the ability of "police" and "judges" to co operate with police and justice authorities at the international level	a) Prepare MoU between the northern part of Cyprus and Turkey for the exchange of information about trafficking in persons cases between judicial authorities and "police".	Local body responsible for foreign affairs.	•1 MoU signed	3rd-4th years of implementation
	b) Revise the current agreement between the two communities' law enforcement agencies (the northern part of Cyprus and the Republic of Cyprus) to improve exchange of information about trafficking in persons cases, namely through the existing Bicomunal Technical Committee on Crime and Crime Related Matters.	Local body responsible for foreign affairs.	•Local body responsible for foreign affairs	3rd-4th years of implementation

Strategic Goal 3: Prosecution and conviction of offenders				
To increase the prosecution and conviction of people involved in trafficking in persons.				
3.1.: To increase the knowledge of "police", "prosecutors", "judges" and labour inspectors on trafficking in persons. 3.2.: To strengthen the co operation between "prosecutors" and labour inspectors. 3.3.: To establish effective, proportionate and dissuasive criminal penalties for trafficking and crimes related to trafficking	a) Conduct training with "police", "prosecutors", "judges" and labour inspectors on trafficking in human beings (legal framework, indicators, referral mechanisms, protection programs and victims' rights).	Counter-trafficking Branch / Local body responsible for labour and social security	•2 training per year of implementation	2nd-5th years of implementation
	a) Draft MoU regarding exchange of information and cooperation for monitoring/inspection of labour market and working places, between local body responsible for labour and social security and the "prosecutors".	Local body responsible for labour and social security / "Prosecutors"	•1 MoU signed	1st year of implementation
	b) Draft roadmap to combat human trafficking for forced labour in the northern part of Cyprus within a cooperation framework. (together with act. 3.1 under Prevention		•Roadmap drafted (same as act. 3.1 under Prevention)	2nd-5th years of implementation
	c) Implement roadmap to combat human trafficking for forced labour in the northern part of Cyprus.		• 100 labour inspections conducted per year of implementation	2nd-5th years of implementation
	a) Prepare Counter-Trafficking Handbook to the "prosecutors" and "judicial authorities"	Counter-trafficking Branch / CSOs	• 1 training per year of implementation	3rd-5th years of implementation

Strategic Goal 4:

Legal redress and
compensation for
victims

To ensure the compensation of victims of trafficking.

4.1.: To increase the knowledge of the victims about the right to compensation and mechanisms to access.	a) Produce informative material to victims of trafficking in persons with information about trafficking in persons indicators, right to compensation and how to access "Victims of Trafficking in Human Beings Fund" in various foreign languages. (English, Russian, French, Arabic, Filipino, Bengali, Kurdish, Urdu, Hindi, Filipino, Vietnamese)	Counter-trafficking Branch / CSOs.	•Publication of 10.000 informative brochures/ 2.500 per year of implementation	2nd-5th years of implementation
	b) Distribute the informative material above detailed, targeting places of circulation of (potential) victims of trafficking in persons.	Local bodies/ CSOs / Bar Association.	•Distribution of 10.000 informative brochures/ 2.500 per year of implementation	2nd-5th years of implementation
4.2.: To ensure compensation and restoration of moral and material damages for victims of trafficking in human beings	a) Provide legal representation to victims of trafficking in persons, to file for compensation under the "Victims of Trafficking in Human Beings Fund" or at court, while placing compensation claims against traffickers.	CSOs / Bar Association.	•Provision of legal representation to 5 victims of trafficking in persons in court, per year of implementation	3rd-5th years of implementation

Strategic Goal 5:

Strategic Goal 5:
Police and judicial
treatment of victims
and victim-witnesses

To ensure the adequate and non-discriminatory treatment of victims by
"police", "prosecutors" and "judicial authorities".

5.1.: To ensure an anti-discriminatory and human rights led approach of "police", "prosecutors" and "judges" dealing with victims of trafficking in human beings	a) Conduct training on victims' rights, gender responsive and human rights oriented investigation and prosecution measures, with "police", "prosecutors" and "judges" dealing with victims of trafficking in human beings.	Counter-trafficking Branch.	•2 training per year of implementation (can be together with objective 1.1 of strategic goal 1, objective 2.1 and 2.2, of strategic goal 2 under concentration area 4 (Measures for Support and Protection of Victims and Victim-Witnesses))	2nd-5th years of implementation
	b) Conduct qualitative research with victims of trafficking in human beings who were in contact with "police" "prosecutors" and "judges" to measure the level of satisfaction with the services/ support provided.	Counter-trafficking Branch / CSOs.	•100 victims interviewed	
5.2.: To ensure that victims of trafficking are aware of their rights.	a) Produce informative material to victims of trafficking in human beings with information about their rights in various foreign languages (English, Russian, French, Arabic, Filipino, Bengali, Kurdish, Urdu, Hindi, Vietnamese.	Counter-trafficking Branch / relevant CSOs.	•Publication of 10.000 informative brochures/ 2.500 per year of implementation (can be together with objective 4.1)	2nd-5th years of implementation
	b) Distribute the informative material above detailed, targeting places of circulation of (potential) victims of trafficking in persons	Local bodies / CSOs / relevant CSOs.	•Distribution of 10.000 informative brochures / 2.500 per year of implementation (can be together with objective 4.1)	2nd-5th years of implementation
	c) Conduct qualitative research with victims of trafficking in human beings to learn the level of awareness about their rights.		•100 victims interviewed	

5 Monitoring and Evaluation of the implementation of the Action Plan

Monitoring and evaluation are essential processes during the implementation of Action Plans. It is while monitoring various organisations (local bodies, CSOs and international organisations) involved in the process of implementation of this Action Plan we will be able to gather feedback regarding their work. This feedback will construct the basis for their future attitudes and orientations, justifying the pursuit of existing and implemented activities.

Monitoring is, therefore, a special analytical procedure used to produce information about the results of the work of organisations or policies that they implement. It provides information about performance, enables assessment of the impacts of the activities implemented and revision of activities to be implemented based on the lessons learned.

The purpose of Monitoring and Evaluation is to allow the northern part of Cyprus, and specifically the counter-trafficking actors in charge of implementation of this Strategy and Action Plan, to work more effectively and efficiently together towards achieving the goals and objectives. It is also a public acknowledgment of the success and challenges of organisations involved in the process, while lessons and best practices are being learnt, and transparency and accountability is provided to the public in general.

According to **Strategic Goal 5 under the Strategy Plan**, the Action Plan should be reviewed, monitored and evaluated during its implementation to adjust it to new requirements or changing situations.

Objective 5.1 is to “ensure review, monitoring and evaluation of the Counter-Trafficking Strategy and Action Plan regularly and make the necessary adjustments.”

Based on that, there is one key body responsible for the governance and monitoring of the Action Plan, which is the **Counter-Trafficking Commission under the local body responsible for interior affairs**.

