



REPUBLIC OF UGANDA

NATIONAL ACTION PLAN FOR PREVENTION OF TRAFFICKING IN PERSONS IN UGANDA

2019-2024



July 2020

Published by:

Ministry of Internal Affairs

Plot 78 / P.O Box 7191 Jinja Road, Kampala, Uganda,

Website: <https://www.mia.go.ug/>

This publication has been produced with the financial support of the European Union (EU) and the German Federal Ministry for Economic Cooperation and Development (BMZ) with technical support of The International Organization for Migration (IOM) as part of the Better Migration Management (BMM) Programme. The opinions expressed are those of the authors only and should not be considered as representative of the official position of the German Federal Ministry for Economic Cooperation and Development or of the European Union.

The opinions expressed in this document are those of the authors and do not necessarily reflect the views of the International Organization for Migration (IOM). The designations employed and the presentation of material throughout the report do not imply the expression of any opinion whatsoever on the part of IOM concerning the legal status of any country, territory, city or area, or of its authorities, or concerning its frontiers or boundaries

FOREWORD



Combatting trafficking in persons is a complex task that involves coordinated multiple strategies and a multi-sectoral capability. The key strategic pillars include establishment of structures and systems to prevent the crime in a sustainable way; ability to systematically identify, protect and support victims; effective investigations and prosecution of the offenders; and creation of a functional partnership between players at both the national and transnational levels.

The previous five years' National Action Plan (2013-2018) laid the foundation for the national structures and systems to counter trafficking in persons in Uganda in an organized and systematic way. Learning from the lessons of the previous action plan and considering the emerging issues at the national and international levels; this new National Action Plan has been developed with the aim of strengthening the gains realized during the past period and re-orienting the efforts towards establishment of optimum national capacities and capabilities to handle the scourge of trafficking in persons more professionally and efficiently. It has been developed in line with the aspirations of the Sustainable development goals, the Global compact on Migration, the Palermo Protocol of 2000, Ouagadougou Action to Combat Trafficking in Human Beings, of 2006, and the Prevention of Trafficking in Persons (PTIP) Act 2009.

Based on the traditional functions and mandates of the relevant ministries, departments and agencies (MDA) and other stakeholders, strategic and operational functions were assigned. In order to execute their mandates, stakeholders are called upon to use the National Action plan to re-align their respective investment plans to enable them to contribute to the fight against the evil of trafficking in persons.

Special thanks are extended to the International Organization for Migration (IOM), with the financial support of the Better Migration Management (BMM) programme, that contributed to the evaluation of the NAP (2013-2018) and realization of this second National Action Plan (2019-2024). Appreciation also is extended to members of the National Task Force Committee for prevention of trafficking in persons for the tireless efforts in shaping up this document to its final stages. Special appreciation is made to the Permanent Secretary Ministry of Internal Affairs for his leadership and strategic guidance of the National Task force committee for prevention of trafficking in persons.

General Haji Abubaker Jeje Odongo

Minister of Internal Affairs

Table of Contents

FOREWORD..... iii

Acronyms..... v

Glossary of Terms and Concepts..... vi

SECTION 1: INTRODUCTION 1

1.3.2 Levels of poverty and Employment..... 4

1.3.3 Cultural Practices that Promote trafficking in persons: 5

1.3.4 Sexual and Gender Based Violence 5

1.4 Existing National Response to Trafficking in Persons..... 6

1.4.3 National Laws and Policies..... 7

SECTION 2.0: THE VISION, MISSION, OBJECTIVES AND GUIDING PRINCIPLES 12

2.1 Vision..... 12

2.2 Mission 12

2.3 Strategic Objectives 12

2.4 Guiding Principles 12

SECTIONS 3: IMPLEMENTATION, COORDINATION & FUNDING 15

3.1 Implementation Plan 15

3.2 Implementing Partners..... 15

3.3 Coordination Mechanisms 16

3.4 National Referral Mechanism..... 17

3.5 Funding 18

3.6 Monitoring and Evaluation of the NAP..... 18

SECTION 4: IMPLEMENTATION MATRIX OF THE NAP 2019-2024 21

Acronyms

COPTIP	Coordination Office for Prevention of Trafficking in Persons
CSOs	Civil Society Organizations
FIDA	Federation of Uganda Women Lawyers
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
ILO	International Labour Organization
IOM	International Organization for Migration
IPEC	International Programme on Elimination of Child Labour
MDAs	Ministries Departments and Agencies
NAP	National Action Plan
NDP	National Development Plan
NGO	Non-Government Organization
ODPP	Office of the Director of Public Prosecution
SGBV	Sexual and Gender Based Violence
TiP	Trafficking in Persons
UAERA	Uganda Association of External Recruitment Agencies
UHRC	Uganda Human Rights Commission
UNDP	United Nations Development Programme
UNHCR	United Nations High Commissioner for Refugees
UNODC	United Nations Office on Drugs and Crime
UYDEL	Uganda Youth Development Link
VOTs	Victim of Trafficking in Persons

Glossary of Terms and Concepts

Child	A person of the age of below 18 years old
Child trafficking	Means recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation.
Criminal justice system officers	A combination of officers from the Police, Intelligence, ODPP and Judiciary.
Exploitation	Includes at a minimum, sexual exploitation, forced marriage, child marriage, forced labour, harmful child labour, use of a child in armed conflict, use of a person in illegal activities, debt bondage, slavery or practices similar to slavery or servitude, human sacrifice, the removal of organs or body parts for sale or for purposes of witchcraft, harmful rituals or practices.
Migration	Movement of persons from one's place of habitual residence to another for settlement or economic ventures or studies, both within Uganda or to foreign countries or from foreign countries to Uganda.
Online Child sexual exploitation	Sexual abuse of a person below the age of 18, as well as the production, storage and sharing of images of such abuses.
Trafficking in persons	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, 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.

Victim of trafficking

Any person (men, women and children) who are in the process or have been trafficked, according to the definition of trafficking under the PTIP Act 2009.

Victim of trafficking assistance

All forms of support that can help a victim of trafficking recover from the effects of trafficking in person, including welfare, temporary shelter, transport means, psycho social counseling, medical care, skills development, kick-start for business, clothing and re-union with original families.

SECTION 1: INTRODUCTION

1.1. Background

In 2009, a national legislation referred to as the Prevention of Trafficking in Persons Act 2009 (PTIP Act) was enacted and subsequently, its regulations were adopted in 2019 (PTIP Regulations). Section 21 of the PTIP Act and regulation 7 of the PTIP Regulations mandate the Coordination Office for Prevention of Trafficking in Persons to develop a National Action Plan (NAP) on prohibition of trafficking in persons, among others. The first 5 years' National Action Plan was developed in 2013 and it expired in December 2018. It was developed on the basis of five strategic objectives and a set of corresponding outcomes, including: enhancement in the national policy and legal frameworks, increase in the number of successful prosecutions, reduction in levels of vulnerability to human trafficking, improvement in victims' protection and assistance mechanisms and development of well-coordinated systems and structures to the management of the crime.

