

Kingdom of Cambodia
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NATIONAL PLAN OF ACTION

on the

Suppression of Human Trafficking, Smuggling, Labour, and Sexual Exploitation (S.T.S.L.S.)

2011-2013



UNIAP
United Nations Inter-Agency
Project on Human Trafficking

CAMBODIA | កម្ពុជា



UNODC
United Nations Office on Drugs and Crime

(Informal translated by NCS/STSL)

Pronouncement on the Implementation of the National Plan of Action on S.T.S.L.S.



The National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labor Exploitation and Sexual Exploitation in Women and Children (NC/S.T.S.L.S.) was established together with a new reform of its structure, roles and responsibilities which is targeted with synchronizing the current social evolution since the 25th of September 1999. Many achievements have been made since September by the Ministries, institutions, agencies and many other relevant non-governmental organizations. Those activities and results have been documented and disseminated subsequently by the Secretariat in the form of monthly, quarterly, semi-annual and annual reports. These efforts make the Kingdom of Cambodia classified in Tier 2, the same rank as 2010 classification, as a committed country by the U.S. Department of State's Trafficking in Persons Report.

Nevertheless, there has not been any National Plans implement in this field of work. So far, various activities have been implemented under different individual initiatives of the Ministries, institutions, and organizations, without having any synergies.

This two-year **National Plan of Action on the Suppression of Human Trafficking, Smuggling, Labor and Sexual Exploitation** (from December 2011 to December 2013) has been in draft format since 2006, and has been put forward several times for technical discussion with relevant Ministries and non-governmental organizations who have been working to combat trafficking in persons. The formalities and contents of the draft document have been improved, as instructed by the Council of Jurists of the Council of Ministers and being endorsed by the institution leaderships, who are members of the NC/S.T.S.L.S., a multi-Ministries institution. It is currently necessary to transform this document into an official paper so that we can promote the implementation and assess the effectiveness/efficiency of this Plan. The National Plan of Action (NPA) gathers all activities and resources planned by various national Ministries and institutions, and development partners up until December 2013. The National Committee is going to continue developing a longer-term strategic plan to combat trafficking in persons during the implementation phase of this NPA.

In the name of the National Task Force and the Working Group to Lead the Suppression of Human Trafficking, Smuggling, Labor Exploitation and Sexual Exploitation in Women and Children, I would like to gratefully thank Excellencies, ladies and gentlemen for your efforts done under your membership in the technical working groups of the Ministries, institutions, and domestic and international non-governmental organizations. I would also like to thank all the partners who have joined together to form a synergy, providing your visions, information, reports, activity plans, and resources to this consolidated NPA in order to jointly implement it for the period of two years (December 2011 until December 2013).

I would also like take this opportunity to express my gratitude and appreciation to Excellencies, ladies and gentlemen who are the Chairs, Vice-Chairs, and members of the Secretariat and its Working Groups from both national and sub-national levels, for your collaboration and achievements in coming up with this important NPA. My special thanks to the Ministry of Social Affairs, Veterans and Youth Rehabilitation, and the Cambodian National Council for Children, who initiated and drafted this Plan since 2006. My admiration to the Ministry of Women's Affairs working together

with the COMMIT Task Force who have taken on this drafting task since 2008, as well as to the United Nations Children's Fund (UNICEF) and the International Labor Organization's International Program for the Elimination of Child Labor (ILO-IPEC), who have technically and financially supported this work from 2006 to 2008. Finally, my thanks go out to the United Nations Inter-Agency Project on Human Trafficking (UNIAP) who continues to support this initiative, and the IOM and USAID through The Asia Foundation, as well as many other partner organizations who have provided additional collaboration and taken part in the development process of this NPA to achieve this final accomplishment.

On behalf of the Royal Government of Cambodia, I hope that the 2011-2013 NPA will be used by all relevant Ministries and institutions that are committed to joining hands in order to achieve tangible impacts. Furthermore, I hope that all development partner organizations who are willing to see the trafficking in persons eradicated from the world will continue to do their utmost to support and collaborate with the National Committee so that this Plan will be achievable.

In the name of the **National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labor Exploitation and Sexual Exploitation in Women and Children (NC/S.T.S.L.S.)**, I would like to pronounce that **this National Plan of Action on the Suppression of Human Trafficking, Smuggling, Labor and Sexual Exploitation** (from December 2011 to December 2013) shall be apply from the date of this signature.

Phnom Penh, 07th December 2011

pp NC/S.T.S.L.S.
Chair

Signature and Seal

Sar Kheng

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1.0 Introduction

Since the fall of the Khmer Rouge Regime in January 1979, Cambodia has gradually developed both economically and socially. After more than thirty years since the genocide, the livelihood of the Cambodian population in both urban and rural areas has improved markedly, with the Royal Government increasingly focused on the restoration and expansion of the country's social and economic infrastructure. The establishment of national roads, bridges, schools, hospitals, pagodas and irrigation systems for agricultural purposes has increased dramatically in recent years, steadily transforming rural areas into more urban settlements. In general, the Cambodian population as a whole is proactively engaged in increasing the country's productivity, while the business, tourism and industry sectors continue to develop as well. The Cambodian economy has been integrated into both regional and national markets, leading to an improved Gross National Product which has enable the country to overcome challenges associated with the recent global economic crisis. The continued development and success of Cambodia also depends on the establishment and enforcement of sound policies by the Royal Government and its ongoing efforts to enact major reforms as a core pillar of national development.

However, Cambodia – alongside other countries in the region – continues to face a number of emerging challenges, including natural disasters due to climate change, food insecurity, terrorism and poverty. In such grave circumstances, there are always those who seek to take advantage of those less fortunate for their own personal benefit, generating further problems for society at large and the Cambodian population. Trafficking in persons, which is often referred to as “modern-day slavery”, is one such example this. Human trafficking is a dangerous act wherein the lives of men, women and children are traded for personal profit and gain. The business of human trafficking drives women, children and men into commercial sexual and labour exploitation. In response to this gross violation of human rights and personal dignity, the Royal Government of Cambodia continues to undertake all measures possible to prevent human trafficking, to protect victims of trafficking and to prosecute traffickers; the Royal Government is committed to ending trafficking in persons to, from and through the Kingdom of Cambodia.

1.1 Definitions

- The *Law on Suppression of Human Trafficking and Sexual Exploitation* (2008) stipulates in Article 13 that the “**act of selling, buying or exchanging of a person** shall mean to unlawfully deliver the control over a person to another, or to unlawfully receive the control over a person from another, in exchange for anything of value, including any services and persons”.

In addition, all relevant acts relating to human trafficking and sexual exploitation are extensively outlined this law (please consult the *Law on Suppression of Human Trafficking and Sexual Exploitation*, 2008).



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- As defined in Article 3 of the *Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children* ("Palermo Protocol"), supplementing the *United Nations Convention against Transnational Organized Crime*:

(a) "Trafficking in persons shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

(b) The consent of a victim of trafficking in persons to the intended exploitation set forth in subparagraph (a) of this article shall be irrelevant where any of the means set forth in subparagraph (a) have been used;

(c) The recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered "trafficking in persons" even if this does not involve any of the means set forth in subparagraph (a) of this article;

(d) "Child" shall mean any person under eighteen years of age.