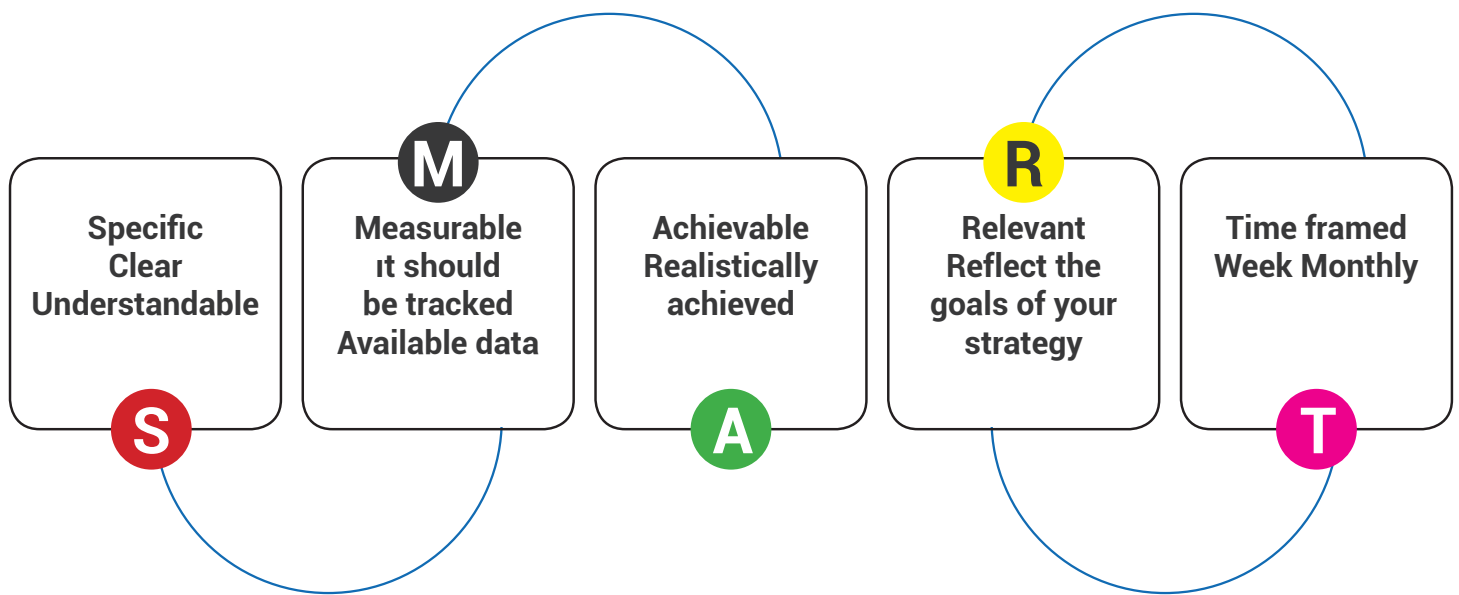
The Counter-Trafficking Commission will have the mandate to review, monitor and adjust the Action Plan. For that, in the first semester of implementation of the Action Plan, Terms of Reference - including the mandate, responsibilities, composition and methodology of work - of the Counter-Trafficking Commission will be drafted.

In order to follow up the work of the Counter-Trafficking Commission (which is responsible for monitoring the Action Plan) it should:

1. Prepare Monitoring and Evaluation reports about the implementation of the Action Plan (a total of four Monitoring and Evaluation Reports, during the five years of implementation of this Action Plan, one per year in average);
2. Review the Action Plan, based on the results of the monitoring activities and evaluation of lessons learned and best practices – two revisions of the Action Plan, one in the 3rd year of implementation and another in the 5th year of implementation.

Monitoring and evaluation are based on the indicators defined under the Strategy Plan, and the Goals for Monitoring Implementation defined in the Action Plan. This is how progress towards the achievement of the strategic goals and the specific objectives will be monitored, evaluated, and the overall impact of the Strategy and Action Plan will be measured.

The SMART concept was implemented as the basis for the construction of indicators, which are under the Strategy Plan. SMART means:



The Counter-Trafficking Commission may establish working groups formed by its elected/nominated members to monitor the implementation and effectiveness of the Strategy Plan and the Action Plan, for a better division of tasks. It may also suggest legislative and policy measures during the implementation of the Action Plan, in order to resolve operational issues that may arise.

The work should always be done in consultation with relevant organisations involved in the implementation of the Strategy and Action Plan.

The following template is prepared to support monitoring and evaluation. It merges the main elements of both the Strategy Plan and the Action Plan in one single template. It includes under activities, the indicators which are supposed to support measuring and evaluating implementation.

MONITORING TEMPLATE

SUPPORTING FRAMEWORK

Strategic Goal 1: Co-ordination Structures	To institutionalise the co-ordination of counter-trafficking measures taken by local bodies and civil society organisations (CSOs) in the northern part of Cyprus and the effective co-operation between these actors.			
Objective 1.1	To coordinate local bodies that work in the field of counter-trafficking and ensure participation of CSOs in consultation processes and exchange of data and information.			
Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Establish a Counter-trafficking Branch, divided into: 1. Counter-Trafficking Coordination Unit. 2. Counter-Trafficking Information and Research Unit. 3. Working Groups and CSOs liaising Unit. 4. Counter-Trafficking for forced labour Unit.	a.1) Existence of a Counter-trafficking Branch under the local body responsible for interior affairs.	•Counter-trafficking Branch implemented and operational	Local body responsible for interior affairs	1st year
b) Organise working groups with CSOs.	b.1) Number of working groups with CSOs and respective meetings/by year. Per cent and number of CSOs participating in the Working Groups.	•Organisation of 2 meetings with CSOs per year of implementation		1st-5th years of implementation
c) Establish Counter-trafficking Commission, composed of 12 members, 6 from local bodies and 6 from CSOs.	c.1. Existence of a Counter-trafficking Commission under the local body responsible for interior affair.	•Counter-trafficking Commission implemented and operational		
d) Organise meetings with local bodies that work in the field of counter-trafficking.	d.1) Number of meetings of local bodies that work in the field of counter-trafficking, under the coordination of the Counter-trafficking Branch/by year.	•Organisation of 3 meetings with local bodies per year		

e) Map and disseminate roster of CSOs, local bodies and IOs working in the field of counter-trafficking.	e.1) Regularly updated roster of CSOs, local bodies and IOs working in the field of counter-trafficking.	•Mapping of CSOs, local bodies and IOs yearly updated		
f) Map and disseminate list of projects/ measures implemented in the field of counter-trafficking.	f.1) Regularly updated list of projects/ measures implemented in the field of counter-trafficking by type of organisation (local body, CSOs or International Organisations (IOs).	•Mapping of projects/ measures yearly updated		

Objective 1.2.