Several annual and Quarterly Work plans were developed out of the 5 year's NAP and implemented. By the end of the five years, some achievements had been made. There were also notable challenges, weaknesses and gaps. Therefore, the second NAP (2020-2024) is greatly informed by the findings from the evaluation of the first NAP. The second NAP further considers the emerging issues and challenges towards addressing the crime of trafficking in persons at the national, regional and transnational levels.

1.2 Situational Analysis of the Crime of Trafficking in Persons

Uganda has remained a source, transit, and destination country for men, women, and children subjected to various forms of exploitation including forced labour, child sacrifice, street begging, child marriage and sex trafficking.¹ Ugandan migrant workers are subjected to forced labour and sex trafficking in United Arab Emirates, Saudi Arabia, Oman, Qatar, Kuwait, Iraq, Iran, Egypt, Turkey, Algeria, and China among others. The majority of the victims are made to leave the country in disguised ways,

¹ U.S. State Department Annual Trafficking in Persons Report, 2018

usually by road, through the neighboring countries including Kenya, Rwanda, South Sudan and Tanzania, from where they proceeded to the various destination countries.² On the other hand, every month, among the many people who return to Uganda from employment abroad, at least more than five of them complained of having been exploited and abused by their former employers and recruitment agents (ibid).

Ugandan children as young as seven years old are exploited in forced labour in agriculture, fishing, forestry, cattle herding, mining, stone quarrying, brick making, carpentry, steel manufacturing, street vending/begging, working in bars and restaurants, and domestic service.³ There have also been a few registered incidents of human sacrifice, removal of body organs for organ transplant and harmful rituals/witchcraft purposes, forced/child marriages, child stealing/selling and using children in pornography.⁴ Majority of victims of trafficking in persons are aged 13-24 years.⁵ Traffickers also subject some children and adults from the Democratic Republic of Congo, Rwanda and Burundi to labour and sexual exploitation in Uganda.

Cases of trafficking in persons have been on a consistent increase since 2015. The Police Annual Crime Report 2018 indicates that in 2018, there were 286 reports involving 650 registered victims of trafficking in persons compared to 177 reports involving 355 victims in 2017.⁶ Majority of the registered victims were involved in transnational trafficking incidents. According to the 2017 Annual Crime report, both children and adults are targeted as victims, and majority of the victims are female (children and adults). The increase in the number of incidents and victims registered has been due to enhanced vigilance of the public to report and enhanced response by the enforcement agencies.

According to the Annual Trends Reports published by the Coordination Office on Trafficking in Persons⁷ since 2014, and the Uganda Human Rights Commission of 2014, many incidents of

² Ibid

³ Ibid.

⁴ Ibid

⁵ https://www.newvision.co.ug/new_vision/news/1482424/girls-women-trafficked-daily-police ibid

⁶ Uganda Police Force Annual Crime Report, 2018 See also Global Trafficking in Persons Report, Sub-Saharan Africa (2018).

⁷ Coordination Office for Prevention of Trafficking in Persons; Annual Trends Report (2013-2018).

internal and transnational trafficking in persons have been registered in almost all regions in Uganda.

Studies conducted by a number of international organizations and civil society actors indicate that the number of cases of internal TiP are much higher than what has been registered by the Government authorities because some of them have not been formally reported to the authorities. There are also reports of human trafficking within the refugee settlements. UHRC (2014) postulates that, transnational trafficking in persons is driven by imperative labour exploitation, mostly in form of domestic work and sexual exploitation through forced prostitution. According to the US State Department Global Report on Trafficking in Persons, most victims of trans-national trafficking in persons were often trafficked to the Middle East and South East Asian Countries including Kuwait, Syria, Democratic Republic of Congo, Malaysia, India, United Arab Emirates, Turkey, Kenya, Qatar, South Sudan, Thailand, Saudi Arabia, Oman, Iraq, China, South Africa, German, and the USA among others.

The contributing factors to human trafficking in Uganda include among others:- Unemployment, Poverty, Peer pressure to adventure especially among the youth; Growing demand for cheap labour in urban centers and in some foreign countries; Increasing demand for commercial sex; Persistent rebel activities in the region leading to forced and deceptive recruitments of children and adults for use in the illegal activities; Vulnerability in refugee camps leading to deceptive, forceful and fraudulent recruitment of refugees for various forms of exploitation; Archaic cultural and traditional practices such as child/early marriages, abduction or rape for marriage, female genital mutilation, belief in witchcraft; and Influence of internet communication for easy recruitment and coordination between the recruiters and exploiters.

1.3 The key Contributing factors to trafficking in persons in Uganda

1.3.1 Fast Growing Population Compared to the National Resources

Uganda has a population of approximately 41.5 million people of which 52% are female and 48% are male (UBOS-UNHS, 2016/17). 78% of Uganda's population comprises of persons below the age of 30 years.⁸ The annual population growth rate is 3.4% (UBOS, 2017), it is projected that

⁸ Legal Aid Service Providers Network; Access to justice needs for youth in Uganda: vulnerability, poverty and corruption hindrance (2018) pg. 2.

Uganda's population will hit 130 million by 2050.⁹ Uganda's population is one of the fast growing on the globe but the national resources cannot support the population sufficiently.

1.3.2 Levels of poverty and Employment

Although Uganda had managed to reduce poverty progressively over the last 25 years, it suffered a setback in 2017 (Owor, et.al; 2017). The Uganda National Household Survey 2016/17 reports that, poverty increased from 19.7% in 2012/13 to 27% in 2016/17. In absolute terms, the number of poor people increased from 6.6 million to 10.1 million in these years. The country faces development challenges ranging from a weak economy with a seemingly weak trade and investment sector, to social and environmental challenges like increasing impacts of climate change.¹⁰

On the other hand, according to the UBOS (2018) survey, Uganda has a total working age population of about 19.1 million people, which is about 51% of the total population.¹¹ The total working population was estimated to be 15.1 million with 51% being females in 2018. The unemployment rate in Uganda averaged 2.38% from 1991 until 2017, reaching an all-time high of 3.50% in 2002. In 2017, the unemployment rate increased to 2.10% from 2% in 2016.¹² The rate of unemployment among youth aged 15-24 years stood at 83%.¹³

Poverty and unemployment are the two most prominent causes of TiP in Uganda. Many youths are unemployed and looking for options to escape their poverty; and they end up into the hands of human traffickers.

⁹ <https://www.monitor.co.ug/SpecialReports/The-dangers-that-a-fast-growing-population-poses-to-Uganda/688342-2400822-iu9q08/index.html> (accessed 2nd March 2019).

¹⁰ See http://devinit.org/wp-content/uploads/2017/11/the-2017-18-Uganda-budget_briefing-paper.pdf (accessed on 2nd April, 2019).

¹¹ UBOS. 2017. National Household Survey (2016/2017).

¹² Ibid.