(If a victim is under the age of 18, the means are not required. Furthermore, any consent granted by any victim against whom one of the above means are used is irrelevant and shall not be considered as real consent)."

1.2 Policies, Laws and National and International Regulations for Suppressing Human Trafficking and Sexual Exploitation

This *National Plan of Action on the Suppression of Human Trafficking, Smuggling, Labour and Sexual Exploitation (S.T.S.L.S)* was developed based on existing policies of the Royal Government and the laws of Cambodia. These policies and laws have been developed according to national and international regulations such as the *Constitution of the Kingdom of Cambodia*, international treaties and conventions on human rights, women's and children's rights and optional protocols signed and ratified by Cambodia.

The *Constitution of the Kingdom of Cambodia* recognizes and respects human rights as enshrined in the *Charter of the United Nations, Universal Declaration on Human Rights*, and other covenants and conventions relating to human rights, and women's and children's rights. Any form of commercial exploitation of women is prohibited under Cambodian law. The act of selling, buying or exchanging a person, exploitation of prostitution and indecent acts affecting the dignity of women are also prohibited.

The *Rectangular Strategy for Job Increase, Equity and Efficiency of the Royal Government* recognizes women as the backbone of national economic and social development. In addition, the *Plan of Action on the Suppression of Human Trafficking, Smuggling, and Labour and Sexual Exploitation* as well as the *Law on Prevention of Domestic Violence and Protection of Victims*, enacted in 2005, and the *Law on Suppression of Human Trafficking and Sexual Exploitation*, enacted in 2008, contribute to the achievement of indicators outlined in Cambodia Millennium Development Goals.

The Royal Government of Cambodia has signed international protocols, conventions, memoranda and bilateral and multilateral agreements with relevant countries in order to combat internal and cross-border trafficking in persons. Cambodia is also a signatory to the *United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children*, supplementing the *United Nations Convention against Transnational Organized Crime*; the *Convention on Civil and Political Rights*; the *Convention on Elimination of All Forms of Discrimination against Women (CEDAW)* and the *Convention on the Rights of the Child*.

The *Memorandum of Understanding between the Royal Government of the Kingdom of Cambodia and the Royal Government of the Kingdom of Thailand on Bilateral Cooperation for Eliminating Trafficking in Children and Women and Assisting Victims of Trafficking* and the *Memorandum on Cooperation on the Use of Labour Force* were signed on 31 May 2003. The *Memorandum of Understanding on Cooperation against Trafficking in Persons in the Greater Mekong Sub-Region* was signed in Yangon, Myanmar, on 29 October 2004, and the *Treaty on Mutual Legal Assistance in Criminal Matters among ASEAN Countries* was signed by Cambodia on 29 November 2004.

The *Agreement between the Royal Government of the Kingdom of Cambodia and the Government of the Socialist Republic of Vietnam on Bilateral Cooperation for Eliminating Trafficking in Women and Children and Assisting Victims of Trafficking* was signed on 10 October 2005. The *Agreement on Cooperation on Protection and Prevention of Cambodia-Vietnam Cross-Border Crime of Trafficking in Persons, Especially in Women and Children* was signed in Tay Ninh City, Vietnam on 23-24 October 2007, and the *Joint Agreement on the 5-Year Work Plan on Combating Trafficking in Persons (2011-2015)* was signed in Ho Chi Minh city on 12-13 August 2010.

Moreover, in 2010, the Royal Government of Cambodia issued the **Safe Village/Commune Policy**, in which the Ministry of Interior plays a central role in leading and encouraging all Government institutions, civil society organizations, political parties, and competent authorities from all sectors to jointly establish an effective safety net for protecting citizens and promoting safety, stability, security, order and development. The Policy is supported and jointly implemented by Cambodian citizens and the Government in order to reduce communities' vulnerability and to prevent crimes such as human trafficking from occurring.

1.3 Mechanisms

The Royal Government of Cambodia considers human trafficking a priority issue to be addressed. Mechanisms against human trafficking have thus been established at all levels within the Government. In 1999, the Ministry of Women's Affairs (MoWA) formed the Department of Legal Protection, equipped with the Office of Prevention of Trafficking in Women and Children. The Ministry of Interior (Mol) established the Office of Anti-Human Trafficking and Juvenile Protection in 1996 and the Department of Anti-Human Trafficking and Juvenile Protection in 2002. In addition, the National Royal Gendarmerie established the Section on Anti-Human Trafficking in 2002 and the Office of Anti-Human Trafficking in 2009. The Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSVY) also established the Department of Anti-Human Trafficking and Reintegration in 2011.

The Coordinated Mekong Ministerial Initiative against Trafficking (COMMIT) Task Force in Cambodia, led by the Secretary of State of the Ministry of Women's Affairs and comprised of members from 11 Ministries/institutions, was established in 2005. In 2007, the National Task Force (NTF) to Implement Bilateral and Multilateral Agreements and Memoranda of Understanding between the Royal Government of Cambodia and other Relevant Countries for Eliminating Trafficking in Persons and Assisting Victims of Trafficking was established and led by the Ministry of Women's Affairs. In the same year, a large-scale suppression on suspected locations was conducted which required another mechanism to be established, namely the High Level Working Group to Lead the Suppression of Human Trafficking, Smuggling, Labour Exploitation and Sexual Exploitation of Women and Children (HLWG), led by the Ministry of Interior.

In late 2009, the NTF and the HLWG were combined to form a unique national mechanism, namely the **National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labour Exploitation and Sexual Exploitation of Women and Children (S.T.S.L.S.)**, led by His Excellency Sar Kheng, Deputy Prime Minister and Minister of Interior.

To improve the effectiveness its work, the **National Committee to Lead S.T.S.L.S** established a Secretariat, led by Secretary of State of the Ministry of Interior and supported by six technical Working Groups. These groups include the: Prevention Working Group; Protection, Rehabilitation, Reintegration and Repatriation Working Group; Law Enforcement Working Group; Justice Working Group; International Cooperation Working Group; and Child Affairs Working Group. Each group is operates at both national and sub-national levels.

The National Committee to Lead S.T.S.L.S. developed the current *Plan of Action on the Suppression of Human Trafficking, Smuggling, and Labour and Sexual Exploitation* in order to **strengthen law enforcement efforts, contribute to behavioural change in society, promote standards of human rights and dignity, as well as Khmer values and women's rights and to widely minimize all forms of human trafficking.**

The National Plan of Action (NPA) requires contribution from all relevant sectors, including civil society, the private sector and development partners in order establish an environment of mutual and complementary support to promote effective interventions to prevent all forms of human trafficking and provide protection for victims while punishing offenders under existing legislation.