To establish officially binding mechanisms to formalise the co-operation between local bodies, CSOs and IOs involved in victim and victim-witnesses support and protection and investigative and crime prosecution measures.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Prepare MoU between different actors, e.g.: Counter-trafficking Branch and CSOs participating in the Working Groups / CSOs participating in the Working Groups and relevant local bodies for implementation of local legal text / Counter-trafficking Branch and "Prosecutors".	a.1) Signed Memorandum of Understanding (MoU) between different actors, e.g.: local body responsible for interior affairs / Counter-trafficking Branch and local body responsible for labour and social security; local body responsible for interior affairs / Counter-trafficking Branch and Prosecutors; CSOs and local body responsible for interior affairs/ Counter-trafficking Branch; CSOs and police.	•10 MoU signed	Local body responsible for interior affairs / CSOs / Prosecutors	1st year

Strategic Goal 2: Legal and regulatory framework	To establish the legislation and regulations necessary to protect victims of trafficking and to counter trafficking in persons.			
Objective 2.1	To establish migration and counter-trafficking legislation that complies with international/ EU instruments against trafficking in human beings and with international/EU human rights standards.			
Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Draft local legal text on counter trafficking according to the Palermo Protocol and the CoE Convention on Action against Trafficking in Human Beings, defining the crime of trafficking in human beings accordingly and including the provision of victim's rights (inter alia reflection period, temporary residence status independent from victim's contribution to the criminal justice system, provision of social, medical, psychological and legal advice and/or aid, legal representation, access to compensation schemes and right for compensation, protection from retaliation, shelter, safe and voluntary return).	a.1) Establishment of Working Group to Draft Legal Text.	<ul style="list-style-type: none"> •Organisation of 12 meetings (2 per month) 	Counter-trafficking Commission / Working groups and CSOs liaising Unit	First semester of 1 st year of implementation
b) Submit Drafted local legal text on counter trafficking to the representatives of T/C community and lobby for approval.	b.1) Legislation enacted complies with the Palermo Protocol and the CoE on Action against Trafficking in Human Beings; includes the provision of rights to victims and potential victims of trafficking in persons; provides framework for cooperation procedures and more efficiency in criminal justice procedures; includes the provision of the fundamental migrants' rights.	<ul style="list-style-type: none"> •Organisation of minimum 4 events/ meetings with members of the T/C community to discuss the draft legal text and lobby for approval. 		2 nd year

c) Draft local legal text establishing the "Victims of Trafficking in Human Beings Fund". Potential resources for this fund are: state budget, traffickers seized profit and assets, work permit fees/insurance, inter alia.	c.1) Legal text drafted.	<ul style="list-style-type: none"> •Establishment of Working Group to Draft Legal Text •Organisation of 6 meetings (2 per month) 		First semester of 1 st year of implementation
d) Submit drafted local legal text establishing the "Victims of Trafficking in Human Beings Fund" to the representatives of T/C community and lobby for approval.	d.1) Legislation enacted.	<ul style="list-style-type: none"> •Organisation of 1 event/meeting with members of the T/C community to discuss the draft legal text and lobby for approval. 		2 nd year
e) Draft local legal text on criminal justice cooperation. (covering inter alia, basis for seizure and confiscation of objects used and proceeds derived from trafficking in human beings, application of pro active investigation techniques, "legal instruments" for joint investigation/ international cooperation)	e.1) Legal text drafted.	<ul style="list-style-type: none"> •Recruitment of criminal justice experts to support drafting legal text •Organisation of 3 meetings/workshops to discuss Draft Legal text 		2 nd year
f) Submit draft local legal text on criminal justice cooperation to the representatives of T/C community and lobby for approval.	f.1) Criminal Justice Cooperation Legal Framework enacted.	<ul style="list-style-type: none"> •Organisation of minimum 4 events/ meetings with members of the T/C community to discuss the draft legal text and lobby for approval of the criminal justice cooperation to the representatives of T/C community. 		3 rd year
g) Draft legal text on international protection and refugee rights with a human rights centered approach.	g.1) Legal text drafted.	<ul style="list-style-type: none"> •Recruitment of International Protection and Refugee Rights Experts to support drafting Legal text •Organisation of 3 meetings/workshops to discuss Draft Legal text 		First semester of 1 st year of implementation

²⁴This list of "potential resources" is exemplary, not exhaustive. Legal text will define the adequate resources of the Victims of Trafficking in Persons Fund.

h) Submit draft legal text on international protection and refugee rights to the representatives of T/C community and lobby for approval.	h.1) Legal text on international protection and refugee rights enacted.	•Organisation of minimum 4 events/ meetings with members of the T/C community to discuss the draft legal text and lobby for approval		1 st year
Objective 2.2 To establish legislation that complies with international principles and regulations on fair labour, fair recruitment and combat abusive labour recruitment.				
Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Draft amendment to the local labour legal text, in order to regularise recruitment agencies, so that they operate accordingly, following recruitment standards and with due respect to human rights.	a.1) Legislation enacted includes rules for regulation and monitoring of private employment agencies and the recruitment industry.	•Prepare amendment to the local labour legal text	Local body responsible for labour and social security	2 nd year
b) Draft local legal text to counter forced labour, labour exploitation and abusive practices of recruitment agencies, including, inter alia, labor market regulations, private employment agencies and recruitment industry regulations, and criminal and labour justice responses.	b.1) Legislation enacted allows for extensive monitoring and control of the labour market in order to tackle forced labour and labour exploitation. b.2) Legislation enacted includes effective criminal and labour justice responses in combatting forced labour, labour exploitation and abusive practices of recruitment agencies in the context of trafficking in human beings and other forms of exploitation against migrants.	•Recruitment of Labour migration, forced labour, labour exploitation and recruitment experts to prepare preliminary version of Draft Legal text •Organisation of 3 meetings/workshops to discuss Draft Legal text	Counter-trafficking Commission / Working groups and CSOs liaising Unit	2 nd year
c) Submit Draft local legal text to counter forced labour, labour exploitation and abusive practices of recruitment agencies to the representatives of T/C community and lobby for approval.	c.1) Local legal text to counter forced labour, labour exploitation and abusive practices of recruitment agencies enacted.	•Organisation of minimum 4 events/ meetings with members of the T/C community to discuss the draft legal text and lobby for approval		

Strategic Goal 3: Information management and research				
Objective 3.1				
To ensure that information and data relevant to counter trafficking in human beings are available, accessible to local bodies and CSOs involved and exchanged regularly.				
To establish a central institution for the collection, analysis and distribution of relevant information and data concerning trafficking in human beings at central level.				
Activity a) Establish a Counter-trafficking Information and Research Unit, under the Counter-trafficking Branch.	Indicators a.1) Counter-trafficking Information and Research Unit implemented and operational.	Goals for monitoring implementation •Counter-trafficking Information and Research Unit implemented and operational	Responsible Local body responsible for interior affairs	Timeframe 1 st year
Objective 3.2				
To institutionalise information exchange between local bodies and CSOs in charge/responsible for counter-trafficking policies.				
Activity a) Prepare MoU between Counter-trafficking actors of local bodies and CSOs compromising on flows for exchange of information.	Indicators a.1) MoU between local body responsible for labour and social security and migration department under local body responsible for interior affairs. a.2) MoU between different counter-trafficking actors of local bodies and CSOs compromising on flows for exchange of information.	Goals for monitoring implementation •10 MoU signed	Responsible Counter-trafficking Information and Research Unit	Timeframe 2 nd year
b) Amendment/Revision of online system for exchange of information between local body responsible for labour and social security and local body responsible for interior affairs, and expansion of current agreement.	b.1) Amendment drafted b.2) Adjustments on the current online system for exchange of information.	•Amendment and Revision of actual system of exchange of information discussed and approved	Counter-trafficking Information and Research Unit/ Local body responsible for labour and social security	2 nd year

c) Establishment of an online system for exchange of information between local body responsible for interior affairs and other counter-trafficking actors.	c.1) Existence of a tool for regular exchange of information between local bodies and CSOs acting in the field of counter-trafficking in the northern part of Cyprus, respecting data privacy concerns. c.2) Regular reports with key trafficking in human beings' data available.	•Preparation of tool/system/method for regular exchange of information	Counter-trafficking Information and Research Unit	2 nd year
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Objective 3.3