¹³ World Bank. 2008. African Development Indicators 2008/2009. Washington, DC: World Bank.

1.3.3 Cultural Practices that Promote trafficking in persons:

Although Uganda has ratified several international human rights instruments and domesticated a number of human rights principles in the Country's legal and policy frameworks, there are some communities which still continue to engage in traditional practices and customs that violate the rights of others contributing to acts of trafficking in persons. The negative traditional practices include beliefs in witchcraft, child marriages, female genital mutilation (FGM) and consideration of a girl as a source of income in terms of dowry, defilement/rape or abduction for marriage. Despite the enactment of domestic laws to counter the above mentioned archaic traditional practices, enforcement of these law remains a challenge. One of the recent survey report indicates that 40% of girls in Uganda are married off before their 18th birthday, and one in 10 girls is married before the age of 15. Uganda has the 16th highest prevalence rate of child marriage in the world and the 10th highest absolute number of child brides globally – 787,000.¹⁴ 11% of currently married 15-19 year old girls are married to men who have more than one wife.¹⁵ High rates of poverty, lack of education and traditional social beliefs are the key drives to child marriage.¹⁶

1.3.4 Sexual and Gender Based Violence

According to the 2016 Uganda Police Force's Annual Crime Report, gender-based violence cases that were reported and investigated increased by 4% (from 38,651 to 40,258 cases) between 2015 and 2016. The 2016 Uganda Demographic and Health Survey revealed that up to 22% of women aged 15 to 49 years had experienced some form of sexual violence. The report also revealed that annually, 13% of women aged 15 to 49 reported experiencing sexual violence. This translates to more than 1 million women exposed to sexual violence every year in Uganda. UNHCR reports that a total of 552 (50M, 502F) new incidents with refugees were identified, managed and reported bringing the cumulative number of reported incidents to 4,054 since January 2018. Many of the affected persons are victims of forced prostitution, child sex, sex tourism, forced marriages and child marriages.

¹⁴ See <https://www.girlsnotbrides.org/child-marriage/uganda/> See also CARE Uganda Impact Report https://www.care.org/sites/default/files/impact_report_uganda_19_screen.pdf (accessed 29th July 2019).

¹⁵ Ibid.

¹⁶ See <https://uganda.savethechildren.net/news/one-girl-every-minute-risk-child-marriage-uganda-warns-save-children-1> (accessed 29th July 2019).

1.4 Existing National Response to Trafficking in Persons

The current national responses against the crime of TIP include legal and policy frameworks; specific institutional structures and systems and operational actions.

1.4.1 Legal and Policy Frameworks

Uganda is a party to numerous international and regional instruments that promote State and collective action against TiP. These human rights instruments have been used to guide the Government on human rights compliance and also obligations to reform some laws, policies and practices to realize human rights for all citizens, and strengthen efforts to prevent and combat the scourge of trafficking in persons;

1.4.2 International and Regional Protocols and Conventions

Instruments Signed, ratified and domesticated:

- i. Convention for the Elimination of All Forms of Discrimination against Women (CEDAW)
- ii. Convention on the Rights of the Child (CRC)
- iii. Optional Protocol for the Sale of Child, Child Prostitution and Child Pornography
African Charter on the Rights and Welfare of the Child
- iv. ILO Convention 182 – Prohibition on the Elimination of the Worst Forms of Child Labour
- v. African Charter on the Rights and Welfare of the Child
- vi. Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa
- vii. African Union Ouagadougou Action Plan to combat Trafficking in Human Beings
- viii. UN Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict

Instruments Signed and domesticated but not ratified yet:

Protocol to Prevent, Suppress and Punish Trafficking in Persons especially women and children; supplementing the United Nations Convention against Transnational Organized Crime

Relevant International Instruments yet to be signed, ratified and domesticated:

- i. United Nations Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others
- ii. The Hague Convention on Protection of Children and Co-operation in Respect of Inter-Country Adoption

1.4.3 National Laws and Policies

The 1995 Constitution of Uganda (as amended) provides for respect for human dignity and protection from inhumane treatment; Protection from slavery, servitude and forced labour and protection of children from any form of exploitation. In order to operationalize the aspirations of the Uganda Constitution and the commitment to the various International protocols and conventions, the Government of Uganda enacted a specific domestic counter human trafficking law called **the *Prevention of Trafficking in Persons (PTIP) Act 2009***; backed up with **the *Prevention of Trafficking in persons Regulations 2019***. The PTIP Act provides for prohibition of trafficking in persons, creation of offences, prosecution and punishment of offenders, prevention of the vice of trafficking in persons, protection of victims of the crime, creation of a National Coordination Office and a Multi-Sectoral Task Force Committee for Prevention of Trafficking in persons, and other related issues.

Apart from the main domestic Counter Human trafficking law mentioned above, there are also other laws and policies with provisions that have links to countering trafficking in persons in its various forms. For Example: -

- i. **The *Penal Code Act (amended 2007)***; which criminalizes offences against morality, unlawful detention for purposes of sexual exploitation, living on the earnings of prostitution, operating a brothel, keeping a house or room for prostitution; dealing in slaves, abduction, kidnap, child stealing and unlawful compulsory labour;
- ii. **The *Prohibition of Female Genital Mutilation Act (2010)***; which provides for the prohibition of female genital mutilation, creation of specific offences, prosecution and punishment of offenders and the protection of victims.

- iii. **The Children Act (as amended 2016)**; Provides for offence of child trafficking, non-Ugandan citizen not eligible for legal guardianship and also lays down a more elaborate process of guardianship and adoption of children;
- iv. **The Employment Act (2006)**; Provides for offences for unlawfully compelling another person to labour against his/her will; Protects the children from employment in any form which is injurious to their health and general development; and *Statutory Instrument No. 62 of 2005, the Employment (Recruitment of Ugandan Migrant Workers Abroad)* seeks to promote employment of Ugandans abroad with dignity and in full observation of their basic human rights;
- v. **The Local Government Act (1997)**; obliges local governments to pass by-laws or ordinances that govern their local geographical areas and deal with emerging problems such as; child marriages, female genital mutilation, child trafficking, etc; The Act also provides for further protection of children through the functions of the Secretaries for Children Affairs at all levels of local council governments.

1.4.4 Specific coordination structures and systems

As way of operationalization of Section 21 of the PTIP Act, the Coordination Office for Prevention of Trafficking in Persons (COPTIP) was established, in March 2013, at the Ministry of Internal Affairs Headquarters. This Office is composed of a secretariat and an inter-ministerial Task Force consisting two members seconded from 13 key Government MDAs, plus representatives from the Ugandan Civil Societies Coalition against Trafficking in Persons (UCATIP). The International Organization for Migration (IOM) is an observer on the Task Force. Each of the MDAs has created Working Groups respectively to fast track TIP related issues within the respective MDAs.