1.4 Analysis of the Situation of Human Trafficking and Sexual Exploitation in Cambodia

Addressing human trafficking and sexual exploitation in Cambodia continues to require joint collaboration between concerned institutions. Although exact figures are yet to be determined, trends in human trafficking have been identified through intense research efforts and ongoing program implementation. Cambodia is a country where offenders continue to commit acts related to human trafficking. The majority of trafficking victims in Cambodia are internal and cross-border migrants, particularly those migrating through irregular channels. Poverty, lack of local employment and the expectation of higher wages combined with demands for cheap labour and deception by opportunist brokers and traffickers have led to an increased number of victims of across all age groups. In Cambodia, young children and infants, as well as the elderly, are exploited for the purpose of begging. A number of children are also exploited in the labour sector,

receiving no profit or protection for dangerous and arduous work. These children, who come from poor families, are engaged in the worst forms of labour, such as working in brick factories, in quarries and in salt production fields. In addition, girls and women are exploited for both labour and sexual purposes. Men are also victims of labour exploitation. Many Cambodian men and women migrate, through both formal and informal channels, to other countries for employment, especially to Thailand, Vietnam and Malaysia. Through this process, a number of Cambodian girls and women are trafficked and exploited in the sex industry or are forced to work in agriculture construction, as domestic workers, or in fish processing centres. Many men, instead, are transported or transferred to work on fishing boats in Thailand which set sail for foreign waters; these men are often sold to work as fishermen in the waters of Malaysia, India, Somalia, Timor, Saudi Arabia and South Africa, where they suffer serious human rights violations and physical abuse, while receiving little or no pay and no form of protection or medical treatment. Moreover, many girls and women legally and illegally travel to Malaysia through recruitment agencies and work as domestic workers/housemaids or cross the border to Thailand to work in factories or on farms. These women have limited protection and are often exploited for sexual or labour purposes in the destination country. Moreover, a number of children, particularly those from districts bordering Vietnam in Svay Rieng province, are exploited as beggars in Vietnam. Further, some Cambodian women risk being exploited or trafficking by marrying foreigners. Though some marriages are legitimate and successful, many women have encountered problems including being forced to work as domestic servants, arguing frequently with their husbands, having difficulty dealing with the husbands' family and ultimately having to file for divorce. Many women report not receiving any benefits from the marriage, including funds for their family back home, as initially promised.

Finally, a number of Vietnamese women are also trafficked to Cambodia for the purpose of providing sex services, especially in the capital of Phnom Penh and in the provinces of Siem Reap and Preah Sihanouk.

1.5 Priority Challenges to be Addressed

Both internal and cross-border labour migration in Cambodia continues to increase. The number of irregular Cambodian migrants seeking jobs in Thailand and at risk to exploitation is of serious concern to the Royal Government. The situation is particularly worrying given the increasingly tough stance taken by Thai authorities, including punishment and confinement of and threats to irregular Cambodian migrants; not to mention incidences where migrants have been shot crossing the border, abused in detention and forced to return. Existing poverty in Cambodia alongside the inability of domestic employment markets to absorb the local labour force, limited opportunities for income generation and low levels of awareness concerning the methods employed by traffickers heightens migrants' vulnerability to trafficking. Brokers and traffickers with networks in both rural and urban areas are able to take advantage of vulnerable groups and continue to lure, deceive and coerce women, children and men into situations of sexual and labour exploitation and human trafficking.

These ongoing issues require continued discussion and development of policies and laws regulating migrant workers and the Cambodian labour force. Such efforts must include engaging in a dialogue with the Governments of neighbouring countries and collaborating on the establishment of mechanisms and procedures to regulate cross-border migration to eradicate the exploitation and violation of workers' rights.



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To achieve the goals outlined in the National Plan of Action additional resources are required, including human resources, financial and technical support. Commitment from all stakeholders is imperative in order for committees and secretariats at the sub-national level to fully perform their duties, promote collaboration and regularly monitor activities.

Participation is also required from various local and international organizations and relevant partners involved in implementing counter-trafficking activities. An atmosphere of mutual trust and collaboration must be promoted.

With regards to the protection of the rights and interests of migrant workers, strengthened collaboration among competent institutions is necessary to enhance the effective regulation of private recruitment agencies, to strengthen the enforcement of existing laws and regulations and to undertake specific measures for advising, disciplining and prosecuting recruitment companies and agents - or any persons violating local law – in accordance with exiting legislation.

In 2009, the U.S. Department of State ranked Cambodia on the Tier 2 Watch List, but noted the country as Tier 2 in 2010 and 2011. The improved rating reflects the Government's efforts to implement comprehensive activities to achieve the "minimum standards for eliminating all worst forms of human trafficking".

2. Strategies of the National Plan of Action (NPA)

The National Plan of Action is comprised of five key strategies:

Strategy 1: Strengthening policy implementation and enhancing national and international cooperation.

Strategy 2: Preventing human trafficking, sexual and labour exploitation

Strategy 3: Enhancing criminal justice mechanisms (suppressing and prosecuting human trafficking)

Strategy 4: Protecting victims (including assistance in the repatriation, rehabilitation, and reintegration into society), with special attention to children

Strategy 5: Improving monitoring and evaluation

3. National Plan of Action on the Suppression of Human Trafficking, Smuggling, Labour and Sexual Exploitation (S.T.S.L.S)

3.1 Scope of the National Plan of Action (NPA)

A. Process of Development

The *National Plan of Action on Combating Human Trafficking and Sexual Exploitation of Children* for 2000-2004 has ended, with the final evaluation conducted in 2005.

In order to expand the scope of the Plan and include all forms of human trafficking and sexual exploitation, the National Plan of Action on Combating Human Trafficking was elaborated upon by the Cambodia National Council for Children (CNCC) in 2006, with technical and financial support from the United Nations Children's Fund (UNICEF) and the International Program on the Elimination of Child Labour of the International Labour

Organization (ILO-IPEC). The revised document was reviewed multiple times by representatives from various Ministries/institutions and other relevant organizations during national consultative meetings and workshops.

The draft of the revised National Plan of Action was submitted by His Excellency Minister of Social Affairs, Veterans and Youth Rehabilitation (and Chair of CNCC) to His Excellency Deputy Prime Minister and Minister of Interior (who also serves as Chair of the National Committee to Lead S.T.S.L.S.) during the biannual meeting in 2007. The draft was collaboratively reviewed and revised and subsequently approved as the second *National Plan of Action on Combating Human Trafficking and Sexual Exploitation* by the National Task Force (NTF) for Implementing Bilateral and Multilateral Agreements and Memoranda of Understanding between the Royal Government of Cambodia and Other Relevant Countries for Eliminating Human Trafficking and Assisting Victims of Trafficking, led by the Secretary of State of the Ministry of Women's Affairs (and the Chair of the Cambodia COMMIT Task Force). Later, in 2008, with financial support from and under the coordination of the United Nations Inter-Agency Project on Human Trafficking (UNIAP) and in collaboration with the COMMIT Task Force and the International Organization for Migration (IOM), several meetings with representatives of Ministries/institutions and other relevant organizations were convened in order to both review and update proposed activities in line with current development priorities and the Government's existing policies and structures.

Following the establishment of the National Secretariat to Lead S.T.S.L.S., the final draft of the National Plan of Action was approved, having been submitted, reviewed and updated by relevant Ministries/institutions to reflect the present situation and strategies for combating human trafficking.

B. Goal

The *National Plan of Action on the Suppression of Human Trafficking, Smuggling, Labour and Sexual Exploitation (S.T.S.L.S.)* aims at promoting synergy and enhancing the effective use of resources to strengthen the enforcement of the law in the elimination of human trafficking, smuggling, and labour and sexual exploitation.