To increase/strengthen research and studies on all areas of the anti-trafficking response.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Prepare annual reports with most relevant (and available) trafficking in human beings' data.	a.1) Existence of a tool for regular exchange of information between local bodies and CSOs acting in the field of counter-trafficking in the northern part of Cyprus, respecting data privacy concerns. a.2) Percentage of the local research budget spent yearly on research related to trafficking issues.	•Four Annual Reports prepared	Counter-trafficking Information and Research Unit	2 nd -5 th years of implementation
b) Conduct research on trafficking in human beings in the northern part of Cyprus, focused on different aspects. (to be decided according to priorities)	b.1) Researches Terms of Reference prepared. b.2) Research Reports. b.3) Total financial volume of research projects on trafficking issues.	•3 researches conducted	Counter-trafficking Branch	1st-5th years of implementation

Strategic Goal 4: Resource and budget mobilisation				
To secure all resources necessary to implement the Counter-Trafficking Strategy and Action Plan of the northern part of Cyprus.				
Objective 4.1.				
To have an overview of the total costs (material and financial) for the implementation of the Counter-Trafficking Strategy and Action Plan.				
Activity a) Prepare resource plan for the implementation of the Counter-Trafficking Strategy and Action Plan.	Indicators a.1) Existence of a yearly updated total resource plan for the implementation of the Counter-Trafficking strategy and Action Plan.	Goals for monitoring implementation •Four Resource Plans prepared, one per year of implementation	Responsible Counter-trafficking Commission / Local Bodies	Timeframe 2nd-5th years of implementation
Objective 4.2.				
To increase the resource allocation for the implementation of the Action Plan within the budgets of the various local bodies.				
Activity a) Promote participation of representatives of the Counter-trafficking Commission in the elaboration of the budget of local bodies, to guarantee investment in counter-trafficking policies/actions.	Indicators a.1) Yearly percentage of the regular budget spent on activities undertaken in the framework of the counter-trafficking response by each local body.	Goals for monitoring implementation •2 % of the yearly budget of the local bodies invested in counter-trafficking policies/actions	Responsible Local Bodies/ Counter-trafficking Commission	Timeframe 1st-5th years of implementation
Objective 4.3				
To increase the special funding for the implementation of the Action Plan by various local bodies.				
Activity a) Allocate resources for the "Victims of Trafficking in Human Beings Fund".	Indicators a.1) Victims of Trafficking in Human Beings Fund established with resources allocated. a.2) Yearly amount of special funding for activities undertaken in the framework of the counter-trafficking response by each local body.	Goals for monitoring implementation •0,5 % of the fees (work permits, insurance fees, court fines, etc...) charged by local bodies during their regular activities, allocated to the "Victims of Trafficking in Human Beings Fund".	Responsible Local Bodies/ Counter-trafficking Commission	Timeframe 1st-5th years of implementation

Objective 4.4

To increase the funding for the implementation of the Action Plan by international donors.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Prepare counter-trafficking project proposals for funding consideration of international donors.	a.1) Yearly amount of funding for activities undertaken in the framework of the counter-trafficking response by international donors.	•Yearly amount of funding for activities undertaken in the framework of the counter-trafficking response by international donors.	CSOs	1st-5th years of implementation

Strategic Goal 5: Review, monitoring and evaluation

To improve the Counter-Trafficking Strategy and Action Plan to adjust it to new requirements or changing situations.

Objective 5.1

To ensure review, monitoring and evaluation of the Counter-Trafficking Strategy and Action Plan regularly and make the necessary adjustments.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Prepare Terms of Reference for the Counter-Trafficking Commission under the local body responsible for interior affairs with the mandate to review, monitor and adjust the Action Plan.	a.1) Terms of Reference of the Commission drafted, with the mandate to, inter alia, review, monitor and adjust the Strategy and Plan of Action; a.2) Percentage of activities undertaken within the context of the Plan of Action for which a written review, monitoring and evaluation reports is available a.3) Existence of written review of the Strategy and Plan of Action at least every two years.	•Terms of Reference drafted	Counter-Trafficking Commission	First semester of implementation

b) Prepare yearly monitoring and evaluation reports about the implementation of the Action Plan.	b.1) Yearly Monitoring and Evaluation Report prepared.	•Four Monitoring and Evaluation Reports prepared		2nd-5th years of implementation
c) Review the Action Plan.	c.1) Revision of the Plan of Action conducted.	•Two Revisions of the Plan of Action		3 rd and 5 th year

SUPPORTING FRAMEWORK

Strategic Goal 1: Awareness Raising and Education				
Objective 1.1				
Activity				
Indicators				
Goals for monitoring implementation				
Responsible				
Timeframe				
a) Prepare an Awareness Raising Roadmap, with comprehensive awareness raising activities, tailor made to fit the targeted group (e.g. public in general, local bodies, CSOs), with information on the crime of trafficking in human beings, with a human rights-based approach, gender-sensitive, promoting empowerment of vulnerable groups.	a.1) Number of awareness raising and educational activities implemented by the Counter-trafficking Branch under the local body responsible for interior affairs, in coordination with other local bodies, CSOs, Trade Unions.	•Action Plan drafted, with at least one awareness raising campaign per year of implementation	Counter-trafficking Branch / Trade Unions	First semester of implementation

<p>b) Implement Awareness Raising Campaigns targeting:²⁵</p> <ul style="list-style-type: none"> •Public in general ; •Families; •Children; •Local bodies; <p>CSOs acting in the field of counter-trafficking, migrants and refugee rights.</p>	<p>b.1) Number of calls to Support Hotlines, asking for information about trafficking in human beings;</p> <p>b.2) Number of cases/ potential victims referred to the Counter-Trafficking Branch under the local body responsible for interior affairs, from various channels such as Hotlines and CSOs;</p> <p>b.3) Number of cases officially identified by "police" and/or the Counter-Trafficking Branch under the local body responsible for interior affairs.</p>	<p>•4 awareness raising campaigns implemented / one per year of implementation</p>		<p>2nd-5th years of implementation</p>
<p>c) Conduct a survey to measure the level of knowledge regarding human trafficking and monitor effectiveness of awareness campaigns among local bodies and CSOs workers.</p>	<p>c.1) Percentage of people working with vulnerable groups in local bodies CSOs and Trade Unions who can define trafficking in human beings and name the main purposes for which people are trafficked.</p>	<p>•Survey sample with 4000 participants</p>		
<p>d) Conduct training with the media about trafficking in human beings to raise awareness on how to portray cases and on how to offer support for prevention and victim identification.</p>	<p>d.1) Number of persons working with media, trained.</p>	<p>•One training per year of implementation</p>		

²⁵This list is exemplary, not exhaustive. During implementation, stakeholders should decide specifically which groups to target.