The response to trafficking in persons is guided by the key strategic areas of Prevention, Protection, Prosecution and Partnership (4Ps). A number of MDAs have been identified as lead agencies in either of the above-mentioned strategic areas. In many instances, there are overlaps

in the responsibilities, hence the multi-sectoral approach. The Coordination Office is responsible for coordination, monitoring and overseeing the implementation of counter human trafficking activities carried out by several operational government agencies and civil society organizations.

1.4.5 Operational Arrangements

Operationally, Police is the lead Agency in the management of the crime, while Ministry of Internal Affairs plays the coordination and liaison function with the various stakeholder MDAs involved in the management of the crime. Several MDAs play various roles in various ways linked to the four key strategic areas. Some of the responsibilities require various capabilities, mandates and expertise that involve more than one action Agency in one incident.

Table showing a Summary of Responsibilities of the Various MDAs

S/no	Strategic area	Lead MDAs	Other Key Collaborative Agencies	Key Responsibilities
1.	Prevention	Ministry of Internal Affairs	<ul style="list-style-type: none"> - Police - Immigration - MGLSD, MoLG - CSOs 	<ul style="list-style-type: none"> - Initiate, strengthen, develop and standardize preventive policies and strategies, including ways of Identification of victims of trafficking. - Fast track the development of evidence-based policies, legislations, regulations, guidelines, Ordinances, Bye-laws and bilateral agreements on issues related to externalization of labour, child protection, abolition of archaic traditional practices, etc; - Promote enforcement of the policies, legislations, regulations, Ordinances, Bye-laws and guidelines related to prevention of TiP; - Sensitize the public on how to prevent TiP and the available options for safe migration
2.	Protection	Police	<ul style="list-style-type: none"> -MIA - MGLSD, MoFA, MoJCA - Immigration - CSOs 	<ul style="list-style-type: none"> - Provide legal, physical and psychological protection and offer temporary shelter, medical support, welfare, rehabilitation and organized re-integration services to identified victims of trafficking; - Initiate, strengthen, develop and standardize policies and strategies related to protection of victims of trafficking; - Develop favorable legislations, regulations, guidelines, Ordinances, Bye-laws and bilateral agreements on issues related to proper identification and protection of victims of trafficking; - Sensitize the public on how to identify, protect and assist victims of trafficking; - Participate in the rescue and interception of victims of trafficking

S/no	Strategic area	Lead MDAs	Other Key Collaborative Agencies	Key Responsibilities
				<ul style="list-style-type: none"> - Facilitate the rescue and repatriation of victims of trafficking from abroad; - Facilitate exchange of information for timely rescue, interception, protection and repatriation of victims of trafficking
3.	Prosecution	ODPP	<ul style="list-style-type: none"> - Police - Internal Security Organization - External Security Organization - INTERPOL; - Ministry of Internal Affairs; - - Ministry of Justice & Constitutional Affairs; - CSOs 	<ul style="list-style-type: none"> - Facilitate exchange of criminal information; - Offer Legal Aid to victims of trafficking; - Initiate, strengthen and develop operational guidelines to ensure quality investigations and prosecutions; - Carry out trainings to develop and strengthen technical skills in investigations and prosecutions of human trafficking cases;
4.	Partnership	Ministry of Internal Affairs	All Stakeholders	<ul style="list-style-type: none"> - Systematically share information related to trafficking in persons through the laid down procedures in the National Referral Guidelines; - Participate in activities aimed at building the technical capacity of the various stakeholders in effective management of the crime of human trafficking; - Develop national data bank on issues of trafficking in persons; - Have regular consultations on the crime situation and make relevant recommendations on best way forward

SECTION 2.0: THE VISION, MISSION, OBJECTIVES AND GUIDING PRINCIPLES

2.1 Vision

A Uganda free from all forms of Trafficking in Persons.

2.2 Mission

To put in place sustainable measures for elimination of Trafficking in Persons in Uganda.

2.3 Strategic Objectives

This NAP aims to achieve the following strategic objectives;

1. To strengthen institutional capacity to effectively respond to human trafficking incidents;
2. To improve the legal and policy framework geared towards combating trafficking in persons;
3. To improve access to protection and assistance for victims of trafficking in persons;
4. To strengthen prevention mechanisms towards combating trafficking in persons;
5. To strengthen investigation, prosecution and adjudication of human trafficking cases;
6. To build strong and effective partnerships at national regional and international levels geared towards combating trafficking in persons.

2.4 Guiding Principles

i. Multi-Agency Strategic and Operational Participation

The NAP shall be implemented by several identified key stakeholders at the strategic and operational levels. The participation shall depend on the traditional mandates and functions of the respective MDAs in relationship with the required action, including: - detection, investigation and prosecution of offenders; identification, protection and provision of assistance to victims of trafficking; preventive actions against the crime and a systematic national coordinated system. Where necessary, the identified key stakeholder agencies shall be required to enhance or upgrade their respective capacities and capabilities in order to be able to carry out the required responsibilities, respectively.

ii. Accountability and Transparency:

All the respective stakeholders and partners shall operate in an inclusive and transparent manner that ensures downwards, inwards and upwards accountability. The relevant duty-bearers have been identified and are required to work towards a situation where they have the will and capacity to

offer the required protection and assistance to victims of the crime in accordance with the recommended human-rights standards. A systematic documentation system shall be maintained for record purposes and accountability of action taken.

iii. Rule of Law and respect for Human Rights

The rule of law implies that every person, natural or corporate in Uganda, is subject to the law, including people who are lawmakers, law enforcement officials, judges and politicians. The Prevention of Trafficking in Persons Act (2009) and related laws and policies shall be applied without exception. Also, there should be full compliance with the relevant national, regional and international legally binding instruments in place, especially Chapter Four of the 1995 Constitution (as amended) and the human rights principles laid down in the Universal Declaration of Human Rights.

iv. Non-Discrimination and Gender Sensitivity

The provision of protection and assistance to victims of trafficking plus the subsequent investigations shall be carried out in a way that is not discriminatory to the concerned party on the basis of race, religion, belief, age, family status, culture, language, nationality or gender. Special consideration should be made of the most vulnerable groups of victims, including children and persons with disabilities.

v. Participation and Inclusion:

The process of developing the NAP has involved engagement of the various critical stakeholders in Government, Non-Governmental Organizations and International Agencies. Equally, its implementation, monitoring and evaluation shall be carried out through the same multi-agency engagements, consultations and data analysis.

vi. Best Interest of the Child

In all action concerning children, whether undertaken by law enforcement authorities, public or private social welfare institutions, courts of law, administrative authorities or legislative bodies, the best interests of the child should be a primary consideration.

vii. Non-Refoulement

Nobody (adult or child) should be returned to a place where there are substantial grounds for believing that there is a real risk of irreparable harm to that person.

viii. Regional and International Cooperation

Enhancing bilateral, regional and international cooperation is essential efforts towards combating trafficking in persons and specifically in fields such as harmonized approach to identification of victims of trafficking, exchanging data on criminal gangs and networks, prosecuting trafficking perpetrators, and benefiting from various international initiatives and donors and exchange of best practices.

