



THE UNITED REPUBLIC OF TANZANIA

# National Anti-Trafficking in Persons Plan of Action



2021-2024





Ministry of Home Affairs

# National Anti-Trafficking in Persons Plan of Action

2021 - 2024



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# FOREWORD

The United Republic of Tanzania is committed to prevent and combat Trafficking in Persons in and outside the country. This commitment was demonstrated by signing and ratifying the United Nations Convention against Transnational Organized Crime (UNTOC) and its Protocol to prevent, Punish and Suppress Trafficking in Persons, Especially Women and Children (Palermo Protocol) in 2000 and 2006, respectively. Tanzania went further to domesticate the international protocol by enacting the Anti-Trafficking in Persons Act, No. 6 of 2008. Apart from criminalizing all acts amounting to the commission of the crime of Trafficking in Persons, this legislation also aims to provide care, assistance, and treatment for victims of Trafficking in Persons. Furthermore, it establishes an institutional framework for effective coordination of all efforts by state and non-state actors in combating Trafficking in Persons and overseeing the Act's implementation within the United Republic of Tanzania.

Through the Anti-Trafficking Committee and its Secretariat in collaboration with stakeholders, the Ministry of Home Affairs has been implementing various government initiatives to combat this horrendous crime. The initiatives, among other things, are intended to equip frontline officers with the requisite knowledge on Trafficking in Persons through training and awareness-raising. Efforts have also been expanded in investigations and prosecution of perpetrators of this heinous crime. Although sufficient data-based evidence is lacking, many people in the country will agree that Trafficking in Persons persists as Tanzania continues to be affected as a source, transit, and destination country.

Despite the hidden character of Trafficking in Persons, which makes it challenging to measure the magnitude of trafficking accurately, practice on ground has revealed that many regions in the country are affected. The Government of the United Republic of Tanzania demonstrates its political will to combat this heinous crime by developing this National Anti-Trafficking in Persons Plan of Action (2021-2024). On behalf of the Government, the Ministry of Home Affairs understands that Trafficking in Persons is a multifaceted crime that calls for a multi-sectorial response that primarily includes implementation of the activities outlined in the plan.

On behalf of the Government of the United Republic of Tanzania, the Ministry of Home Affairs appreciates the technical and financial support received from the United Nations Office on Drugs and Crimes (UNODC) Regional Office for Eastern Africa, which facilitated the development of this plan. The Ministry further wishes to acknowledge the support from the International Organization for Migration (IOM) and their physical involvement throughout developing this National Plan of Action. Moreover, the role played by stakeholders from non-governmental organizations was critical in the process. I believe this partnership will continue to support the implementation of the interventions against Trafficking in Persons as described in this National Anti-Trafficking in Persons Plan of Action. I end by echoing the theme of 2021 World Day against Trafficking in Persons that "Victims' voices lead the way". I appeal to you, all stakeholders, to apply this theme in practice to improve our Counter-Trafficking measures.



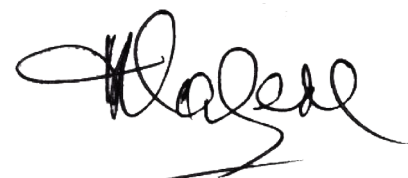
Honourable Engineer Hamad Masauni  
Minister for Home Affairs

# PREFACE

This National Plan of Action (NPA) aligns with the Ministry of Home Affairs Strategic Plan of 2021/2022-2025/2026. It seeks to build on the work previously carried out and establishes our strategy for the coming three years. The strategic actions stipulated in the plan are in areas of public policy, capacity building, public awareness, victim and witness support, communication and coordination, research and information sharing, monitoring and evaluation, and resources mobilization. The NPA seeks to build on areas of strength and improve our approach to combating Trafficking in Persons (TIP). This third plan articulates the shared objectives, activities, and resource requirements of the Anti-Trafficking in Person's Secretariat for three years from 2021 to 2024. It intends to develop an integrated approach for dealing with victims and potential victims. Furthermore, aspects of increasing knowledge and skills to frontline officers and awareness-raising campaigns to communities on TIP issues have been given consideration to suppress traffickers' recruitment methods.

The Plan recognizes the need for a coordinated approach between national stakeholders to combat TIP. Moreover, it has been drafted in line with the 2030 Sustainable Development Goals, the United Nations Global Plan of Action to Combat Trafficking in Persons (2010), the United Nations Global Initiative to Fight Human Trafficking (2008), the Ouagadougou Action Plan Against Trafficking in Persons (2006), the United Republic of Tanzania Development Vision (2025) and the National Plan of Action to End Violence Against Women and Children in the United Republic of Tanzania (2017-2022 Mainland and Zanzibar respectively)

The Government of the United Republic of Tanzania acknowledges that countering TIP requires strengthened national cooperation and coordination. Therefore, this NPA was developed through a participatory process that involved various stakeholders. We are extremely grateful to all the stakeholders who ensured that this plan reflects government priorities in combating TIP in the country.



Adatus Vincent Magere  
Chairman - Anti-Trafficking Committee

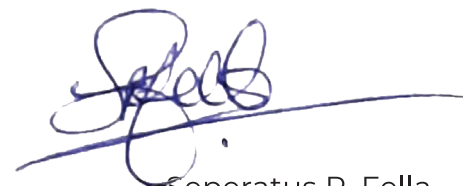
# ACKNOWLEDGMENTS

First, I sincerely thank the Management of the Ministry of Home Affairs for their instrumental role in ensuring that the review process of the National Anti-Trafficking in Persons Action Plan (2018-2021), which expired in June 2021, was consultative and completed on time. I would also like to express my profound appreciation to the United Nations Office on Drugs and Crime (UNODC) Regional Office for Eastern Africa for the technical and financial support extended to the Government of the United Republic of Tanzania in developing this Plan.