Objective 1.2		To raise the awareness of vulnerable groups towards the risk of trafficking in human beings.		
Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Implement Awareness Raising Campaigns targeting:²⁶ <ul style="list-style-type: none"> •Vulnerable migrants •Refugees •International students •Hostess, dancers, barmaids (entertainment sector) •Sex workers •LGBTI+ •Identified victims and potential victims under support programs. 	a.1) Percentage of vulnerable migrants, refugees, international students, sex workers, LGBTI, identified victims and potential victims under support programs, that can define trafficking in human beings and name the main purposes for which people are trafficked.	<ul style="list-style-type: none"> •2 awareness raising campaigns implemented / one every two years of implementation 	Counter-trafficking Branch / Trade Unions	2nd-5th years of implementation
b) Conduct a survey to measure the level of knowledge regarding human trafficking and monitor effectiveness of awareness campaigns among vulnerable groups	b.1) Percentage of persons within vulnerable groups that can define trafficking in human beings and name the main purposes for which people are trafficked.	<ul style="list-style-type: none"> •Survey sample: 2000 participants from vulnerable groups 	Universities / Independent Research institutes	

²⁶This list is exemplary, not exhaustive. During implementation, stakeholders should decide specifically which groups to target.

Strategic Goal 2: Reduction of Vulnerability				
To reduce the vulnerability of trafficking and re-trafficking.				
Objective				
2.1: To increase awareness of vulnerable groups on precautions that they can take in order to lower the risk of being trafficked.				
Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Promote educational activities about migrants rights, migrants labour rights, how to prevent trafficking in human beings, human trafficking indicators and measures to take in case of victimisation, targeting vulnerable groups .(e.g. vulnerable migrants, refugees, asylum-seekers, unaccompanied migrant children, sex workers, international students and LGBTI+ persons)	a.1) Number of educational activities implemented by local bodies, CSOs, Trade Unions, Universities, targeting vulnerable groups - vulnerable migrants, refugees, sex workers, international students and LGBTI+ a.2) Number of awareness raising activities implemented by local bodies, CSOs, Trade Unions and Universities, targeting vulnerable groups, promoting legal migration schemes and the risks of irregular migration channels.	•8 (two per year) educational activities implemented / per year of implementation	Counter-trafficking Branch / Local bodies/ CSOs / Trade Unions Universities	2nd-5th years of implementation
b) Produce material with information about migrants' rights and human trafficking (indicators and what to do in case of victimisation) at the entry points/border control and relevant public services (e.g. health districts, "police stations", local body responsible for labour and social security supporting units). Material shall be produced in foreign languages. (e.g. English, Russian, French, Arabic, Filipino, Bengali, Kurdish, Urdu, Hindi, Filipino, Vietnamese)	b.1 and c.1) Existence of informative materials produced, distributed at the entry points/ border control and in the most relevant public services .(e.g. health districts, police stations, local body responsible for labour and social security supporting units)	•Publication of 50.000 informative brochures/ 10.000 per year of implementation / E-brochures		

c) Distribute the informative material above detailed, targeting places of circulation of vulnerable groups.		•Distribution of 50.000 informative brochures/ 10.000 per year of implementation	Local bodies/ CSOs / Trade Unions Universities	
d) Conduct a survey to measure the knowledge about preventive measures (e.g. the need to verify the legitimacy of job offers, migrants and labour rights in the northern part of Cyprus, signs of human trafficking, what to do in case of victimisation) and monitor effectiveness of educational activities and informative material among vulnerable groups.	d.1) Percentage of members of vulnerable groups - vulnerable migrants, refugees, sex workers, international students and LGBTI+ - who are informed about preventive measures, such as the need to verify the legitimacy of job offers, migrants and labour rights in the northern part of Cyprus, inter alia.	•Survey sample: 2000 participants from vulnerable groups	Universities / Independent Research institutes	

Objective 2.2

To promote gender equality and reduce discrimination of women, LGBTI+ persons, migrants and refugees.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Implement Awareness Raising Campaigns to promote the change of the public discourse and counter hate-speech against women, LGBTI+ persons, migrants and refugees, targeting the public in general.	a.1) Number of awareness raising activities implemented by local bodies, CSOs, Trade Unions and Universities countering discrimination against women, LGBTI+, migrants and refugees, to change the public discourse and counter hate-speechmigration channels.	•4 awareness raising campaigns implemented / one every two years of implementation	Local bodies/ CSOs / Trade Unions Universities	2nd-5th years of implementation

Objective 2.3

2.3: To promote safe recruitment of migrant workers engaged in the “at risk” labour sectors in the northern part of Cyprus, inter alia, entertainment and tourism sectors, agricultural and construction sectors.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Promote educational activities, disseminating legal migration schemes and the risks of irregular migration channels, targeting sex workers, hostesses, barmaids, dancers, seasonal migrant workers in various sectors.	a.1) Number of awareness raising activities implemented by local bodies, Trade Unions and CSOs targeting, inter alia, sex workers, hostesses, barmaids, dancers, seasonal migrants workers of various sectors, promoting legal migration schemes and the risks of irregular migration channels.	•4 educational activities implemented/ one per year of implementation	Counter-trafficking Branch / Migration Department under the local body responsible for interior affairs / Trade Unions	2nd-5th years of implementation
b) Produce brochures with information about legal migration schemes and the risks of irregular migration channels at the entry points/border control and relevant public services (e.g. health districts, police stations, local body responsible for labour and social security supporting units) targeting sex workers, hostesses, barmaids, dancers, seasonal migrants workers in various sectors. Material shall be produced in various foreign languages .(e.g. English, Russian, French, Arabic, Filipino, Bengali, Kurdish, Urdu, Hindi, Filipino, Vietnamese)	b.1 and c.1) Existence of informative materials produced, distributed at the entry points/ border control and in the most relevant public services. (e.g. health districts, police stations, local body responsible for labour and social security supporting units)	•Production and distribution of 50.000 informative brochures/ 10.000 per year of implementation / E-brochures		
c) Distribute the informative brochures above detailed, targeting places of circulation of sex workers, hostesses, barmaids, dancers, seasonal migrants workers of various sectors.			Local bodies / CSOs / Trade Unions / Universities	

Strategic Goal 3: Administrative Measures and Border Management				
Objective 3.1				
To identify potential victims of trafficking in human beings and counter trafficking in persons through the improvement of administrative measures and border management.				
To improve and enforce regular control and monitoring of the labour market.				
Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Draft roadmap to combat human trafficking for forced labour in the northern part of Cyprus.	a.1) Roadmap drafted.	•Roadmap drafted	Local body responsible for labour and social security	First year of implementation
b) Conduct and increase the number of labour inspections in the private sector, at sectors where exploitation occurs most often, such as the construction sector, entertainment sector, agriculture sector.	b.1) Number of labour inspections conducted in the private sector, by the local body responsible for labour affairs and the newly established Unit to counter forced labour; b.2) Number of fines enforced by the local body responsible for labour affairs and social security for violation of labour rights and identification of cases/ potential victims of trafficking in human beings.	•At least 50 new labour inspectors hired		2 nd year of implementation
b) Increase the number of labour inspectors working for the local body responsible for labour and social security.	c.1) Number of victims of trafficking identified at the border c.2) Number of traffickers arrested at the border.	•200 labour inspections conducted per year of implementation		2nd-5th years of implementation
Objective 3.2				
To increase the ability of detecting potential cases of trafficking in persons, victims of trafficking in human beings and perpetrators at the border.				
b) Conduct training with border management, border frontline officers and labour inspectors on trafficking in human beings (trafficking in human beings indicators, screening and referral mechanisms).	a.1) Number of training conducted with border management, border frontline officers and labour inspectors on trafficking in human beings. a.2) Number of victims of trafficking identified at the border a.3) Number of traffickers arrested at the border.	•4 training per year of implementation	Counter-trafficking Branch / Migration Department under the local body responsible for interior affairs	2nd-5th years of implementation