SECTIONS 3: IMPLEMENTATION, COORDINATION & FUNDING

3.1 Implementation Plan

The activities in the NAP will be implemented in the short, medium and long term. This will depend on the nature of the activities, and availability of the recourses. It is envisaged that some of the activities that will be implemented in the short term are activities that were initiated under the 2013-2018 NAP but not finalized. Activities that will be implemented in the medium and long term include process and procedure activities that in practice require a period of between 1-3 years to implement. Policy and structural activities often require a long-term period to implement (4-5 years) and these have been identified in the matrix below.

3.2 Implementing Partners

This NAP will be implemented through the existing multi-sectoral systems involving a number of stakeholder Government Ministries, Departments and Agencies (MDAs); backed up by Civil Society Organizations (CSOs), International Agencies and some interested friendly foreign Countries. The Government MDAs and the Non - Governmental players are expected to integrate the relevant activities within their respective MDAs / Organizational Work plans, Strategic Investment Plans and organizational strategic plans.

The Government MDAs take the lead in implementation of the NAP; while the CSOs and other Development partners shall supplement the National counter human trafficking programs guided by this NAP.

3.2.1 key implementation partners for the NAP

1. Ministry of Internal Affairs Headquarters (MoIA)
2. Ministry of Foreign Affairs (MoFA)
3. Ministry of Justice and Constitutional Affairs (MoJCA)
4. Ministry of Gender, Labour & Social Development (MoGLSD)
5. Ministry of Education & Sports (MoES)
6. Ministry of Local Government (MoLG)

7. Uganda Police Force (UPF)
 - Criminal Investigations Directorate (CID)
 - Crime Intelligence Directorate (CI)
 - Child & Family Protection Department (CFPD)
 - Community Policing Department (CPD)
 - INTERPOL
8. Directorate of Citizenship & Immigration Control (DCIC)
9. INTERPOL
10. Internal Security Organization (ISO)
11. External Security Organization (ESO)
12. Office of the Director of Public Prosecutions (ODPP)
13. Judiciary
14. Office of Prime Minister – Refugee Affairs (OPM)
15. Civil Society Organizations (CSOs)
16. Development Partners

3.3 Coordination Mechanisms

The successful implementation of this NAP will require coordination at various stages, including the levels of detection, victim identification, rescue, screening (verification) and protection of victims; investigations and prosecution of offenders; and the general preventive measures against the crime. There shall be several actors at each level of implementation. Efficient and effective coordination among all the stake holders will therefore be essential in successful implementation of this NAP. A national coordination and referral mechanism on prevention of TiP shall be developed by the COPTiP to streamline the coordination process.

As provided for under Section 21 of the Prevention of Trafficking in Persons Act (2009), and the Prevention of Trafficking in Persons Act (2019 Regulations 4,5 and 6; the Ministry of Internal Affairs, through the COPTiP is responsible for the coordination, monitoring and overseeing implementation of the NAP. Representatives of stakeholder agencies to the National Taskforce committee will be the focal persons on issues of TiP in their respective MDAs. Each stakeholder

MDA will designate Working Groups/ TiP desks to spearhead counter TiP activities at their respective MDAs. The National Task Force shall be the national advisory body on TiP issues. Government MDAs outside the National Task Force shall be involved on the basis of necessity and relevancy.

3.4 National Referral Mechanism

Based on the National Referral Guidelines (NRG) a National Referral Mechanism (NRM) will be established. NRM refers to a collaborative effort among governmental authorities, civil society organizations and international organizations to jointly protect the basic rights of VoTs, ensuring their protection and assistance. The NRM is a framework for identifying and referring potential and actual VoTs, and ensuring they receive the appropriate protection and assistance. It involves the transferring and sharing information on TiP incidents and cases among actors. The general principle of the NRM is to ensure that every VoT is empowered, supported and protected with a view to ensuring that he/she is effectively rehabilitated and reintegrated. The main activities of the NRM are to properly identify, treat and refer VoTs, efficiently coordinating their needs with civil society organisations, international organizations, criminal investigation and intelligence agencies, prosecutors and courts, as well as with interdisciplinary and inter-agency administrative anti-human-trafficking agencies (IOM, 2017).

The NRG that complements the NAP provides stakeholders and partners with a standardized approach that will ensure assistance to VoTs according to international standards, taking into consideration basic human rights. The NRG provides the minimum standard to which stakeholders ought to adhere whilst assisting VoTs on a case-by-case basis or sharing information on TiP related cases or incidents in accordance with the prevailing legal and policy framework. The development and proper implementation of the NRG will facilitate implementation of the Prevention of Trafficking in Persons Act.¹⁷

¹⁷ Prevention of Trafficking in Persons Act, 2009.

3.5 Funding

Funding of the NAP shall be sourced through several ways including the following:

- i. Government budget allocation to the Coordination Office for Prevention of TiP.
- ii. Government budget provisions to the respective implementing MDAs on the NTF committee.
- iii. Financial support from development partners (grants).
- iv. Financial support from Civil Society Organization.
- v. Organized local fundraisings.
- vi. Donations from interested individuals, foreign Countries and organizations.

3.6 Monitoring and Evaluation of the NAP

The monitoring and evaluation shall be carried out by the Coordination Office for prevention of trafficking in persons in collaboration with the stakeholders; under the following principles: -

- i. ***Inclusive strategic planning:*** The NAP Framework will be used as a model around which stakeholder can design their institutional or organizational Work plans. Through the COPTiP a stakeholder mapping analysis and flow of communication among key stakeholders shall be developed to ensure that NAP activities and structures are tailored to fit the existing coordination systems.
- ii. ***Timelines, Roles, and Responsibilities:*** The roles and responsibilities of the stakeholders shall be implemented as per their traditional functions and mandates, as per the illustrations in this NAP. The respective stakeholders shall be mobilized to appreciate their respective roles and functions related to implementation of the NAP
- iii. ***Mechanisms for public accountability:*** The process of Implementation of the NAP shall be transparent; often referring to the objectives of the NAP and taking note of the progress, results, impact and gains made.

- iv. ***Resources for Implementation of the NAP:*** Need for a strong political commitment to the objectives of this NAP in order for it to succeed. Efforts shall be taken to advocate for resource mobilization for implementation of the NAP.