On equal footing, the Secretariat is grateful to the International Organization for Migration (IOM) in the United Republic of Tanzania for their support and effective participation in preparing this National Plan of Action. The Ministry would additionally like to extend its appreciation to all other stakeholders for devoting their time and constructive contributions to all the workshops they attended for validations.

A vote of thanks is also extended to the Chairperson of the Anti-Trafficking Committee, Mr. Adatum Magere, whose guidance and supervisory role ensured that we come up with this document of national importance that guides our interventions against Trafficking in Persons for the next three years.

Last but not least, I value the devotion of the technical team composed of members from the Ministry of Home Affairs, Ministry of Health, Community Development, Gender, Elderly and Children, Ministry of Health, Social Welfare, Elders, Gender and Children - Zanzibar, Anti-Trafficking Secretariat, C-SEMA, Dignity Kwanza and Tanzania Relief Initiatives which worked very closely with the Lead Consultant of UNODC - Dr. Mody Ndiaye who worked day and night during the development of this Plan of Action. This Plan will guide all stakeholders from Government and Civil Society organizations in their endeavors to fight Trafficking in Persons in the United Republic of Tanzania.



Seperatus R. Fella  
Secretary - Anti-Trafficking Secretariat

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# LIST OF ACRONYMS

<b>AG</b>	Attorney General
<b>ATC</b>	Anti-Trafficking Committee
<b>ATS</b>	Anti-Trafficking Secretariat
<b>CSOs</b>	Civil Society Organizations
<b>CTIP</b>	Counter-trafficking in Persons
<b>DPs</b>	Development Partners
<b>DPP</b>	Director of Public Prosecutions
<b>EAC</b>	East African Community
<b>IOM</b>	International Organization for Migration
<b>MOCLA</b>	Ministry of Constitution and Legal affairs
<b>MIS</b>	Management Information System
<b>MOFA</b>	Ministry of Finance
<b>MOFP</b>	Ministry of Finance and Planning
<b>MOHA</b>	Ministry for Home Affairs
<b>MOU</b>	Memorandum of Understanding
<b>MHSEGC</b>	Ministry of Health, Social Welfare, Elderly, Gender & Children (Zanzibar)
<b>MOHCDGEC</b>	Ministry of health, Community development, Gender, Elderly
<b>MCT</b>	Media Council of Tanzania
<b>M &amp; E</b>	Monitoring & Evaluation
<b>NAP</b>	National Plan of Action
<b>OSC</b>	One Stop Centre
<b>VAWC</b>	Violence against Women and Children
<b>NBS</b>	National Bureau of Statistics
<b>OCGS</b>	Office of Chief Government Statistician (Zanzibar)
<b>PO-RALG</b>	President's Office, Regional administration and Local
<b>TIP</b>	government Trafficking in Persons
<b>TISS</b>	Tanzania Intelligence & Security Service
<b>TLS</b>	Tanganyika Law Society
<b>ToT</b>	Training of Trainers
<b>TRI</b>	Tanzania Relief Initiative
<b>UNODC</b>	United Nations Office on Drugs and Crime
<b>UN</b>	United Nations



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# BACKGROUND

The widespread exploitation of men, women, and children during the 1980s was unacceptable to people of conscience all over the world. In the same vein, individual approaches at the state level to prevent what was to become known as Trafficking in Persons, protecting and assisting trafficked persons, and bringing perpetrators to justice were also ineffective due to the hidden and transnational nature of the crime. This undesirable situation necessitated the United Nations General Assembly, through the General Assembly resolution 53/111 of 9 December 1998, to establish an open-ended inter-governmental ad-hoc committee for, among others, elaborating a comprehensive international convention against transnational organized crime, including an international instrument to address trafficking in women and children. In 2000, the General Assembly approved the United Nations Convention against Transnational Organized Crime and its Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children. Similarly, based on the international agreement reached, the United Nations introduced the Global Initiative to Fight Human Trafficking (UN. GIFT) in 2004.

The programme aimed at mobilizing state and non-state actors in the fight against Trafficking in Persons. In the context of Africa, the Ouagadougou Action Plan to Combat Trafficking in Human Beings, Especially Women and Children (2006), was an essential milestone in the fight against Trafficking in Persons in Africa. With this global and regional trend, the Government of the United Republic of Tanzania ratified the United Nations Convention on Transnational Organized Crime and the Protocol to Prevent, Punish, and Suppress Trafficking

in Persons, especially Women and Children, in 2006. Two years later, the Government enacted the Anti-Trafficking in Persons Act, No. 6 of 2008 and its regulations through its parliament. In 2011, the Government established the National Anti-trafficking in Persons Committee and its Secretariat to oversee the implementation of the Act and coordinate government efforts in countering Trafficking in Persons. In 2015, the committee and its Secretariat developed the first National Anti-trafficking in Persons Action Plan (2015-2017). The plan was reviewed in 2018 and superseded by the second National Anti-trafficking in Persons Action Plan, which expired in June 2021. The Plans provided guidance and framework for implementing various counter-trafficking initiatives.

The Secretariat and other partners, including government departments like Tanzania Police Force, Tanzania Immigration Department, Office of the Director of Public Prosecutions, Judiciary of Tanzania, Ministry of Health and Social Welfare; non-governmental organizations; and development partners; have been implementing activities to prevent and counter Trafficking in Persons detailed in the Plans.

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# BACKGROUND

The Secretariat, under close supervision of the Committee, has been addressing Trafficking in Persons issues within the 4P's paradigm as elaborated in detail in the International Framework for Action to Implement the Trafficking in Persons Protocol.