C. Purpose

1. Synergize and combine resources for activities to combat human trafficking and sexual exploitation in the Kingdom of Cambodia.
2. Enhance the effectiveness of prevention efforts and the implementation of legislation to combat human trafficking, smuggling, and labour and sexual exploitation.
3. Create a comprehensive, standardized database for nationwide use across all sectors.
4. Strengthen in-country and international partnerships.
5. Strengthen good governance and improve accountability of concerned institutions and officials.
6. Ensure sustainability and ownership of the Royal Government in providing security and safety for Cambodian citizens.

D. Key Expected Results

1. Public is aware of issues related to human trafficking, sexual and labour

- exploitation, as well as factors contributing to these circumstances, as well as the consequences of and potential solutions to human trafficking.
2. Law enforcement officers and other concerned officials are aware of laws and policies related to combating human trafficking and actively and responsibly enforce these laws.
 3. Victims are protected and provided with improved legal and social services to support voluntary repatriation, rehabilitation and reintegration into families or society.
 4. The number of victims of human trafficking and labour and sexual exploitation is reduced on a yearly basis.
 5. Good cooperation among and involvement of concerned stakeholders in Cambodia and other countries to combat human trafficking and sexual and labour exploitation.
 6. Specific monitoring and evaluation system in place to measure the impacts, achievements and lessons learned with regard to combating human trafficking.
 7. National data collected and analyzed to support efforts to combat human trafficking and labour and sexual exploitation.

E. Activities

Each of the five strategies in the National Plan of Action includes a group of activities linked to one or more expected outcomes; each specific activity within the groups is associated with one or more indicators to measure the success levels. The activities are to be carried out by utilizing the budget allocated by the Royal Government as well as resources from various development partners involved in combating human trafficking and sexual exploitation in Cambodia. The **five** strategies contain **25** activity groups for a total of **208** activities; these will be implemented by relevant Ministries/institutions at national and sub-national levels through both unilateral and cooperative modalities.

Strategy 1: Strengthening policy implementation and enhancing national and international cooperation

Strategy 1 includes **four** activity groups, consisting of a total of 31 activities as follows:

Activity Group 1.1: Coordination and implementation of the National Plan of Action

Aim: to ensure that the National Plan of Action (NPA) is accepted and readily implemented by relevant Ministries, institutions and entities working on S.T.S.L.S

Activity group 1.1 includes **eight** separate activities focusing on strengthening the efforts of the National Committee Secretariat at the national and sub-national level, as well as efforts of the six working groups to disseminate the *National Plan of Action on the Suppression of Human Trafficking, Smuggling, Labour and Sexual Exploitation (S.T.S.L.S)*. Activities include the development implementation plans for relevant Ministries at the sub-national level as well as the periodic review of the NPA to address any challenges in the implementation of priority activities. Activities will support the coordination of and collaboration between Ministries and development partners. A review of the *Sub-decree 183 on Regulating Formalities and Procedure for Marriage between Khmer Citizens and Foreigners* and other policies related to sending of Khmer workers abroad will also be conducted.

Activity Group 1.2: Building human resource and implementation capacity

Aim: To ensure implementing institutions are staffed by fully qualified personnel and are capable of fulfilling duties on S.T.S.L.S. as assigned.

This activity group includes **four** activities: (1) conducting an assessment of training needs; (2) establishing a technical training task force to develop and update training programs; (3) conducting capacity building activities for relevant officials; and (4) delivering trainings organized by the task force of the Secretariat S.T.S.L.S and Cambodia COMMIT Task Force, as well as other international partners.

Activity Group 1.3: Strengthening participation in the development, implementation and evaluation of various plans and policies

Aim: to ensure that civil society organizations, the private sector and vulnerable groups are involved in developing, implementing and evaluating plans, policies and programs to combat human trafficking and sexual exploitation.

This group includes **four** activities which are designed to promote the involvement of concerned stakeholders (technical staff of relevant Ministries and Departments, representatives of civil society organizations, victims of trafficking and vulnerable groups and representatives from the private sector) in the implementation of the National Plan of Action. Activities are aim to encourage the participation of stakeholders in the organization of forums, especially children and youth forums, in order for both victims and vulnerable groups to voice their concerns, comments and recommendations related to combating human trafficking and sexual exploitation.

Activity Group 1.4: Promoting and strengthening bilateral and multilateral cooperation

Aim: to strengthen and expand cooperation as well as measures for ensuring the implementation of Memoranda of Understanding (MOU), bilateral and multilateral agreements and other commitments.

There are **fourteen** activities related to the continued implementation of existing agreements and MOU with partners in Cambodia and other countries of concern. The activity group also aims to assess gaps in implementation and to review existing agreements to improve collaborate efforts to combat human trafficking and sexual exploitation. The activities will support the development of work plans for the effective implementation of bilateral and multilateral agreements and MOU.

Strategy 2: Prevention of human trafficking and sexual and labour exploitation

There are **seven** activity groups under Strategy 2, which includes a total of **69** activities:

Activity Group 2.1: Addressing vulnerability

Aim: to ensure prevention efforts are strategic and based on vulnerability assessments and information received from victims

This activity group includes **14** activities focused on reducing vulnerability to trafficking and sexual exploitation and identifies select target areas and vulnerable groups for research, including studies on migrant communities and those assessing levels of



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community awareness on human trafficking. Activities include collecting information on loans in reducing vulnerability. Activities will also focus on analyzing how individuals deal with existing debts (through migration or microcredit loans) and will assess the advantages of health equity funds in reducing vulnerability. A study on market requirements and human resource demands for an improved economy and poverty reduction will be undertaken, alongside the delivery of trainings on technical skills to meet market requirements and efforts to strengthen civil registration and passport issuance procedures. Research on the circumstance of Cambodian migrants abroad will also be conducted.

Activity Group 2.2: Coordination of prevention efforts

Aim: to ensure that coordinated efforts in preventing human trafficking and sexual exploitation are strategic and cross-sectoral.

The activity group includes **sixteen** activities focused on coordinating prevention efforts. Activities include the following: development and implementation of a prevention work plan; creation of guidelines on the development of educational materials; mobilization of the private sector; production of target awareness materials which respond to the specific needs of beneficiaries; awareness-raising on the risks of human trafficking; training teachers in prevention strategies; delivering training courses for journalists and artists on issues related to human trafficking; awareness-raising on child rights; development of a system to evaluate the level of awareness of child rights in Cambodia; evaluation of training and dissemination activities; development of an evaluation framework and monitoring and evaluation tools for prevention; and organizing workshop(s) to document best practices in prevention.

Activity Group 2.3: Safe migration and labour migration management

Aim: to improve labour migration governance and enhance the protection and empowerment of migrant workers and the management of migration outcomes.