MEASURES FOR SUPPORT AND PROTECTION OF VICTIMS AND VICTIM-WITNESSES

Strategic Goal 1: Victim identification systems				
Objective 1.1				
To ensure the early identification of victims of trafficking in human beings in northern part of Cyprus.				
1.1: To improve the ability of "police", "prosecutors" and other local bodies to identify victims of trafficking in human beings in all its forms.				
Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Conduct training with "police", "prosecutors" and local bodies on trafficking in human beings. (legal framework, indicators, referral mechanisms, protection programs and victims' rights)	a.1) Number of training on trafficking in human beings provided to "police", "prosecutors" and local bodies' officers a.2) Number of "police", "prosecutors" and local bodies' officers trained.	•2 trainings per year of implementation	Counter-trafficking Branch / "Prosecutors" and other local bodies	2nd-5th years of implementation
b) Include the topic of "trafficking in human beings" in the training curricula of local bodies or in the in service training, in line with international human rights standards and best practices.	b.1) Inclusion of training on trafficking in human beings within training curricula of local bodies, in line with international human rights standards and best practices.	•Topic of "trafficking in human beings" included in the training curricula of local bodies by the 3rd year of implementation of the action plan	Local bodies / "Prosecutors"	3 rd year of implementation
c) Prepare and disseminate Standard Operating Procedures (SOPs) for the identification of victims of trafficking in persons within vulnerable groups and referral.	c.1) Existence of Standard Operating Procedures (SOPs) for the identification of victims of trafficking in persons within vulnerable groups prepared by Counter-trafficking Branch under the local body responsible for interior affairs and implemented by "police", "prosecutors" and other local bodies.	•Distribute SOPs by the 1st year of implementation	Counter-trafficking Branch	1 st year of implementation
d) Conduct training on SOPs for the identification of victims of trafficking in persons within vulnerable groups and referral mechanisms.	d.1) Number of victims of trafficking in persons identified by "police", "prosecutors" and local bodies. d.2) Number of "police", "prosecutors" and local bodies' officers trained.	•1 training in the 1st year of implementation		

Objective 1.2

To improve the ability of CSOs, private sector and universities to refer potential victims of trafficking in persons to the Counter-trafficking Branch, "police", "prosecutors" and other Local Bodies.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Conduct training with CSOs, private sector and universities on trafficking in human beings (legal framework, indicators, referral mechanisms, protection programs and victims' rights).	a.1) Number of training on trafficking in persons provided by CSOs, private sector companies and universities to its employees. a.2) Number of CSOs, private sector and universities' employees trained.	•1 training per year of implementation	Counter-trafficking Branch / CSOs / Universities	2nd-5th years of implementation
b) Prepare and disseminate Guidelines on Victims Identification to CSOs, private sector and Universities.	b.1) Existence of Guidelines for the referral of victims of trafficking in human beings within vulnerable groups prepared by Counter-trafficking Branch under the local body responsible for interior affairs and implemented by CSOs, private sector and universities. b.2) Number of victims of trafficking in human beings referred to "police", "prosecutors" and local bodies by CSOs, private sector and universities.	•Publication and dissemination of 10.000 Guides by the 1st year of implementation	Counter-trafficking Branch	1 st and 2 nd year of implementation

Strategic Goal 1: Reflection/recovery period and residence status

To ensure the legal stay of (potential) victims of trafficking in persons in the northern part of Cyprus, irrespective of their willingness to co-operate with the authorities in criminal proceedings.

Objective 2.1

To ensure the implementation of the respective local legal text / regulations for the granting of a reflection period of at least three months to all presumed victims of trafficking.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Provide training on the rights of victims of trafficking in persons, including the relevance of the reflection period, to frontline actors/officers.	a.1 and b.1) Number of presumed victims of trafficking who are granted a reflection period of at least three months.	2 training per year of implementation (can be together with objective 1.1 of strategic goal 1)	•Counter-trafficking Branch / Prosecutors and other local bodies	2nd-5th years of implementation
b) Provide legal assistance to victims of trafficking in human beings.		MoU with the Bar Association to provide legal assistance to victims of trafficking in persons free of charge	•Counter-trafficking Branch / CSOs	

Objective 2.2

To ensure the implementation of the respective local legal text/ regulations for the granting of a temporary residence status following the reflection period to all identified victims of trafficking.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Provide training on the rights of victims of trafficking in human beings, including information on the temporary residence status, to frontline actors/officers.	a.1 and b.1) Number of identified victims of trafficking who are granted a temporary residence status following the reflection period.	•2 training per year of implementation (can be together with objective 1.1 of strategic goal 1 and objective 2.1 of strategic goal 2)	Counter-trafficking Branch / Prosecutors and other local bodies	2nd-5th years of implementation
b) Provide legal assistance to victims of trafficking in persons.		•MoU with the Bar Association to provide legal assistance to victims of trafficking in persons free of charge	Counter-trafficking Branch / CSOs	

Objective 2.3 To ensure the access of all presumed victims of trafficking to emergency and short-term needs, such as health care, food, safe and temporary accommodation				
Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Implement Shelter to provide safe and temporary accommodation to victims of trafficking in human beings.	a.1) Number of presumed victims of trafficking who are provided with health care, food and safe accommodation. a.2) Average utilisation of safe and temporary accommodation such as shelters.	•Implementation of two shelters with a capacity of 30 persons / victims of trafficking in persons each (for males and females)	Counter-trafficking Branch / Local body responsible for labour and social security / Social Services Departments / CSOs	2nd year of implementation
b) Enhance the capacity of the health sector to provide health care to victims of trafficking in human beings by providing training on trafficking in persons (legal framework, indicators, referral mechanisms, protection programs and victims' rights) to frontline health workers.	b.1) Number of training on trafficking in human beings provided to the health sector.	•1 training per year of implementation	Counter-trafficking Branch / Local body responsible for health	1st year of implementation
Strategic Goal 3: Social support and protection to all victims of trafficking To ensure the social support, assistance and protection of all victims of trafficking, irrespective of their willingness to co-operate with the authorities in criminal proceedings.				
Objective 3.1 To ensure the access of all (potential) victims of trafficking in human beings to basic needs and fundamental rights, such as food, shelter and safe accommodation, health care, education, vocational training and livelihood opportunities.				
Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) implement "Transitional Shelters/Housing" to host potential victims during assessment or before assisted and voluntary return to country of origin.	a.1) Number of (potential) victims of trafficking in human beings under support/protection programs, with the provision of basic needs.	•Implementation of one "Transitional Shelter/Housing" with a capacity of 30 persons / victims of trafficking	Counter-trafficking Branch / Local body responsible for labour and social security / Social Services Department / CSOs	2nd year of implementation

a) Implement Shelter to provide safe and temporary accommodation to (potential) victims of trafficking in human beings.	b.1) Number of vocational training provided to (potential) victims of trafficking in human beings. b.2) Number of (potential) victims of trafficking in human beings enrolled in educational programs.	Implementation of two shelters with a capacity of 30 persons / victims of trafficking in human beings each		
c) Implement cash assistance program to identified victims of trafficking in human beings.	c.1) Number of (potential) victims of trafficking in human beings receiving cash assistance.	•30 victims of trafficking in persons benefiting from cash assistance program per year of implementation		2nd-5th years of implementation