Prevention is an important aspect in the fight against Trafficking in Persons, which calls for interventions directed to preventing the crime from occurring in the first place. One of the first steps in creating and successfully implementing an effective prevention programme is to ensure that skilled personnel are in place to implement prevention interventions. In this regard, the Secretariat, in collaboration with IOM, LWOB, UNODC, SADC-SECRETARIAT, KIWOHEDE, SALVATION ARMY, ROMME CENTER, and TRI from 2018 up to June 2021, trained a total number of 804 stakeholders including, Police Officers, Immigration Officers, Prosecutors, Magistrates, Social Welfare Officers, Health Officers, Community Development Officers, Labour Officers, and Staff from Non-Government Organizations, Division and Ward Executive Officers, school teachers and religious leaders. The training programmes were conducted in Dar es Salaam, Mwanza, Tanga, Kigoma, Tabora, Ukerewe, Mbeya, Zanzibar, and Simiyu. The impact of these training programmes has been significant in the number of cases reported, number of victims rescued and assisted, number of cases prosecuted, and number of perpetrators convicted.

Training could not continue owing to the global corona virus pandemic, suspending activities between March 2020 and August 2021. However, more needs to be done in this area to reach a large number of stakeholders and community

members. Victims of Trafficking in Persons are vulnerable and need protection from physical, psychological and social threats. They also need care, support, material needs and successful reintegration into their community. In addition, they need guidance and assistance to understand the criminal justice system and process, especially where they are to testify as witnesses in criminal trials against perpetrators. During the lifespan of the second National Action Plan, the secretariat and its stakeholders rescued, protected and assisted a total number of 422 victims, the majority being under 18 years old. Eighteen foreign victims (17 Burundian women and one Mozambican girl) were rescued and voluntarily returned to their home countries. Twenty-two victims of Tanzanian nationality were rescued abroad in Malaysia (1), Thailand (7), Iraq (3), Kenya (10) and Uganda (1). All of them were assisted, returned and reunified with their families. The Government appreciates the crucial role played by non-government organizations for continuously providing shelters, basic services, and vocational training to rescued victims.

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# BACKGROUND

The National Action Plan (2018-2021) has been acting as a compass to this process. However, that Plan of Action reached its expiring date in June 2021. It is from this premise that the Committee advised the Minister to convene a stakeholder meeting to deliberate about and review the Plan. With financial and technical support from the United Nations Office on Drugs and Crime (UNODC), a technical team composed of various stakeholders involved in the fight against Trafficking in Persons convened from 19-28 July 2021 in Arusha. Members at the meeting were of the view that a review of the Plan was necessary for the following of four main reasons:

- The Plan of Action that was used as a guiding tool in the fight against Trafficking in Persons reached its expiring date;
- Other activities have been performed while there were new emerging interventions in addressing Trafficking in Persons' issues needed to be accommodated in the new Plan;
- Many of the planned activities were not implemented owing to inadequate funding, but they were still valid;
- While recognizing the important progress made in the country in the fight against Trafficking in Persons, stakeholders unanimously agreed that domestic Trafficking in Persons continue to pose a challenge.

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# OBJECTIVES OF THE NATIONAL PLAN OF ACTION

The general objective of the National Action Plan is to prevent, suppress and punish Trafficking in Persons with a victim-centred approach in accordance with the provisions of the United Nations Convention against Transnational Organized Crime and its Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children. This tool will improve preventive measures and response services that will help combat Trafficking in Persons.

The specific objectives are as follows:

- To create an enabling policy environment that facilitates successful implementation of interventions geared towards combating Trafficking in Persons;
- To provide an implementation framework geared towards enhancing the capacity of stakeholders with appropriate skills and capabilities for effective detection, investigations and prosecution of the crime of Trafficking in Persons with a victim-centered approach;
- To strengthen coordination that fosters partnership with all relevant stakeholders in combating Trafficking in Persons.

## **VISION**

A Nation which is free from Trafficking in Persons and provides adequate protection and assistance to victims.

## **MISSION**

To mobilize state and non-state actors to effectively combat Trafficking in Persons through initiatives that are geared towards prevention, protection, reunification and assistance to those who fall victims, and prosecution of the criminals involved.

## The development of this plan was based on several activities

First, review of the expired NPA 2018-2021, which contained essential information, facts, and figures such as successes and challenges that were useful in laying the foundation for the development of this Plan.

Second, extensive desk research gathered from numerous studies conducted and reports written on Trafficking in Persons in the United Republic of Tanzania over the recent years.

Furthermore, the process involved stakeholder's consultations with several participants from different Government and non-government Institutions, which includes the President Office – Local Government and Regional Administration, Refugee Service Department, Tanzania Police Force, Tanzania Immigration Department, Ministry of Health and Social Welfare, CHRAGG on the part of government and KIWOHEDE, Wote Sawa, Salvation Army, Aman Center, Faraja Young Women Development organization, Brielle Association and ANGOZA from non-governmental organizations.

The consultative process by stakeholders was led by UNODC technical team. Inputs and recommendations gathered from stakeholders were incorporated to produce this final draft.

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# METHODOLOGY

## Guiding Principles

Five principles have guided the development of this Second National Action Plan. The principles provide guidance on dealing with Trafficking in Persons issues and are fundamental to successfully implementing this National Action Plan. These principles are as follows:

**Government Ownership:** The Government of the United Republic of Tanzania is committed to address Trafficking in Persons. This Action Plan 2021-2024 is based on the National development plans and budget priorities to facilitate its implementation.

**Stakeholders Participation:** Trafficking in Persons affects the whole society. Efforts to combat and prevent it require the support and cooperation of all sectors. The anti-trafficking campaign should be a multi-sectoral endeavor between Ministries, Departments and Agencies (MDAs), Local Government Authorities (LGAs), Civil Society Organizations (CSOs), International Organizations, Development partners, and community groups in order to obtain collective and positive responses and actions.

**Human Rights based Treatment of Victims:** The quality of protection and rehabilitation can be improved through the promotion of and in keeping up with international, regional and appropriate local standards of human rights regardless of gender, age, race, nationality, culture and religion of the victims. In solidifying the efforts for victims' protection and rehabilitation, collaboration with CSOs and other stakeholders shall be strengthened.