The activity group includes **thirteen** activities on matters related to sending Cambodian migrants to work abroad. Activities include: indentifying challenges and obstacles to regular labour migration channels; strengthening guidelines for recruitment agencies; data collection on Cambodian migrant workers; conducting pre-departure trainings for migrants; delivering training for diplomatic corps to relevant countries; monitoring living conditions of Cambodian migrant workers in destination countries; creating a dispute resolution mechanism for labour disputes; developing guidelines on drafting employment contracts; implementing target activities established in the *Policy on Labour Migration for Cambodia*; training on the implementation of *Sub-decree 190 on Management of the Sending of Khmer Workers to Work Abroad through Private Recruitment Agencies*; establishment of employment centres or migrants; and advocacy for the ratification of the *Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families*.

Activity Group 2.4: Eradication of child labour

Aim: to protect children from the worst forms of child labour and reduce the number of children engaged in such activities.



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The activity group includes **three** primary activities: (1) defining joint activities in the *National Plan of Action on the Elimination of the Worst Forms of Child Labour* and the *National Plan of Action on the Suppression of Human Trafficking, Smuggling, Labour and Sexual Exploitation (S.T.S.L.S)*; (2) research on the development of procedures to monitor housemaids/domestic workers who are minors; (3) conducting a training of trainers at the sub-national level on the prevention of child trafficking for labour exploitation purposes.

Activity Group 2.5: Community activities

Aim: to establish mechanisms to engage communities in the prevention of and response to human trafficking and sexual exploitation.

The activity group incorporates **five** activities focused on community engagement in the prevention of and response to human trafficking in Cambodia. Activities include: identifying community needs; creating community surveillance and reporting systems; strengthening family income generation programs within communities; and integrating counter-trafficking activities at the community level through the decentralization and de-concentration project.

Activity Group 2.6: Promoting child safe tourism

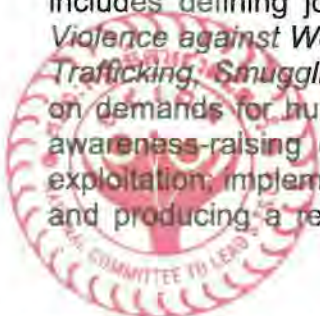
Aim: to engage relevant stakeholders in the tourism sector in efforts to promote child safe tourism, protect children from sex tourism, and uphold the reputation of the tourism industry in the Kingdom of Cambodia.

The activity group consists of **nine** activities, including developing a strategic action plan on child safe tourism at the sub-national level; involving the private sector in child safe tourism efforts; sensitizing actors in the tourism industry to issues of sexual exploitation; developing a program to promote child safe tourism in schools; producing educational materials; producing and airing short educational spots; creating a follow-up list of persons suspected of engaging in sexual exploitation and abuse of children and sex tourism; organizing regional workshops to share good practices; and producing a report on the implementation of the action plan to promote child safe tourism.

Activity Group 2.7: Special project: Addressing the demand for human trafficking and sexual exploitation and preventing violence, pornography and drug use.

Aim: to formulate special measures to address the demands for human trafficking, sexual exploitation and child pornography and to prevent violence, individual and gang rape, and drug abuse.

Activity group 2.7 constitutes a special project comprised of **ten** activities. The project includes defining joint activities in the *National Plan of Action on the Prevention of Violence against Women* and the *National Plan of Action on the Suppression of Human Trafficking, Smuggling, Labour and Sexual Exploitation (S.T.S.L.S)*; conducting a study on demands for human trafficking and sexual exploitation in Cambodia; organizing an awareness-raising campaign on existing demands for human trafficking and sexual exploitation; implementing a pilot program on the prevention of violence against children and producing a report on this issue; establishing a special task force to respond to



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gang rape; undertaking a study on drug use and links to human trafficking; and organizing the anti-human trafficking day on the 12th of December each year.

Strategy 3: Enhancing criminal justice mechanisms (suppressing and Prosecuting human trafficking)

Under this strategy, there are **six** activity groups, inclusive of a total of **53** activities.

Activity Group 3.1: Legal framework

Aim: to develop a comprehensive and sufficient legal framework for responding to human trafficking and sexual exploitation.

There are **13** activities under Activity group 3.1: developing a dissemination plan for the *Explanatory Notes on the Law on Suppression of Human Trafficking and Sexual Exploitation*; signing extradition treaties with other countries; facilitating the development of a Law on Extradition and Mutual Legal Assistance; reviewing existing policies and procedures to ensure their compliance with national and international laws; finalizing the draft *Law on Suppression of Human Smuggling*; developing a Procedure on Collection and Management of Evidence; adopting standard operating procedures for anti-human trafficking law enforcement officers; developing legal regulations to accredit and grant temporary care to victim support centres, where appropriate; developing guidelines on the protection and rights of minor witnesses and victims; developing interview and adjudication procedures for human trafficking and sexual exploitation cases; developing a draft law on the protection of victims of human trafficking and sexual exploitation; and developing of a draft supplementary law to address gaps in the *Law on Suppression of Human Trafficking and Sexual Exploitation*.

Activity Group 3.2: Strengthening capacity of law enforcement officers and concerned officials

Aim: to maintain and strengthen responsive measures taken by non-specialized and specialized law enforcement officers in combating human trafficking and sexual exploitation, especially with regard to victim identification and provision of appropriate support to victims.

This activity group is comprised of **nine** specific activities: the development of an action plan and road map for dissemination of and training on laws and policies for law enforcement officers and concerned officials; development of master training materials; delivery of trainings for law enforcement officers on the *Explanatory Notes and Guidelines on the Implementation of the Law on Suppression of Human Trafficking and Sexual Exploitation*; inclusion of the *Law on Suppression of Human Trafficking and Sexual Exploitation* in academic curriculum at schools, law faculties, the Royal School of Administration, Academy of National Police and Royal Academy for Judicial Professions; delivery of trainings for judicial police officers on standard operating procedures; delivery of trainings for prosecutors and specialized judges on the investigation and adjudication of human trafficking and sexual exploitation cases; dissemination of and training on the ASEAN Treaty on Mutual Legal Assistance in Criminal Matters for law enforcement officers; continued implementation of training programs for front-line law enforcement officers; the inclusion of a module on investigation procedures in the Academy of National Police curriculum and the inclusion

of modules on judicial prosecution, investigation and adjudication procedures in the curriculum of the Royal Academy for Judicial Professions.

Activity Group 3.3: Responsive judiciary system

Aim: to continue to support reforms to the judiciary system to improve its effectiveness in processing cases of human trafficking and sexual exploitation.

The activity group includes **three** specific activities: a pilot project to implement child-friendly judicial procedures; encouraging the court to implement ASEAN criminal justice response procedures; and advocating for the expedition of pending trials concerning cases of human trafficking and sexual exploitation.

Activity Group 3.4: Cooperation among law enforcement and criminal justice institutions

Aim: to establish realistic and effective cooperation within the criminal justice system in order to eradicate the impunity of human traffickers and ensure justice for victims.

This activity group includes **eight** specific activities: strengthening cooperation between relevant actors within the national criminal justice system; disseminating and implementing the *Guidelines on Cooperation between Government Institutions and Victim Support Agencies in Cases of Human Trafficking and Sexual Exploitation*; strengthening cooperation between the Cambodian criminal justice system and that of other countries, and within ASEAN in particular; establishing a central authority responsible for implementing extradition and mutual legal assistance procedures; advocating for the extradition of offenders from Cambodia to relevant countries in cases of cross-border human trafficking; promoting the implementation of the *Treaty on Mutual Legal Assistance on Criminal Matters among Like-minded ASEAN Member Countries*; advocating for the creation of a prosecutors' network within ASEAN countries; and evaluating national and regional cooperation among criminal justice systems.