Some of the monitoring activities shall include the following: -

- **Field Monitoring Visits** to support activity implementation, attend to implementation challenges and collect data on the registered incidents.
- **Stakeholder Consultation/ Monitoring Meetings** held periodically (Monthly) to review progress on different implementation actions, activities, strategies and key changes and challenges in the TiP context and to gather evidence to guide the basis for making recommendations on the way forward.
- **Quarterly Taskforce Committee Evaluation Meetings:** Aimed at providing strategic direction on implementation of the NAP after making analysis of institutional progress on implementation of specific objectives/ activities as per the existing crime situation.
- **Bi-annual policy meetings** to involve the Permanent Secretaries of the different MDAs on the National Taskforce committee. The bi-annual meetings will review progress on implementation of the NAP and provide strategic policy direction on the efforts to implement the NAP and counter the crime generally.
- **Annual Progress Review Reports.** The Coordination Office, in consultation with stakeholders shall prepare annual reports to assess progress made against the NAP's outputs and annual work plan. The Annual Progress Review will be the basis on which the annual reports on trends on TiP shall be generated. The annual reports shall provide results-based narrative and financials on progress made in achieving the objectives outlined in the annual work plan and budget.
- **Mid-term Review.** Shall be conducted mid-way of implementation of the NAP (2021-2022) to assess the overall NAP and analyze whether the goals, outputs and planned activities to reach the objectives are still valid. The review will focus on ensuring possible adaptation of the NAP to newly emerging trends, or changes that have occurred in the

general framework of TiP responses. It is recommended that an external evaluating team conduct the Mid-Term review to provide for a more objective analysis.

- **National Action Plan Evaluation;** Shall be carried out to determine the overall success of implementation of the NAP. The final evaluation will determine the impact of implementation of the NAP against set objectives in contributing to combating TiP in Uganda. The results of the evaluation, recommendations and lessons learned will be used to feed into the development of the new NAP or any other planned actions in the area of the anti-TiP responses. It is recommended that regional participatory workshops at the end of the evaluation are organized to share and discuss the findings from the evaluation and to undertake a joint analysis of critical questions. An external evaluating team shall conduct the end line evaluation due to the nature of intensity and breadth of work involved.

SECTION 4: IMPLEMENTATION MATRIX OF THE NAP 2019-2024

S/N	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
Strategic Objective 1: To strengthen institutional capacity to effectively respond to human trafficking incidents								
	Outcome 1: COPTiP effectively coordinates, monitors and overseas implementation of activities to combat TiP	Strengthen COPTiP as a fully-fledged Department at the MIA Lobby for sufficient budget allocation	<ul style="list-style-type: none"> ▪ Increased human resource ▪ Concept notes, Work plans and proposals for funding ▪ Activities funded and implemented 	<ul style="list-style-type: none"> • Staff under COPTiP ▪ Transaction records¹⁸ ▪ Reflection of COPTiP funded activities in the Ministerial Policy Statements 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs ▪ Ministry of Internal Affairs 		FY 2019/2020 FY 2019/2020	Budget allocation and releases in accordance with NAP Strong concern by the stakeholders Chiefs
		Strengthen the National Taskforce committee ¹⁹	<ul style="list-style-type: none"> ▪ All relevant Institutions/organizations represented on the NTF committee by senior officials 	<ul style="list-style-type: none"> ▪ Minutes of NTF committee meetings ▪ Record of nominated institutions/organizations 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs ▪ All stakeholders in the NTF Committee 		FY 2019/2020	

¹⁸ Such as LPOs/Receipts/Delivery notes for purchase of equipment.

¹⁹ Brining on board additional institutions/organizations such as the Ministry of Health, Uganda Human Rights Commission, Uganda Law Society, Justice Centers Uganda, JLOS, Media and Academia among others.

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
		Carryout regular inter agency coordination	<ul style="list-style-type: none"> ▪ Monthly meetings held and action developed and implemented 	<ul style="list-style-type: none"> ▪ Minutes of meetings ▪ Resolutions from the meetings 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs ▪ All stakeholders in the NTF Committee 		Monthly meetings	
		Operationalize the National Referral Guidelines	<ul style="list-style-type: none"> ▪ National Referral Guidelines finalized ▪ Dissemination of the National Referral Guidelines among stakeholders ▪ Simplified National Referral Guidelines developed and disseminated ▪ National service directory in place 	<ul style="list-style-type: none"> ▪ Final National Referral Guidelines in place ▪ Simplified National Referral Guidelines ▪ Updated national service directory ▪ Reports of National Referral Guidelines dissemination events 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs ▪ All stakeholders in the NTF Committee 		FY 2020/2024	
Outcome 2: TiP interventions are informed by reliable and available data	Conduct a baseline survey and periodic studies on TiP	<ul style="list-style-type: none"> ▪ Hiring a consultant ▪ Baseline report ▪ Dissemination of the baseline survey ▪ TiP studies and surveys 	<ul style="list-style-type: none"> ▪ TORs with the National consultant ▪ Data collection tools 	Ministry of Internal Affairs			FY 2019/2020	

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
			<ul style="list-style-type: none"> ▪ Baseline survey report ▪ TiP situational 					
	Operationalize a centralized National TiP data base	<ul style="list-style-type: none"> ▪ Procurement of data collection equipment ▪ Development of the data collecting tools ▪ Regular collection and entry of TiP data 	<ul style="list-style-type: none"> ▪ Data base equipment ▪ Data base put in place ▪ Data analysis reports generated periodically 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs ▪ All stakeholder MDAs 	FY 2019/2024			
	Produce Analyzed Annual TiP trends reports	<ul style="list-style-type: none"> ▪ Monthly TiP reports ▪ NTF committee progress reports ▪ Semi-annual TiP reports 	<ul style="list-style-type: none"> ▪ Annual TiP outline paper ▪ Annual TiP trends reports 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs ▪ All stakeholder MDAs 	FY 2019/2024			
Outcome 3: Strengthened TiP desks and units	Build the capacity of specialized units/desks at police, ODPP and judiciary among others	<ul style="list-style-type: none"> ▪ Specialized trainings for actors in the specialized units/desks ▪ Procurement of specialized equipment for the different units/desks 	<ul style="list-style-type: none"> ▪ Number of TiP units/desks established ▪ Number of capacity building sessions conducted 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs; ▪ Office of the DPP; ▪ Judiciary 	FY 2019/2024			Willingness of institutions and personnel to comply

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
SN	Outcome	Strategies	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical assumptions
Strategic Objective 2: To improve the legal and policy framework geared towards combating Trafficking in persons								
SN	Outcome 1: National legal and policy regulatory framework improved and implemented based on regional and international standards	Ratify and domesticate international and regional instruments (The Hague convention on international child adoption, Palermo protocol, United Nations Convention for the suppression of the traffic in persons and of the exploitation of prostitution of others, UN optional protocol to the convention on the rights of the child in the involvement of children in armed conflict)	<ul style="list-style-type: none"> ▪ Developing cabinet memos ▪ Holding workshops to sensitize relevant stakeholders about the importance of ratification 	<ul style="list-style-type: none"> ▪ Cabinet memos ▪ Copies of signed and ratified instruments 	<ul style="list-style-type: none"> • Ministry of Internal Affairs • Ministry of Justice and Constitutional Affairs; • Ministry of Foreign Affairs • Ministry of Gender, Labour and Social Development; • Cabinet; • Parliament 		FY 2019/2024	Stakeholders are cooperative in this process