**Interdisciplinary Coordination:** It is pertinent to establish close cooperation and coordination among relevant ministries and agencies, including the central government and local authorities, to achieve positive results in addressing Trafficking in Persons. In addition, close engagements and interactions with CSOs, the private sector, and other interested parties, including international organizations, are equally important.

**Systematic Monitoring, Evaluation and Sustainability:** In ensuring the sustainability of the outlined measures, specific parameters and systematic evaluation approaches are vital to assess the effectiveness of the efforts to facilitate the evaluation of the National Action Plan details the responsibility, the expected targets, budget and timeframe for each action.

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# STRATEGIC ACTIONS

This National Action Plan has eight (8) strategic actions that fall within the four Ps, which are Prevention, Protection, Prosecution and Partnership. The strategic actions prioritize key intervention areas to be addressed when implementing this National Action Plan. The strategic actions are detailed in the implementation matrix:

## 01

### **Policy, Legislation and Institutional Mechanisms**

Trafficking in Persons can be effectively combated where there are legislative frameworks in place and mechanisms to facilitate the implementation of the legislation in both parts of the United Republic of Tanzania. Such mechanisms include regulations that outline the roles and responsibilities of various actors and strategic Plan which gives strategic directions on the initiatives that will facilitate better prevention of the crime, protection of victims and witnesses, prosecution of traffickers, and assistance to victims of Trafficking. Furthermore, an institutional framework is established to coordinate and oversee the implementation of laws, programmes and other initiatives.

## 02

### **Capacity Building for Skills Enhancement**

Capacity building is an essential element in ensuring that the personnel from all MDAs, LGAs and CSOs involved in the efforts to combat Trafficking in Persons possess the relevant knowledge and skills particularly in the areas of policy, prevention, protection, assistance and prosecution. Moreover, engagement and strategic alliances with local and foreign partners is of paramount importance to share knowledge and experience with the relevant experts.

## 03

### **Prevention and Public Awareness Raising**

This is one of the most important strategies for preventing and combating Trafficking in Persons because it creates an informed, responsible and responsive society as Trafficking in Persons is a concern of all. A full-scale public awareness programme will be carried out by utilizing all forms of mass communication to inform and educate the public about the threat and impact of Trafficking in Persons, its implications for human rights and national security. The contribution of the public towards combating Trafficking in Persons will also be emphasized. The public awareness programme will be geared to inform the public and all government agencies on the Anti-Trafficking in Persons Act 2008 and its Regulations.

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# STRATEGIC ACTIONS

## 04 **Victim and Witness Support and Protection**

Provision of shelter and other necessary facilities conforming to the minimum international standards is required. Basic facilities and necessities must be made available for victims to feel safe, secure and protected. Availability of victim-friendly rehabilitation and reintegration services based on best practices is essential to secure the mental and emotional wellbeing of the victims and to assist them in the recovery process. Thus, the victim would also be in an optimal mindset that will better assist in investigation and prosecution. There is also a need to collaborate with CSOs to provide training and capacity-building programmes tailored to enhance their income generating skills. Besides that, collaboration with CSOs, foreign missions, and relevant authorities ensure safe repatriation and reintegration of the victims to their places of origin so that they will not be re-trafficked. The Anti-Trafficking in Persons Secretariat will collaborate with the Ministry responsible with Constitution and Legal Affairs and the Office of Director of Public Prosecution Services to explore and establish mechanisms that are friendly for victim and witness protection for criminal proceedings involving Trafficking in Persons cases.

## 05 **Communication, Coordination and Cooperation**

The Government of the United Republic of Tanzania is working with relevant stakeholders, especially CSOs, the private sector, and the general public, to address the problem of Trafficking in Persons in the country. Implementation of the strategic actions outlined in this Plan among relevant stakeholders is facilitated by information sharing. In this regard, ATS will strengthen communication and coordination among MDAs, LGAs, CSOs, and international organizations as well as cooperation with other countries to realize the initiatives put in place to combat the problem of trafficking.

## 06 **Prevention and Public Awareness Raising**

Trafficking in Persons is a complex crime that involves crime syndicates that operate in organized, structured, and well-established networks. Hence, systematic and effective information management is vital to ensure effective coordination and integration among all relevant agencies. The relevant information can also be disseminated to the public to create awareness. The information management system will enable government agencies to gather up-to-date, fast, and reliable information for intelligence sharing. Moreover, the research on trafficking will be conducted to identify trends of Trafficking in Persons, and findings from such research will be used as baselines for various actions that the Government may employ in addressing Trafficking in Persons.



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# STRATEGIC ACTIONS

07

## Monitoring & Evaluation

The measuring instrument to assess the effectiveness of the strategic actions and activities detailed by the National Action Plan will be monitored and evaluated based on the action plan implementation matrix, which clearly shows the activities and performance Indicators. These indicators will ensure effective measurement and monitoring of the overall progress.

08

## Resource Mobilization

For effective implementation of the plan, enough resources are required. ATC and ATS will use various ways to solicit funds including writing project proposals, round table sessions, and conducting fundraising events. However, close follow-up will be done by the Ministry of Home Affairs to make sure that the Government allocates a sufficient budget to enable implementation of the activities as planned for the next three years.