Activity Group 3.5: Confidentiality and witness protection

Aim: To ensure that the judicial system upholds and respects the rights of victims, recognizes the sensitivity of human trafficking and sexual exploitation cases, and applies practical procedures to protect witnesses and victims and maintain confidentiality, as appropriate.

The activity group includes **four** specific activities: support to the judiciary to conduct interviews with victims and witnesses according to established guidelines and procedures and based on the principle of informed consent; ensuring criminal trials are conducted in accordance with the victim and witness protection framework; ensuring the protection of the identities of victims and witnesses; and increasing the number of specialized female police officers available to work with victims of human trafficking and sexual exploitation.

Activity Group 3.6: Case management and reporting

Aim: to strengthen and improve case management and ensure transparency in the



Activity Group 3.6: Case management and reporting

Aim: to strengthen and improve case management and ensure transparency in the collection of information concerning offences and victims in select target locations and along the border areas; development of a monitoring list for investigating businesses and persons suspected of being involved in the commission of human trafficking and sexual exploitation through marriages, labour migration and child adoption; creation of a case analysis system; monitoring, evaluation and improvement of the implementation of court and prosecution proceedings; updating the Anti-Human Trafficking and Juvenile Protection Department case database system and ensuring regular reporting; updating Ministry of Justice case database system; developing annual/quarterly database reports on police raids; and developing annual/quarterly database reports on prosecution.

Strategy 4: Protecting victims (support for repatriation, rehabilitation and reintegration), with special attention to children

This strategy contains **six** different activity groups, including a total of 41 activities.

Activity Group 4.1: Victim Identification

Aim: to ensure that victims of human trafficking and sexual exploitation are correctly identified and receive appropriate treatment and care.

This activity group includes **five** specific activities: revision of the standard criteria for identifying victims of human trafficking; development and publication of a handbook for front-line officers on key criteria for identifying victims of human trafficking and on return procedures; implementation of a program to assess returnees in order to clearly identify victims of trafficking versus deportees; increase the number of three-digit hotlines to report trafficking cases and train personnel - with collaboration from private sector – to staff these hotlines; continued maintenance of existing hotlines to ensure immediate response for victim rescue and follow up; review of the effectiveness of hotlines; organization of trainings for diplomatic officials working abroad on the identification of victims of human trafficking and relevant issues; collection of information to determine the number of Cambodian migrants missing in Thailand; and strengthening the capacity of officials from the Secretariat S.T.S.L.S. and sub-national working groups to quickly identify victims.

Activity Group 4.2: Standards for victim support services

Aim: to ensure the quality of support services provided to victims of trafficking and sexual exploitation.

The activity group comprises **three** specific activities: the dissemination of the *MoSVY Policy and Minimum Standards for Protection of the Rights of Victims of Human Trafficking*, supporting victim care programs and shelters to be in line with the Policy and Minimum Standards; and the creation of a mechanism to promote and monitor the implementation of the Policy and Minimum Standards.

Activity Group 4.3: Repatriation, family tracing and family assessment

Aim: to ensure that repatriation, family tracing and assessment of victims of trafficking



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are coordinated and conducted quickly, and that all efforts support the successful reintegration.

The activity group includes **eight** specific activities: support for the development of new legal provisions for and strengthening of existing repatriation mechanisms, in collaboration with competent authorities; publication and dissemination of joint standard operating procedures on the identification and repatriation of victims of human trafficking; improvement of existing procedures and mechanisms to facilitate accelerated family tracing and assessment; review of the effectiveness and efficiency of current reintegration programs; identify and document models of successful reintegration support for victims and their families; expand and improve alternative care models to reduce the time victims must remain in shelters; document cases of stigma/discrimination among victims and raise awareness among families, community leaders and the public on the right of victims to live a *discrimination-free life*; and continue to establish links between reintegrated victims and appropriate support services offered by local service providers.

Activity Group 4.4: Assessment of transit centres and shelters

Aim: to ensure all victims have access to a short-, medium- and long-term support in shelters (as necessary) where standard and appropriate care is provided.

The activity group is comprised of **seven** specific activities: creating an evaluation centre - equipped with adequate professional staff and based on agreements between key criminal justice institutions and victim support centres - to monitor and ensure standard operational procedures are developed and enforced; strengthening the capacity of the Poi Pet Transit Centre (PTC) to support victims of trafficking and vulnerable persons referred through formal mechanisms and expanding the role and duties of the PTC; establishing a transit and drop-in centre in Svay Rieng to facilitate family tracing and repatriation of victims from Vietnam; developing legal provisions to regulate and grant accreditation to centres to serve as temporary shelters; improving the quality of care in existing centres and increasing referral of victims to centres operated by the Government and accredited non-governmental organizations; continued capacity building for care centre staff; and regular monitoring of victim care centres to support the implementation of the *Minimum Standards for Protection of the Rights of Victims of Human Trafficking*.

Activity Group 4.5: Specific victim support services

Aim: to provide all victims of human trafficking and sexual exploitation with quality medical, legal, psychological, educational and vocational training services by focusing on the individual needs of victims (especially children).

The activity group includes **twelve** specific activities as follows: updating the mapping of legal aid service options and developing guidelines on the provision of legal advice to victims; continued access to medical, legal, psychological, educational and vocational training services for victims according to their needs and wants; ensuring the confidentiality of HIV testing; collaborating with Buddhist monks, laymen and nuns in the provision of care to victims or vulnerable persons, including people living with HIV/AIDS; linking victims to local support networks; ensuring that victims receive medical treatment



and services and identifying female doctors to provide such services to female victims; increasing the number of counsellors/ social workers (especially females) and delivering training to counsellors on providing psycho-social support to female victims; continued professional development of social workers and counsellors through improved academic curricula and trainings within universities; continued development of networks of counsellors and social workers at the capital, provincial, municipal, district and Khan levels, and establishing links between victims and these networks; providing access to formal and non-formal education options to victims; collecting and analyzing data related to the number of victims receiving vocational training and those finding employment as a result; involving the private sector in linking vocational training to job placements; and providing reintegration assistance to returned migrants who are not necessarily identified as victims of human trafficking.

Activity Group 4.6: Case management and reporting

Aim: to establish a case management and monitoring system designed to ensure a continuum of care for victims and to support comprehensive data collection for improved interventions.

The activity group is comprised of **six** specific activities: upgrading the national case registration system for victims of human trafficking; utilization of common case codes by both law enforcement officers and court officials; updating data collected by the Anti-Human Trafficking and Reintegration Office on repatriated victims and utilizing such information to develop annual reports on repatriation; strengthening data collection on internal human trafficking in close collaboration with victim support institutions and utilizing this data to develop annual reports on internal human trafficking; preparation and broad dissemination of annual reports regarding the number of victims successfully reintegrated and number yet to be reintegrated; data analysis based on the national case registration system to formulate recommendations for targeted interventions; and conducting research on human trafficking for begging purposes in destination countries/areas.