Objective 3.2

To ensure the physical safety of all victims of trafficking.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Implement Shelter to provide safe and temporary accommodation to (potential) victims of trafficking in human beings .	a.1) Number of reported incidents against victims of trafficking.	•all victims with special security needs protected	Counter-trafficking Branch / Local body responsible for labour and social security / Social Services Department / CSOs	2nd-5th years of implementation
b) Ensure preparation of individual safety plan according to victim's protection needs.	b.1) Existence of an individual safety plan for each identified victims of trafficking.			

Objective 3.3

To ensure that all victims of trafficking are informed about their rights.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Provide legal assistance to victims of trafficking in human beings.	a.1) Number of victims of trafficking who receive free legal counselling. a.2) Number of cases of trafficking in human beings in "court" that are followed by their victims with the support of a legal counsellor.	• MoU with the Bar Association to provide legal assistance to victims of trafficking in human beings and represent them in court free of charge	Counter-trafficking Branch / CSOs	2nd-5th years of implementation
b) Produce brochures with information about victim's rights.	b.1) Existence of information material for victims of trafficking in human beings about their rights in various languages.	• Publication and dissemination of 50.000 informative brochures / 10.000 per year of implementation	Counter-trafficking Branch	
c) Distribute brochures with information about victim's rights at the entry points/border control and relevant public services (e.g. health districts, "police stations", local body responsible for labour and social security supporting units) targeting groups at risk of trafficking in human beings (inter alia, sex workers, hostesses, barmaids, dancers, seasonal migrants workers) and sectors where exploitation occurs most often (inter alia, construction sector, entertainment sector, agriculture sector).			Local bodies/ CSOs / Universities	

Objective 3.4

To establish specific training on social support, assistance and protection of victims of trafficking in persons focused on victims' vulnerabilities and special needs.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Prepare and disseminate Standard Operating Procedures (SOPs) for the provision of support to victims of trafficking in persons, focused on victims' vulnerabilities and special needs, covering case management, referral to vocational and educational programs, health services and other local bodies, preparation of individual safety plan.	a.1) Existence of standard operating procedures (SOPs) for the provision of support to victims of trafficking in persons within vulnerable groups prepared by Counter-trafficking Branch under the local body responsible for interior affairs and implemented by local bodies and CSOs.	•Publication and dissemination of 10.000 Guides by the 1st year of implementation	Counter-trafficking Branch / CSOs	2nd-5th years of implementation
b) Provide Training on Standard Operating Procedures (SOPs) to service providers/ officers working with direct assistance, from local bodies (e.g. social services department, immigration police, judicial police) and CSOs,	b.1) Number of trainings on trafficking in human beings provided by local bodies and CSOs to officers/employees at the front line b.2) Number of officers/ employees at the front line trained.	•2 training per year of implementation	Counter-trafficking Branch / Local bodies / CSOs	

Strategic Goal 4. Return, (re)integration and social inclusion

To reduce the risk of victims of trafficking to be re-victimised and/or re-trafficked.

Objective 4.1

To reduce the risk of victims of trafficking to be re-victimised and/or re-trafficked. To establish voluntary return programs for victims of trafficking in persons.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Draft Assisted and Voluntary Return and Reintegration (AVRR) Program for the return and reintegration of victims of trafficking in human beings, to their countries of origin or resettlement to third countries.	a.1) AVRR program drafted.	•30 victims of trafficking in human beings benefit from the AVRR Program per year of implementation	Counter-trafficking Branch with the support of International Organisations and CSOs in the northern part of Cyprus	1 st year of implementation

b) Implement Assisted and Voluntary Return and Reintegration (AVRR) Program for the return and reintegration of victims of trafficking in human beings, to their countries of origin or resettlement to third countries.	b.1) Number of victims voluntarily returned to their countries of origin or resettled to third countries.			2 nd year of implementation
Objective 4.2 To facilitate the (re)integration and social inclusion of victims of trafficking in persons.				
Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Draft AVRR Monitoring Program.	a.1) AVRR monitoring program drafted.	<ul style="list-style-type: none"> •AVRR Program drafted by the 1st year of the Plan of Action 	Counter-trafficking Branch with the support of International Organisations and CSOs in countries of origin	1st year of implementation
b) Monitor return of victims of trafficking inhuman beings to their countries of origin and follow up their social reintegration, by providing social, psychological and legal support in the countries of origin or resettlement countries.	b.1) Number of victims of trafficking in human beings formally employed or with a remunerated occupation six months after return. b.2) Number of victims of trafficking in human beings engaged in psychological treatment and social protection programs of countries of origin or third countries.	<ul style="list-style-type: none"> •30 victims of trafficking in persons are formally employed or with a remunerated occupation six months after return, per year of implementation •30 victims of trafficking in persons are engaged in psychological, social and legal protection programs of countries of origin or resettlement countries, per year of implementation 		2nd – 5th year of implementation

INVESTIGATION AND PROSECUTION MEASURES

Strategic Goal 1: Proactive and reactive investigation				
To increase the application of proactive and reactive investigation techniques.				
Objective 1.1				
To increase the capability of "police" to investigate trafficking in persons cases and protect/refer victims.				
Activity a) Establish Counter-Trafficking in Persons investigation unit under the "Police Department".	Indicators a.1) Counter-Trafficking in Persons investigation Unit established under the "General Directorate of Police ".	Goals for monitoring implementation •Counter-Trafficking in Persons investigation Unit established	Responsible General Directorate of Police	Timeframe 2nd- 3rd years of implementation
Objective 1.2				
To increase the knowledge and skills of "police" about proactive and reactive investigation techniques and their importance for the investigation of trafficking cases.				
Activity a) Conduct training with "police" about proactive and reactive investigation techniques in trafficking in persons cases.	Indicators a.1) Number of training on investigation techniques provided to "police" officers; a.2) Number of "police" officers trained on investigation techniques; a.3) Number of cases in which advanced investigation techniques are used to gather evidence.	Goals for monitoring implementation •1 training per year of implementation	Responsible Counter-trafficking Branch / "Prosecutors"	Timeframe 2nd-5th years of implementation
Strategic Goal 2: International law enforcement and judicial co-operation				
To increase the co-operation with other states in the field of investigation and criminal prosecution.				
Objective 2.1				
To increase the ability of "police" and "judges" to co-operate with police and justice authorities at the international level.				
Activity a) Prepare MoU between the northern part of Cyprus and Turkey for the exchange of information about trafficking in persons cases between judicial authorities and police.	Indicators a.1) Number of joint investigations with law enforcement and justice authorities of Turkey. a.2) Existence of MoU for exchange of information.	Goals for monitoring implementation •1 MoU signed	Responsible Local body responsible for foreign affairs	Timeframe 3rd-4th years of implementation

b) Revise the current agreement between the two communities' law enforcement agencies (the northern part of Cyprus and the South) to improve exchange of information about trafficking in persons cases, namely through the existing Bicomunal Technical Committee on Crime and Crime Related Matters.	b.1) Current agreement revised.	•1 agreement revised	Local body responsible	3rd-4th years of implementation
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Strategic Goal 3: Prosecution and conviction of offenders

To increase the prosecution and conviction of people involved in trafficking in persons.