**Time frame:  
The National Plan of Action covers a period of three  
years from July 2021 to June 2024.**

# ACTIVITY MATRIX

## PREVENTION

### Strategic Action 1: Improve Policy, Legislation and Institutional Measures

Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>1. Facilitate the completion of Anti-Trafficking in Persons Act No. 6/2008 amendment</b>	Fifty stakeholders engaged in a comprehensive consultative process of the amendment of the Anti-Trafficking in Persons Act No. 6/2008.	The amendment of the Anti-Trafficking in Persons Act No. 6/2008 passed.	Amended Act.	MoHA, ATC, ATS Ministry responsible of Legal Affairs (Tanzania mainland and Zanzibar).	PO-RALG, Ministry responsible for Social Welfare (Tanzania Mainland and Zanzibar), Second Vice President's Office, CSOs, DPs.	By June 2022.	14,700,000.
<b>2. Disseminate the amended Anti-Trafficking in Persons Act No. 6/2008 to stakeholders</b>	Conduct one session to disseminate the amended Anti-Trafficking in Persons Act.	The amended Anti-Trafficking in Persons Act is disseminated.	i. Number of sessions conducted. ii. Number of stakeholders reached.	MoHA, ATC, ATS.	PO-RALG, Ministry responsible for Social Welfare (Tanzania Mainland and Zanzibar), Second Vice President's Office, CSOs, DPs, special Department of SMZ (KMKM).	By December 2022.	14,700,000.
<b>3. Facilitate the implementation of TIP Act in Zanzibar</b>	i. Convene two consultative meetings with the Minister responsible for constitution and Legal Affairs in Zanzibar; ii. Convene one session with Constitutional Legal Affairs committee of the House of Representatives.	The Anti-Trafficking in Persons Act is endorsed by the house of Representatives.	i. Number of Consultative meetings convened; ii. Number of sessions convened.	MoHA, ATC, ATS, Second Vice President Office in Zanzibar.	The Attorney General's Office in (Mainland and Zanzibar), Vice President's Office.	By December 2022.	5,455,000.
<b>4. Expand ATS operations in Tanzania Mainland and Zanzibar</b>	i. Establish and equip ATS office in Zanzibar; ii. Acquire; a. Two – 4x4 motor Vehicles; b. Seven Desktop Computers; c. Two Photocopy Machines.	i. Office established and equipped with working facilities; ii. Working facilities acquired.	i. ATS office in Zanzibar in place and functioning; ii. Number of working facilities acquired.	ATC, ATS.	MoHA, The Office Vice President (Responsible for Union matters), Ministry responsible for Social Welfare (Zanzibar), and DPs.	By June 2024.	585,000,000.

## PREVENTION

### Strategic Action 2: Capacity Building for Skills Enhancement

Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>1. Conduct training with national stakeholders (TOT) and frontline officers</b>	i. Train 62 National Trainer of Trainers (TOTs); ii. Build capacity of 3,000 frontline officers on TIP.	Capacity of frontline and national officers is enhanced.	i. Number of frontline officers capacitated; ii. Number of national officers trained.	ATS, ATC.	MoHA, MoC L A, PO-RALG, Ministries responsible for health, Social Welfare, labour, (Mainland Tanzania and Zanzibar). Special Department of SMZ.	By June 2024.	663,000,000.
<b>2. Engage High Level Officials (Tanzania Mainland and Zanzibar) on TIP</b>	Conduct nine high level meetigs.	High-level officials engaged.	i. Number of meetings conducted; ii. Number of participants reached.	ATS, ATC.	MoHA, DPs, Ministry responsible for Social Welfare, KMKM, Members of House of representatives, Second Vice President Office.	By June 2024.	19,920,000.
<b>3. Develop curriculum on TIP for Police Academy and Immigration</b>	Conduct five consultative meetings to develop curriculum on TIP for police academy and Immigration.	TIP issues in Police Training curriculum and Immigration training programs Main-streamed.	Number of Consultative meetings conducted.	MoHA, ATS, ATC.	CSOs, UN Agencies, DPs.	By June 2024.	20,520,000.
						<b>Sub total</b>	<b>703,440,000.</b>

### Strategic Action 3: Raise Public Awareness

<b>1. Train journalists and media members on how to effectively report TIP issues</b>	Train 200 journalists and media members from Tanzania Mainland and Zanzibar.	i. Journalists and media members report TIP with due consideration and respect to human rights and victims' rights; ii. Media coverage increased.	i. Number of journalists and media members trained; ii. Number of news and articles published and broadcasted; iii. A pool of TIP journalist champions in place.	MoHA, ATS, ATC, Ministries responsible for Information, and communication Tanzania mainland and Zanzibar.	Editors' Forum, MCT, CSOs, Press Clubs, DPs.	By June 2024.	49,350,000.
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## PREVENTION

### Strategic Action 3: Raise Public Awareness

Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>2. Establish TIP school clubs and mainstream TIP matters in existing clubs and Gender/GBV desks in schools and Higher Learning Institutions (HLIs)</b>	<ul style="list-style-type: none"> <li>i. Engage PO-RALG to support establishment and mainstreaming of TIP matters in all school clubs;</li> <li>ii. Enhance capacity of Guiding and Counselling teachers on TIP matters;</li> <li>iii. Establish or use existing desks to raise awareness on TIP in HLIs;</li> <li>iv. Disseminate Information, Educational and Communicational (IEC) materials.</li> </ul>	Increased awareness among Primary, Secondary and HLIs in Tanzania.	<ul style="list-style-type: none"> <li>i. Number of school clubs and desks established;</li> <li>ii. Numbers of students who joined the clubs;</li> <li>iii. Number of IEC material disseminated.</li> </ul>	ATS, ATC, PO-RALG, Ministry responsible for education and vocational Training Tanzania Mainland and Zanzibar.	Primary and Secondary Schools, HLIs, CSOs, DPs, Ministry responsible for education in Mainland Tanzania and Zanzibar, Fit Persons and CCWs, Ministry responsible for Gender and Children.	By June 2024.	5,700,000.
<b>3. Conduct community dialogues on TIP matters in (Tanzania Mainland and Zanzibar)</b>	Conduct 150 community dialogues in partnership with other stakeholders in Mainland Tanzania and Zanzibar.	Community member's awareness on countering TIP raised.	<ul style="list-style-type: none"> <li>i. Number of participants;</li> <li>ii. Number of dialogues conducted.</li> </ul>	ATS, ATC.	PO-RALG, CSOs, DPs, Association, Transportation sector, CHAKUA, TABOA, Tanzania Inter Faith Partnership, Ministry responsible for Gender and Children, Muft Office Zanzibar.	By June 2024.	96,900,000.