Strategy 5: Enhancement of monitoring and evaluation

Strategy 5 focuses on the follow-up, monitoring and evaluation of the National Plan of Action and includes **two** activity groups and **14** activities.

Activity Group 5.1: Development of a monitoring and evaluation system and framework

Aim: to develop a system for monitoring and evaluating achievements in combating human trafficking and sexual exploitation.

The activity group includes **eight** specific activities: the development of a framework for follow-up, monitoring and evaluation of the implementation of the National Plan of Action; creation of a list of relevant institutions working on counter-trafficking programs and mapping of their activities (to be updated on an annual basis); training for national and sub-national focal persons on monitoring and evaluation; development of a computer database for entering monitoring and evaluation data; careful selection and identification of monitoring and evaluation indicators; assessment of the needs of institutions/mechanisms in implementing the National Plan of Action and development



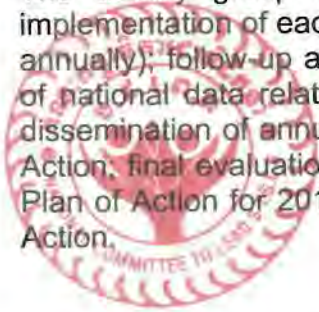
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of complementary strategies; follow-up, monitoring and evaluation of the implementation of the *Guidelines on Cooperation between the Government and Victim Support Agencies*; and evaluation of available services for victims of human trafficking and sexual exploitation nationwide.

Activity Group 5.2: *Monitoring and evaluation, report development and dissemination*

Aim: to compile and analyze monitoring and evaluation data and disseminate results.

The activity group includes **six** specific activities: preparation of reports on the implementation of each activity of the National Plan of Action (quarterly, six-monthly and annually); follow-up and monitoring of the collection, documentation and dissemination of national data related to human trafficking and sexual exploitation; preparation and dissemination of annual progress reports on the implementation of the National Plan of Action; final evaluation of the National Plan of Action; and development of the National Plan of Action for 2014-2018 based on the evaluation results of the 2011-2013 Plan of Action.



3.2 Implementation Table for the National Plan of Action on the Suppression of Human Trafficking, Smuggling, and Labour and Sexual Exploitation (2011-2013)

Strategy 1: Strengthening policy implementation and enhancing national and international cooperation

Activity Group 1.1: Coordination and implementation of the National Plan of Action (NPA)					
Objective: To ensure that the National Plan of Action (NPA) is accepted and readily implemented by relevant Ministries, institutions and entities working on S.T.S.L.S.					
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget
1.1.1. Organize regular meeting(s) of the Secretariat and six working groups, at national and sub-national levels.	Secretariat S.T.S.L.S	2011-2013	Members and officials of the Secretariat, at national and sub-national levels, regularly exchange information and have full capacity to fulfil their duties.	<ul style="list-style-type: none"> Number of meetings and attendance of representatives from all levels. Meeting reports. 	The Royal Government and development partners
1.1.2. Strengthen the capacity of Secretariat officials, at national and sub-national levels, to fulfil assigned duties and report regularly.	Secretariat S.T.S.L.S	2011-2012		<ul style="list-style-type: none"> Number of Secretariat officials appointed and assigned at all levels. Number of training courses and capacity building sessions on the dissemination and implementation of the NPA. Monthly, quarterly, semester and annual reports on S.T.S.L.S. produced at all levels. 	The Royal Government and development partners
1.1.3. Disseminate the approved NPA.	Secretariat S.T.S.L.S	2011-2012	The NPA is accepted and readily implemented by relevant Ministries and institutions.	<ul style="list-style-type: none"> Number of launch workshops organized at national and sub-national levels to disseminate the NPA. Number of copies of the NPA printed and distributed. Reports on activities and results. 	The Royal Government and development partners
1.1.4. Develop the NPA implementation plans for Ministries, working groups and concerned organizations	Secretariat S.T.S.L.S., Relevant Ministries/ organizations at national/ sub-national level	2011-2013	Implementation of the NPA is smooth and includes multi-sectoral participation.	<ul style="list-style-type: none"> Concerned ministries, institutions and organizations establish work plans and roadmaps to implement the NPA. 	The Royal Government and development partners
1.1.5. Develop sub-national implementation/work plans, based on the NPA.	Municipal/ Provincial Secretariat	2011-2012	Progress, challenges and priorities identified and discussed.	<ul style="list-style-type: none"> Implementation plans at the sub-national level are developed and in line with the NPA. 	The Royal Government and development

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	S.T.S.L.S						<ul style="list-style-type: none"> S.T.S.L.S. implementation plans are incorporated into action plans of Provincial Secretariats, Departments and Agencies and budgets are allocated for implementation. 	partners
1.1.6. Organize meeting(s) to address issues and establish priorities for coordination and implementation of the NPA.	Secretariat S.T.S.L.S	2011-2013	Challenges are addressed and priority activities identified.		<ul style="list-style-type: none"> Meeting(s) of the Secretariat and working groups on S.T.S.L.S. organized regularly. Meeting outcomes documented and reports shared with members. 	The Royal Government and development partners		
1.1.7. Review the Sub-decree No. 183 on Marriages between Khmer Nationals and Foreigners.	Secretariat S.T.S.L.S, MoFAIC, MoJ, MoWA	2011	Marriages between Khmer nationals and foreigners are processed properly and trafficking and exploitation through marriage prevented.		<ul style="list-style-type: none"> Sub-decree No. 183 ANKr. BK on Formalities and Procedures for Marriages between Khmer Nationals and Foreigners (dated 03 November 2008) is reviewed, revised and enforced. 	The Royal Government and development partners		
1.1.8. Promote and facilitate the effective implementation of Sub-decree 190 on the Management of Sending of Khmer Workers to Work Abroad through Private Recruitment Agencies, and the Procedure on the Management of Workers who Migrate through Improper Channels.	Secretariat S.T.S.L.S, MoFAIC, MoLVT, MoSVY, MoJ, MoJ, MoWA	2011	Sending of migrant workers to work abroad is monitored; workers are safe, received benefits and are not trafficked or exploited.		<ul style="list-style-type: none"> Guidelines and Circulars to implement the Sub-decree on the Management of Sending of Khmer Workers to Work Abroad through Private Recruitment Agencies discussed and developed. Monitoring and evaluation tools developed. 	The Royal Government and development partners		
Activity group 1.2: Building the capacity of human resources and implementing institutions <i>Objective: To ensure implementing institutions are staffed by fully qualified personnel and are capable of fulfilling duties on S.T.S.L.S. as assigned.</i>								
	Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget		
1.2.1. Assess training needs for combating human trafficking and sexual exploitation.	Secretariat S.T.S.L.S.	2011	Relevant officials involved in combating human trafficking and sexual exploitation receive necessary information and have the skills to effectively fulfil their duties and implement the NPA 2011-2013.	<ul style="list-style-type: none"> Training needs identified and priority sectors established. Teaching plans developed. 	The Royal Government and development partners			
1.2.2. Formulate a technical working group to develop training modules for capacity building efforts	Secretariat S.T.S.L.S. and concerned partners	2012		<ul style="list-style-type: none"> Technical working group established through coordination with partner organizations. 	The Royal Government and development partners			
1.2.3. Update/develop study and training programs based on the	Secretariat S.T.S.L.S;	2011-2013		<ul style="list-style-type: none"> Training manual developed and jointly 	The Royal Government and			