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
		<p>Strengthen advocacy for the passing of policies and enactment of pending bills and other relevant laws at national level</p>	<ul style="list-style-type: none"> ▪ Revision of the National Employment Policy ▪ Revision of the Employment Act [2006] ▪ Revision of SI No. 62 of 2005, the Employment (Recruitment of Ugandan Migrant Workers Abroad) ▪ Passing of the National Legal Aid Policy ▪ Enactment of the Legal Aid Bill ▪ Enactment of the Witness Protection Bill ▪ Develop a National Migration Policy ▪ Develop a National Policy on PTiP ▪ Contribute to the NDP III ▪ Develop simplified versions of new laws and policies 	<ul style="list-style-type: none"> ▪ Number of high level meetings conducted ▪ Number of advocacy meeting conducted ▪ Number of policy papers developed ▪ Number of presentations conducted 	<ul style="list-style-type: none"> ▪ Ministry of Gender Labour & Social Development ▪ Uganda Law Society, ▪ Ministry of Internal Affairs ▪ Ministry of Justice and Constitutional Affairs; ▪ Parliament, ▪ Civil Society Organizations 		FY 2019/2024	That members of Parliament and other agencies are cooperative Stable political environment

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
		Amend the Prevention of Trafficking in Persons Act 2009	<ul style="list-style-type: none"> ▪ The PTIP Act 2009 reviewed ▪ Advocacy points identified and popularized 	<ul style="list-style-type: none"> ▪ Review reports ▪ Number of meetings held 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs ▪ Ministry of Justice and Constitutional Affairs ▪ Parliament, CSOs 		FY 2019/2022	That members of Parliament and other agencies are cooperative
Outcome 2: Localized policies developed to enable implementation of anti-TiP interventions	Develop sector guidelines to support implementation of anti-TiP laws and policies	<ul style="list-style-type: none"> ▪ Develop guidelines to regulate transportation of children ▪ Develop guidelines for human body organ donation ▪ Develop guidelines for procuring surrogacy mothers 	<ul style="list-style-type: none"> ▪ Guidelines to regulate transportation of children, human body organ donation and procurement of surrogacy mothers in place 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs; ▪ Ministry of Transport and Works ▪ Ministry of Health; Uganda Police, CSOs 		FY 2019/2024	Willingness of the transport and health sectors to cooperate and comply	
	Develop ordinances and by-laws to combat all forms of exploitation under TiP	<ul style="list-style-type: none"> ▪ Develop ordinances and by-laws related to protection of children against trafficking in persons, child labour etc 	<ul style="list-style-type: none"> ▪ Ordinances and by-laws in place 	<ul style="list-style-type: none"> ▪ Ministry of Local Government, Local Governments, Ministry of Gender Labor 		FY 2019/2024	Availability of resources at local government level (financial and human)	

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
Strategic Objective 3: To improve access to protection and assistance for Victims of trafficking								
Outcome 1: Increased protection for VoTs and access to justice mechanisms	Update the National services providers directory on TiP	<ul style="list-style-type: none"> ▪ Updated National service directory ▪ MoU(s) between government and civil society on VoT support 	<ul style="list-style-type: none"> ▪ National service directory ▪ MoUs with CSOs 	<ul style="list-style-type: none"> ▪ and Social Development, CSOs 				
	Establish Shelters for Victims of trafficking and support existing ones	<ul style="list-style-type: none"> ▪ Shelters for victims of trafficking; ▪ Mapping out potential organizations that can provide shelter services 	<ul style="list-style-type: none"> ▪ List of approved shelters 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs; ▪ Ministry of Gender, Labour and Social Development; ▪ Ministry of Foreign Affairs 		FY 2019/2024		That VoTs will be willing to engage with law enforcement and justice actors

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
		<p>Provide legal support to VoTs during investigations and prosecutions</p>	<ul style="list-style-type: none"> ▪ Number of VoTs participating in TiP cases 	<ul style="list-style-type: none"> ▪ Number of cases concluded with the support of VoTs 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs; Uganda Police; ODPP; Ministry of Local Government CSOs 		FY 2019/2024	
		<p>Set up VoTs survivor assistance fund</p>	<ul style="list-style-type: none"> ▪ Amend the Prevention of Trafficking in Persons Act to provide for a VoT assistance fund <ul style="list-style-type: none"> ▪ Cabinet memo ▪ Certificate of Financial Implication 	<ul style="list-style-type: none"> ▪ VoTs assistance fund 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs; Parliament, Ministry of Finance, Planning and Economic Development, CSOs 		FY 2019/2024	
	<p>Support VoTs to set up a VoT survivor group to work with and support law enforcement officers and justice actors on TiP cases</p>	<ul style="list-style-type: none"> ▪ VoTs groups coordinated and organized 	<ul style="list-style-type: none"> ▪ VoT survivor group(s) established 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs; Ministry of Gender, Labour and Social Development, 			FY 2019/2024	

S N	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
	Provide Comprehensive assistance to victims of trafficking, including potential victims; within Uganda and abroad	<ul style="list-style-type: none"> Number of victims of trafficking provided with comprehensive assistance 	<ul style="list-style-type: none"> Victim assistance facilities 	<ul style="list-style-type: none"> CSOs Ministry of Internal Affairs Ministry of Foreign Affairs; CSOs 	FY 2019/2024			
Strategic Objective 4: To strengthen prevention mechanisms towards combating Trafficking in persons								
Outcome 1: Increased citizen awareness, knowledge and information about Trafficking in persons and safe migration	<ul style="list-style-type: none"> Develop and roll out a national awareness strategy on TiP Popularize the External Employment Management System to provide accurate information on jobs abroad 	<ul style="list-style-type: none"> National awareness strategy developed and rolled out Existing IEC materials on TiP reviewed IEC materials developed Map human rights and access to justice partners and engage them to disseminate PTiP information Develop partnerships with media houses Trainings on TiP at regional local level Develop and translate TiP information for 	<ul style="list-style-type: none"> National TiP awareness strategy developed IEC materials developed and disseminated MOUs with media houses 	<ul style="list-style-type: none"> Attendance lists TiP champions/paralegals at local level 	<ul style="list-style-type: none"> Ministry of Internal Affairs; Ministry of local government CSOs, Media, 	FY 2019/2024	<ul style="list-style-type: none"> Sufficient financial and human resource Political will and leadership 	

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
		religious and cultural leaders among others	dissemination at local level		<ul style="list-style-type: none"> ▪ Ministry of Local Government; Local Governments, CSOs ▪ ISO ▪ OPM (Refugees) 			
	Enhance border management and inspection to curb the numbers of Ugandans that could be trafficked	<ul style="list-style-type: none"> ▪ Trainings for immigration and border control officers ▪ Equip Immigration Officers with motor vehicles, motor cycles and motor boats for border patrols 	<ul style="list-style-type: none"> ▪ Number of immigration and border control officers trained ▪ List of equipment procured to enhance border patrol capabilities 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs Directorate of Citizenship & Immigration Control 			FY 2019/2024	