## PREVENTION

### Strategic Action 3: Raise Public Awareness

Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>4. Design-Communication plan for public awareness on TIP</b>	<ul style="list-style-type: none"> <li>i. Design media campaign contents for TV, radio and social media per year of implementation;</li> <li>ii. Sensitize the public on TIP in 36 free-to-air Radio and TV programs;</li> <li>iii. Engage 15 bloggers, influencers to create public awareness on TIP through social media;</li> <li>iv. Conduct 5 public awareness raising events (i.e. Bonanza, Theatre, etc.);</li> <li>v. Commemoration of the international World Day against TIP per year of implementation.</li> </ul>	Increased Public awareness on TIP.	<ul style="list-style-type: none"> <li>i. Number of media contents designed;</li> <li>ii. Number of campaigns implemented;</li> <li>iii. Number of mass awareness events conducted; Number of people made aware on TIP issues.</li> </ul>	MoHA, ATS, ATC.	TVs, Radios, journalists, Artists, Private Sector, CSOs, UN Agencies, DPs, PO-RALG, Ministry responsible for communication (Mainland Tanzania and Zanzibar).	By 2023.	100,000,000.
<b>5. Produce and disseminate awareness raising materials</b>	Design, Develop, produce and disseminate 5000 awareness raising materials.	Awareness raising materials are produced and disseminated.	<ul style="list-style-type: none"> <li>i. Number of material disseminated;</li> <li>ii. and produced.</li> </ul>	MoHA, ATS, ATC.	CSOs, DPs, Private Sector, UN Agencies, PO-RALG.	By June 2022.	105,500,000.
						<b>Sub total</b>	<b>357,450,000.</b>

### Strategic Action 4: Prevention Interventions

Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>1. Promote proactive TIP investigations</b>	<ul style="list-style-type: none"> <li>i. Conduct six consultative meetings with IGP, CGI, DCI, DPP Tanzania Mainland and Zanzibar;</li> <li>ii. Conduct 20 joint operations and investigations.</li> </ul>	Proactive Investigations and operations conducted.	<ul style="list-style-type: none"> <li>i. Number of investigations conducted;</li> <li>ii. Number of operations conducted;</li> <li>iii. Number of perpetrators recorded;</li> <li>iv. Number of victims rescued;</li> <li>v. Number of cases prosecuted.</li> </ul>	MoHA, ATS, ATC.	Ministry responsible for Social Welfare, Ministry responsible for labor, CSOs.	By June 2024.	24,000,000.

Strategic Action 4: Prevention Interventions							
Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>2. Enhance the capacities of help lines and hotlines'</b>	i. Convene four consultative meetings with C-SE-MA, Ministry responsible for Social Welfare on 116 toll; ii. Engage Police force on 112.	i. Helplines and hotlines engaged; ii. Number of calls increased.	Number of cases reported and referred.	MoHA, ATS, C-SEMA Ministry responsible for Social Welfare (Mainland & Zanzibar).	CSOs, Ministry responsible for technology (TCRA).	By June 2024.	8,150,000.
						<b>Sub total</b>	<b>32,150,000.</b>

## PROTECTION

Strategic Action 5: Comprehensive Support and Protection to Victims and Witnesses							
Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>1. Establish Government safe-homes for TIP victims</b>	Establish two Government safe-homes in Tanzania Mainland and one safe-home in Zanzibar.	Government safe-homes established and equipped.	Number of safe-homes established.	ATS, ATC and Ministry responsible for Social Welfare.	PO-RALG, MoHA, Ministry for Foreign Affairs, Second Vice President Office, Ministry responsible for Labour, MoCL.	By June 2024.	800,000,000.
<b>2. Strengthen coordination in implementation of witness protection mechanism</b>	i. Develop one SOP for witness protection; ii. Conduct training for 200 frontline officers on witness protection.	i. SOPs Developed and in use; ii. Frontline officers trained.	i. SOPs in use; ii. Number of frontline officers trained.	MoHA, ATS, ATC, Ministry Responsible for Legal Affairs (Mainland and Zanzibar).	PO-RALG, MoFA, DPP, MoHCDGEC, TISS and CSOs.	By June 2022.	41,040,000.
<b>3. Mainstream TIP support services in the existing One Stop Centres</b>	i. Convene four consultative meetings to integrate TIP issues into National OSC guidelines; ii. Conduct training to 100 OSC frontline service providers.	TIP issues mainstreamed in the practices of OSC.	i. National OSC guidelines updated; ii. Number of capacity-building-training sessions conducted.	ATC, ATS.	PO-RALG, MoHA, MoFA, DPP, CSOs, MoHCDGEC Ministry responsible for Health and Social Welfare (Mainland and Zanzibar).	By June 2024.	20,490,000.
<b>4. Establish transit shelters for TIP Victims in entry and exit border points</b>	Five transit shelters in entry and exit border points established.	Transit shelters for TIP victims established.	Number of shelters established.	ATC, ATS.	PO-RALG, MoHA, MoFA, DPP.	By December 2023.	10,000,000.