Objective 3.1

To increase the knowledge of "police", "prosecutors", "judges" and labour inspectors on trafficking in persons.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Conduct training with "police", "prosecutors", "judges" and labour inspectors on trafficking in persons (legal framework, indicators, referral mechanisms, protection programs and victims' rights).	a.1) Number of "police officers", "prosecutors", "judges" and labour inspectors trained on trafficking in persons. a.2) Number of prosecutions on grounds of trafficking or trafficking related crimes.	•2 training per year of implementation	Counter-trafficking Branch / Local body responsible for labour and social security	2nd-5th years of implementation

Objective 3.2

To strengthen the cooperation between "prosecutors" and labour inspectors.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Draft MoU regarding exchange of information and cooperation for monitoring/inspection of labour market and working places, between the local body responsible for labour and social security and "prosecutors".	a.1) MoU regarding exchange of information and cooperation for monitoring/inspection of labour market and working places, between "prosecutors" and the local body responsible for labour affairs and social security.	•1 MoU signed	Local body responsible for labour and social security / "Prosecutors"	1st year of implementation

a) Draft Roadmap to combat human trafficking for forced labour in the northern part of Cyprus within a cooperation framework. (together with act. 3.1 under Prevention)	b.1) Road map drafted b.2) Number of inspections/operations conducted in partnership between "police", "prosecutors" and labour inspector.	•Roadmap drafted (same as act. 3.1 under Prevention)		2nd-5th years of implementation
c) Implement Roadmap to combat human trafficking for forced labour in the northern part of Cyprus.		•100 labour inspections conducted per year of implementation		

Objective 3.3

To establish effective, proportionate and dissuasive criminal penalties for trafficking and crimes related to trafficking.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Prepare Counter-Trafficking Handbook to the "prosecutors" and "judicial authorities".	a.1) Number of persons convicted for trafficking in human beings and trafficking related crime. a.2) Average sentences on grounds of trafficking or trafficking related crimes.	•1 training per year of implementation	Counter-trafficking Branch / CSOs	3rd-5th years of implementation

Strategic Goal 4: Legal redress and compensation for victims

To ensure the compensation of victims of trafficking.

Objective 4.1

To raise the knowledge of the victims about the right for compensation and mechanisms to access.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Produce informative material to victims of trafficking in human beings with information about trafficking in human beings indicators, right for compensation and how to access "Victims of Trafficking in Human Beings Fund" in four foreign languages. (English, Russian, French, Arabic, Filipino, Bengali, Kurdish, Urdu, Hindi, Filipino, Vietnamese)	a.1) Existence of information material on right for compensation and how to access "Victims of Trafficking in Human Beings Fund" in foreign languages.	•Publication of 10.000 informative brochures/ 2.500 per year of implementation	Counter-trafficking Branch / CSOs	2nd-5th years of implementation

a) Distribute the informative material above detailed, targeting places of circulation of (potential) victims of trafficking in persons.		• Distribution of 10.000 informative brochures/ 2.500 per year of implementation	Local bodies/ CSOs / Bar Association	2nd-5th years of implementation
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Objective 4.2

To ensure compensation and restoration of moral and material damages for victims of trafficking in persons.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Provide legal representation to victims of trafficking in human beings, to file for compensation under the "Victims of Trafficking in Human Beings Fund" or at court, while placing compensation claims against traffickers.	a.1) Number of victims of trafficking who filed for compensation at court or under the "Victims of Trafficking in Human Beings Fund".	• Provision of legal representation to 5 victims of trafficking in persons in court, per year of implementation	CSOs / Bar Association	3rd-5th years of implementation

Strategic Goal 5: Police and judicial treatment of victims and victim-witnesses

To ensure the adequate and non-discriminatory treatment of victims by "police", "prosecutors" and "judicial authorities".

Objective 5.1

To ensure an anti-discriminatory and human rights led approach of "police", "prosecutors" and "judges" dealing with victims of trafficking in persons.

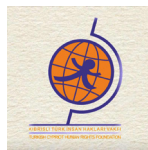
Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Conduct training on victims' rights, gender responsive and human rights oriented investigation and prosecution measures, with "police", "prosecutors" and "judges" dealing with victims of trafficking in human beings.	a.1) Number of "police", "prosecutors and judges" trained on gender responsive and human rights oriented investigation and prosecution measures.	• 2 training per year of implementation (can be together with objective 1.1 of strategic goal 1, objective 2.1 and 2.2, of strategic goal 2 under concentration area 4 (Measures for Support and Protection of Victims and Victim-Witnesses))	Counter-trafficking Branch	2nd-5th years of implementation

b) Conduct qualitative research with victims of trafficking in human beings who were in contact with "police" "prosecutors" and "judges" to measure the level of satisfaction with the services/ support provided.	b.1) Level of satisfaction of victims of trafficking in human beings who were in contact with "police" "prosecutors" and "judges".	•100 victims interviewed	Counter-trafficking Branch / CSOs	
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Objective 5.2

To ensure that victims of trafficking are aware of their rights.

Activity	Indicators	Goals for monitoring implementation	Responsible	Timeframe
a) Produce informative material to victims of trafficking in human beings with information about their rights in foreign languages (English, Russian, French, Arabic, Filipino, Bengali, Kurdish, Urdu, Hindi, Vietnamese.	a.1 and b.1) Existence and appropriate distribution of information material.	•Publication of 10.000 informative brochures/ 2.500 per year of implementation (can be together with objective 4.1)	Counter-trafficking Branch / relevant CSOs	2nd-5th years of implementation
b) Distribute the informative material above detailed, targeting places of circulation of (potential) victims of trafficking in persons.		•Distribution of 10.000 informative brochures/ 2.500 per year of implementation (can be together with objective 4.1)	Local bodies / CSOs / relevant CSOs	2nd-5th years of implementation
c) Conduct qualitative research with victims of trafficking in human beings to learn the level of awareness about their rights.	c.1) Number of victims of trafficking in human beings who have received legal counselling. c.2) Number of victims of trafficking in human beings who have requested compensation by "court". c.3) Number of victims of trafficking in human beings who recall their rights.	•100 victims interviewed	Counter-trafficking Branch / relevant CSOs	



Lefkoşa
Türk Belediyesi



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