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
	Outcome 2: Increased victim identification and reporting on cases of TiP	Strengthen the National Referral Mechanism on TiP	<ul style="list-style-type: none"> ▪ Active referral of TiP cases being made ▪ Increased cooperation among traditional and non-traditional actors on TiP ▪ National referral guidelines developed at local level 	<ul style="list-style-type: none"> ▪ Increased identification of VoTs 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs; Uganda Police, Ministry of Local Government, Local Government s, CSOs 		FY 2019/2024	That people will respond and report TiP incidents
		Train relevant stakeholders on the identification of VoTs	<ul style="list-style-type: none"> ▪ Community people empowered to identify VoTs ▪ More TiP cases registered at the focal desks/units 	<ul style="list-style-type: none"> ▪ Number of cases seeking assistance in regard to TiP ▪ Reports from others identifying VoTs 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs; Uganda Police, DCIC, Local Government s, CSOs 		FY 2019/2024	

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
	Outcome 3: Increased knowledge and access to alternative livelihood programs	Link VoTs to empowerment and livelihood programs	<ul style="list-style-type: none"> ▪ Mapping different livelihood programs across the country ▪ Popularizing of existing livelihood programs ▪ Number of VoTs accessing the livelihood programs ▪ 	<ul style="list-style-type: none"> ▪ Updated directory of livelihood programs across the country –both state and non-state ▪ Assessment tool on the available livelihood programs 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs ▪ Uganda Police, Ministry of Local Government, Government, Local Governments, ▪ Ministry of Gender, Labour and Social Development, CSOs 		FY 2019/2024	That people will embrace the opportunities Political will to provide for and implement livelihood programs across the country
		Engage the private sector to invest in anti-TiP interventions under CSR or company foundations	<ul style="list-style-type: none"> ▪ Mapping of private/corporate entities to engage ▪ Trainings for private/corporate entities about TiP ▪ 	<ul style="list-style-type: none"> ▪ Training modules ▪ Lists of attendees 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs; ▪ CSOs, ▪ Media, ▪ Private companies 		FY 2019/2024	That private companies will be interested in TiP issues

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
SN	Outcome	Strategies	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Timeframe	Critical Assumptions
Strategic Objective 5: To strengthen investigation, prosecution and adjudication of TiP cases								
SN	Outcome 1: Increased convictions of TiP cases	Engage the judiciary administration to understand and prioritize adjudication of TiP cases	<ul style="list-style-type: none"> Meetings with the judiciary administration and judicial training institute Trainings and workshops for judicial officers Increase in the number of completed TiP cases 	<ul style="list-style-type: none"> Progress reports TiP training modules List of attendees 	<ul style="list-style-type: none"> Ministry of Internal Affairs ODPP, Judiciary, Judicial Training Institute, CSOs 		FY 2019/2024	The judiciary will be able and willing to understand and prioritize TiP cases
		Establish specialized court(s) sessions for TiP cases	<ul style="list-style-type: none"> Judiciary administrative memo on specialized TiP court/ court sessions Increased numbers of successful cases and victims compensated 	<ul style="list-style-type: none"> Completed court files Number of court orders for compensation of VoTs 	<ul style="list-style-type: none"> Ministry of Internal Affairs Judiciary, Judicial Training Institute, Uganda Police, Forensic lab ODPP, Uganda Law society, 		FY 2019/2024	Attitudes of the judicial officers towards TiP

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
		Capacity building for police officers, prosecutors and judicial officers on TiP	<ul style="list-style-type: none"> ▪ Development of training modules and manuals ▪ Constitution of judicial TOTs on TiP ▪ Benchmark visits ▪ Engaging with judicial officers at the annual judges' conference 	<ul style="list-style-type: none"> ▪ Specialized TiP training module for the judiciary – Judicial bench book on TiP ▪ Training modules for justice actors ▪ List of attendees 	<ul style="list-style-type: none"> ▪ JLOS ▪ Ministry of Internal Affairs; Judiciary, Judicial Training Institute, CSOs 		FY 2019/2024	
	Specialized trainings for police offices, prosecutors, judges, forensic personnel, prosecutors, investigators	<ul style="list-style-type: none"> ▪ Development of training modules ▪ Designing training events ▪ Benchmark and learning visits 	<ul style="list-style-type: none"> ▪ Number of specialized trainings ▪ Number of joint trainings ▪ Availability of training modules/manuals developed ▪ List of trained officers 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs; Judiciary, Judicial Training Institute, Uganda Police, Forensic lab ▪ ODPP, Uganda Law society, JLOS 		FY 2019/2024		

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
		Enhance prosecution led Investigations	<ul style="list-style-type: none"> ▪ Joint CID/ODPPP trainings ▪ Development of Standard Operating Procedures Manuals 	<ul style="list-style-type: none"> ▪ Number of joint trainings ▪ Number of successful prosecutions 	<ul style="list-style-type: none"> ▪ Uganda Police(CID) ▪ ODPPP 		FY 2019/2024	
Strategic Objective 6: To build strong and effective partnerships at national, regional and international levels geared towards combating TIP								
Outcome 1: Improved partnership and responses at national, regional and international level on TIP issues	Negotiating and signing of Labor Externalization Agreements and Memorandums of Understanding	<ul style="list-style-type: none"> ▪ Bench marking, Negotiations ▪ Negotiating and signing of extradition treaties 	<ul style="list-style-type: none"> ▪ Signed Agreements and MOUs ▪ Signed extradition treaties 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs ▪ Private sector, Parliament ▪ Ministry of Internal Affairs; ▪ Ministry of Justice and Constitutional Affairs, ▪ Ministry of Foreign Affairs, ▪ ODPPP, ▪ Parliament 		FY 2019/2024	Willingness of partners to collaborate	
	Extradition treaties with countries					FY 2019/2024	Willingness of states to comply Availability of resources (human and financial)	

SN	Outcome(s)	Strategies/Activities	Progress Indicators	Means of verification	Implementing Entity (ies)	Budget	Time frame	Critical Assumptions
		Improved regional collaborations and strategies to combat TiP	<ul style="list-style-type: none"> ▪ Regional collaborations on TiP 	<ul style="list-style-type: none"> ▪ Annual progress reports 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs ▪ Uganda Police 		FY 2019/2024	
Outcome 2: Improved resource mobilization and synergies in addressing TiP	Conduct joint lobbying meetings	<ul style="list-style-type: none"> ▪ Advocacy meetings ▪ Lobbying meetings with partners ▪ Developing concept notes and proposals to donors ▪ Inviting more partners on board ▪ Consultative meetings with MDAs to budget 	<ul style="list-style-type: none"> ▪ Designated budget for COPTiP ▪ Proposals developed ▪ Grants secured for implementation of TiP projects 	<ul style="list-style-type: none"> ▪ Ministry of Internal Affairs ▪ Private sector, Development partners 		FY 2019/2024	Availability of resources Government will commit resources	



Co-funded by the European Union



Better Migration Management
Horn of Africa



Part of the
Hope for Justice
family