## PROTECTION

### Strategic Action 5: Comprehensive Support and Protection to Victims and Witnesses

Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>5. Provide free legal services to TIP victims</b>	<ul style="list-style-type: none"> <li>i. Convene four consultative meetings with the Ministry responsible for Legal Affairs and other stakeholders;</li> <li>ii. Establish a mechanism for free legal service;</li> <li>iii. Sign MOU with stakeholders for legal aid provision.</li> </ul>	Free legal aid to victims is provided.	<ul style="list-style-type: none"> <li>i. Number of victims provided with legal aid;</li> <li>ii. Number of MOUs signed;</li> <li>iii. Mechanism for free legal assistance in place.</li> </ul>	ATC, ATS, Ministry responsible for Legal Affairs in Tanzania Mainland and on Zanzibar.	CSOs, (DPP, AGC chambers), DPs with AG chambers, CSOs, TLS, ZLS and CHRAGG.	By June 2024.	53,280,000.
<b>6. Enhance the capacity of safe-house service providers</b>	<ul style="list-style-type: none"> <li>i. Disseminate a guideline for the establishment and management of a safe-house;</li> <li>ii. Register 15 safe-houses;</li> <li>iii. Provide financial and technical support in administering the registered safe-houses;</li> <li>iv. Convene Annual meetings with registered service providers.</li> </ul>	<ul style="list-style-type: none"> <li>i. Service Providers capacity enhanced;</li> <li>ii. Services to victims improved;</li> <li>iii. Safe-houses registered.</li> </ul>	<ul style="list-style-type: none"> <li>i. Number of service providers supported through the Fund;</li> <li>ii. Number of copies disseminated;</li> <li>iii. The percentage of financial and technical support provided;</li> <li>iv. Number of meetings with service providers.</li> </ul>	ATC, ATS.	MoHA, CSOs, DPs, UN Agencies, Ministry responsible for Social Welfare (Tanzania Mainland and Zanzibar), Ministry of Finance.	By June 2024.	7,500,000.
						<b>Sub total</b>	<b>932,310,000.</b>

## PROSECUTION

### Strategic Action 6: Strengthen Investigation and Prosecution

Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>1. Develop and Disseminate National training manual on TIP</b>	<ul style="list-style-type: none"> <li>i. Convene three consultative meetings to develop the manual;</li> <li>ii. Disseminate the manual to key stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>i. National training manual developed;</li> <li>ii. Capacity of law enforcement and frontline officers increased.</li> </ul>	<ul style="list-style-type: none"> <li>i. National training manual in place;</li> <li>ii. Number of copies disseminated;</li> <li>iii. Number of training sessions conducted.</li> </ul>	ATC, ATS.	MoHA, MoCLA, DPP, MoHCDGEC, MHSWEGC - Zanzibar POR ALG, Ministry responsible for local government Tanzania Mainland and Zanzibar, Ministry responsible for Legal Affairs.	By June 2024.	21,025,000.

## PROSECUTION

### Strategic Action 6: Strengthen Investigation and Prosecution

Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>2. Provide capacity building to law enforcement and Social Welfare Officers</b>	Conduct 15 training sessions on TIP investigation and prosecution.	Law enforcement and Social Welfare Officers trained.	i. Number of sessions conducted; ii. Number of law enforcement and Social Welfare officers trained.	ATC, ATS.	MoHA, MoCLA, DPP, MoHCDGEC, MHS EGC - Zanzibar PO-R ALG, Ministry responsible for local Government.	By June 2024.	32,175,000.
<b>3. Establish TIP Desk in the DPP Office and mainstream TIP is sues in existing Police Gender and Children Desks</b>	i. Establish TIP desk at the regional office (26 in Tanzania Mainland and 5 in Zanzibar); ii. Train identified focal points from DPPs and Police force; iii. Train identified focal points from DPPs and Police force.	i. TIP Desks established; ii. TIP issues in Gender and Children Desks mainstreamed; iii. Number of Investigated and prosecuted cases increased.	i. Number of Regional TIP desks established; ii. Number of victims rescued; iii. Number of cases prosecuted; iv. Number of cases convicted; v. Number of focal persons trained.	ATC, ATS.	MoHA, MoCLA, Tanzania Mainland and Zanzibar.	By June 2024.	53,280,000.
						<b>Sub total</b>	<b>932,310,000.</b>

## PARTNERSHIP

### Strategic Action 7: Strengthen Coordination and Cooperation at National, Regional and International Levels

Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>1. Improve data collection and information sharing among key actors</b>	i. Intergrate TIP Data set in five management information systems (MIS); ii. Develop new TIP (MIS); iii. Convene annual stakeholders' consultative evaluation meeting; iv. Conduct 10 training sessions to stakeholders on TIP data collection and reporting; v. Conduct five researches and surveys on the magnitude, trend and patterns of TIP and other related aspects.	i. Data collection and information sharing among key stakeholders improved; ii. Informed response to TIP by increased data availability.	i. Harmonized tools for data collection and reporting in place; ii. Number of Consultative meetings Conducted; iii. Existing TIP data set mapped and intergrated; iv. TIP management system (MIS) in place; v. Number of trainings sessions conducted; vi. Number of research conducted.	ATS, ATC, PO-RALG.	MoHA, NBS, OCGS, E-Govt, Ministry responsible for Social Welfare and gender and children (Tanzania mainland and Zanzibar), CSOs, DPs, UN Agencies, Academia, Private Individuals and Media.	By June 2024.	135,700,000.



## PARTNERSHIP

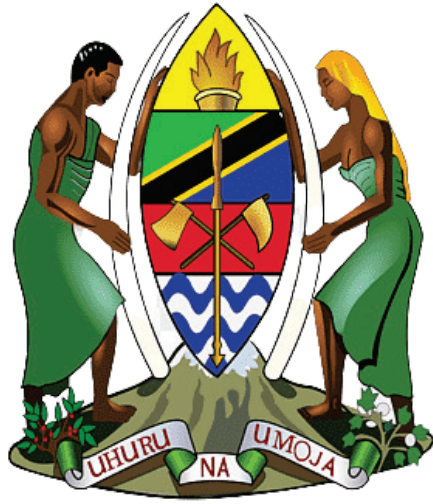
### Strategic Action 7: Strengthen Coordination and Cooperation at National, Regional and International Levels

Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>2. Mainstream and integrate TIP issues in the existing government and non-governmental structures and systems</b>	<ul style="list-style-type: none"> <li>i. Conduct 10 advocacy activities with stakeholders to raise awareness of the TIP NPA;</li> <li>ii. Participate in the National Protection-Technical Committee and Thematic Working Groups and the NPAVAWC Secretariat;</li> <li>iii. Mainstream TIP issues in Ambassadors' guide books.</li> </ul>	Inclusion of TIP interventions in the plans and budgets of stakeholders.	<ul style="list-style-type: none"> <li>i. Number of advocacy activities conducted;</li> <li>ii. Number of systems and structures that have mainstreamed and integrated TIP components.</li> </ul>	ATS, ATC.	MoHA, Ministry responsible for Social Welfare and Gender and Children (Tanzania mainland and Zanzibar), PORALG, CSOs, UN Agencies, DPs, MoCLA, MoFA, MoFP .	June 2024.	6,200,000.
<b>3. Strengthen cross borders collaboration and cooperation on TIP matters</b>	<ul style="list-style-type: none"> <li>i. Conduct crossborder collaboration activities on TIP;</li> <li>ii. Participate and advocate for CTIP in regional and international forums.</li> </ul>	Cross border Cooperation and Collaboration improved.	<ul style="list-style-type: none"> <li>i. Number of agreements signed;</li> <li>ii. Number of regional and international meetings attended.</li> </ul>	MoHA, ATC, ATS.	MoFA, MoFP Ministry responsible for Social Welfare (Tanzania mainland and Zanzibar).	June 2024.	33,570,000.
<b>4. Enhance coordination mechanism on TIP at the national level</b>	<ul style="list-style-type: none"> <li>i. Establish institutional working group on TIP;</li> <li>ii. Developed a National Referral Mechanism;</li> <li>iii. Conduct annual coordination meetings at national level.</li> </ul>	<ul style="list-style-type: none"> <li>i. Working group established;</li> <li>ii. National referrals Mechanism-developed;</li> <li>iii. Annual coordination meetings conducted.</li> </ul>	<ul style="list-style-type: none"> <li>i. Number of meetings conducted;</li> <li>ii. Referral-Mechanisms in place;</li> <li>iii. The Committee TOR in place;</li> <li>iv. Guidelines in place;</li> <li>v. Number of working groups established.</li> </ul>	ATC, ATS.	The Second Vice President's Office.	June 2024.	32,500,000.
<b>5. Review and update directory of CTIP stakeholders</b>	<ul style="list-style-type: none"> <li>i. Update stakeholders' directory;</li> <li>ii. Coordinate to avoid duplication of efforts.</li> </ul>	Stakeholders Directory updated.	Updated Stakeholders directory in place.	ATS, ATC.	MoHA, POR ALG, Ministry responsible for Social Welfare (Tanzania Mainland and Zanzibar), CSOs, DPs.	December 2024.	11,400,000.
						<b>Sub total</b>	<b>219,370,000.</b>

## CROSSCUTTING ISSUES

Activity	Targets	Outputs	Indicators	Lead Institution	Collaborating Institutions	Timeframe	Estimated Cost
<b>1. Develop a National TIP Strategic Plan</b>	<ul style="list-style-type: none"> <li>i. Convene consultative meetings with stakeholders;</li> <li>ii. Recruit a Consultancy firm to develop a five years' strategic plan.</li> </ul>	<ul style="list-style-type: none"> <li>i. 2021 – 2026 TIP Strategic Plan developed and Adopted;</li> <li>ii. 2021 – 2026 TIP Strategic Plan disseminated.</li> </ul>	<ul style="list-style-type: none"> <li>i. Strategic Plan in place;</li> <li>ii. Number of consultative meetings conducted.</li> </ul>	ATC, ATS.	MoHA, Consultant, CSOs, DPs, UN Agencies.	By June 2022.	41,000,000.
<b>2. Develop a Communication &amp; Advocacy Plan</b>	<ul style="list-style-type: none"> <li>i. Convene three consultative meeting with stakeholders;</li> <li>ii. Recruit a consultancy firm to develop a three years' communication and advocacy plan.</li> </ul>	<ul style="list-style-type: none"> <li>i. Communication and advocacy plan in place by June 2022;</li> <li>ii. Communication and advocacy plan is implemented.</li> </ul>	<ul style="list-style-type: none"> <li>i. Number of Meetings conducted;</li> <li>ii. Communications and advocacy plan in use.</li> </ul>	ATS, ATC, Second Vice President's Office.	MoHA, Consultant, CSOs, DPs, UN Agencies.	By June 2022.	35,425,000.
<b>3. Develop a Resources Mobilization Plan</b>	<ul style="list-style-type: none"> <li>i. Convene three consultative meetings;</li> <li>ii. Recruit a consultancy firm to develop a Resources-Mobilization Plan.</li> </ul>	Resources Mobilization Plan developed and implemented.	<ul style="list-style-type: none"> <li>i. Number of consultative meetings;</li> <li>ii. Number of dissemination sessions conducted;</li> <li>iii. Resource mobilization plan in place.</li> </ul>	ATC, ATS.	MoHA, Consultant, CSOs, DPs, UN Agencies.	By June 2022.	45,000,000.
<b>4. Mobilize resources for the Anti-Trafficking Fund</b>	<ul style="list-style-type: none"> <li>i. Convene 10 one-to-one potential donor round tables; conversation;</li> <li>ii. Conduct three fund raising events to mobilize resources.</li> </ul>	Resources for the Anti-Trafficking Fund mobilized.	<ul style="list-style-type: none"> <li>i. Number of potential donor round table discussions conducted;</li> <li>ii. Number of fundraising events conducted.</li> </ul>	ATC, ATS.	MoHA, CSOs, DPs, UN Agencies.	By June 2024.	40,000,000.
<b>5. Develop Monitoring and Evaluation Plan</b>	Convene four consultative meetings to develop a Monitoring and Evaluation Plan.	Monitoring and Evaluation Plan developed and implemented.	<ul style="list-style-type: none"> <li>i. Monitoring and Evaluation plan in place;</li> <li>ii. Number of dissemination sessions conducted.</li> </ul>	ATS, ATC.	MoHA, Consultant, CSOs, DPs, UN Agencies.	By June 2022.	30,000,000.
						<b>Sub total</b>	<b>191,425,000.</b>
						<b>Grand total</b>	<b>3,130,360,000.</b>





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