results of the training needs assessment.	concerned Ministries and institutions				implemented. <ul style="list-style-type: none"> Number of materials printed and disseminated. Number of training courses conducted at national and sub-national levels. Number of officials and staff receiving training at national and sub-national levels. 	development partners
1.2.4. Organize trainings and training of trainers for relevant competent officials, from all levels.	Secretariat S.T.S.L.S; concerned Ministries and institutions	2011-2013			<ul style="list-style-type: none"> Number of master trainers trained in different specialized skills. Number of trainees receiving training in specialized skills. 	The Royal Government and development partners
1.2.5. Participate in international and COMMIT regional training courses.	Secretariat S.T.S.L.S; concerned Ministries and institutions	2011-2013			<ul style="list-style-type: none"> Number of Cambodian trainees participating in international and COMMIT regional training courses. 	The Royal Government and development partners
Activity Group 1.3: Strengthening participation in the development, implementation of and evaluation various plans and policies						
<i>Objective: To ensure that civil society organizations, the private sector and vulnerable groups are involved in developing, implementing and evaluating plans, policies and programs to combat human trafficking and sexual exploitation.</i>						
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget	
1.3.1. Encourage the active participation of organizations, civil society, the private sector and vulnerable groups in the development and implementation of activities to combat human trafficking and sexual exploitation.	Secretariat S.T.S.L.S. at national and sub-national levels	2011-2013	Planned activities and interventions respond to the concerns and needs of vulnerable groups and relevant institutions.	<ul style="list-style-type: none"> Number of consultative meetings of the National Committee and sub-national committees to lead S.T.S.L.S. Meetings held regularly with development partners, non-governmental organizations and civil society. Number of national and international partner organizations actively involved in the evaluation of interventions. Number of vulnerable groups expressing their views and concerns for the NPA activity development, implementation and evaluation. Views and concerns of vulnerable groups are analyzed and documented. 	The Royal Government and development partners	



<p>1.3.2. Organize an annual children's forum for feedback on the NPA and to identify issues faced by children.</p>	<p>Working Group on Children, CNCC and MoEYS</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> Number of forums organized. Number of children participating in the forums. Comments and concerns of children analyzed and documented. 	<p>The Royal Government UNICEF WVC ILO ECPAT, etc.</p>
<p>1.3.3. Organize annual national youth forums to collect recommendations related to combating human trafficking and sexual exploitation.</p>	<p>Working Group on Children, CNCC and MoEYS</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> Number of forums organized. Number of youth participating in the forums. Comments and concerns of youth analyzed and documented. 	<p>The Royal Government UNICEF WVC ILO UNIAP, etc.</p>
<p>1.3.4. Facilitate networking among victim support agencies and provide victims with the opportunity to be involved in activities to combat human trafficking and sexual exploitation.</p>	<p>MoSVY</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> Guidelines on the Establishment of a Victim Support Network developed. Victim support network established and operational. Number of victims involved in counter-trafficking activities. 	<p>The Royal Government UNICEF WVC ILO UNIAP, etc.</p>
<p>Activity Group 1.4: Promoting and strengthening bilateral and multilateral cooperation <i>Objective: To strengthen and expand cooperation as well as measures for ensuring the implementation of Memoranda of Understanding (MOU), bilateral and multilateral agreements and other commitments.</i></p>				
<p>Activities</p>	<p>Responsible Institutions</p>	<p>Timeframe</p>	<p>Expected Outcomes</p>	<p>Indicators</p>
<p>1.4.1. Continue to implement agreements, MOUs and other commitments and develop updated implementation plans.</p>	<p>Secretariat S.T.S.L.S., COMMIT Task Force</p>	<p>2011-2013</p>	<p>Bilateral and multilateral cooperation improved to effectively address issues related to all forms of cross-border human trafficking and sexual exploitation.</p>	<ul style="list-style-type: none"> Government representatives continue to attend regional and international meeting(s), especially those of ASEAN and COMMIT. Activities outlined in the COMMIT Sub-regional Plan of Action II are effectively carried out and progress reports produced.
<p>1.4.2. Organize workshop(s) and meeting(s) to review and evaluate the implementation of the existing agreements and MOUs.</p>	<p>Secretariat S.T.S.L.S., COMMIT Task Force</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> Gaps are identified and disseminated and the analysis of information used to effectively implement existing agreements and MOUs.
<p>1.4.3. Continue to organize, as needed, annual meetings to review and facilitate effective implementation of the MOU</p>	<p>MoLVT</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> Number of annual meetings held to review the implementation of Cambodia-Thailand MOU on Cooperation in the Employment of Workers.

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<p>between the Kingdom of Cambodia and the Kingdom of Thailand on Cooperation in the Employment of Workers.</p>				<ul style="list-style-type: none"> • Areas for improvement are identified and agreed upon to promote regular cross-border migration and secure the safety, rights and interest of migrant workers. 	<p>The Royal Government and development partners</p>
<p>1.4.4. Revise operating procedures and policies related to the implementation of MOU between the Kingdom of Cambodia and the Kingdom of Thailand on Cooperation in the Employment of Workers to comply with recommendations from the annual review.</p>	<p>MoLVT</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> • Procedures on the implementation of the Cambodia-Thailand MOU on Cooperation in the Employment of Workers are revised, agreed upon and applied. 	<p>The Royal Government and development partners</p>
<p>1.4.5. Organize meeting(s) with relevant embassies to review and evaluate the implementation of procedures on marriages between Khmer nationals and foreigners.</p>	<p>Secretariat S.T.S.L.S.</p>	<p>2012</p>		<ul style="list-style-type: none"> • Human trafficking and exploitation through marriage is prevented. 	<p>The Royal Government and development partners</p>
<p>1.4.6. Organize study tours to select countries to the monitor situation of Cambodian migrants and nationals married to foreigners.</p>	<p>Secretariat S.T.S.L.S.</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> • Number of study tours conducted to monitor the situation of migrant workers in destination countries. • Number of officials participating in study tours. • Recommendations for improving the situation of migrant workers in destination countries produced. 	<p>The Royal Government and development partners</p>
<p>1.4.7. Review existing procedures and develop new policies to cooperate with Korea and Malaysia (and other countries, if necessary) to effectively send Khmer workers abroad and ensure the protection their rights.</p>	<p>MoLVT, MoWA, MoSVY</p>	<p>2011-2012</p>		<ul style="list-style-type: none"> • Parties to each MOU agree upon monitoring mechanisms and policy revisions. • Procedures to legally send migrant workers to Korea and Malaysia (and other countries, if necessary) are clearly defined and applied. • The number of cases of exploitation among migrant workers decreases. 	<p>The Royal Government and development partners</p>
<p>1.4.8. Organize meeting(s) to review the Cambodia-Thailand MOU on Bilateral Cooperation for Eliminating Trafficking in Children</p>	<p>Secretariat S.T.S.L.S., COMMIT Task Force</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> • Male victims are recognized in the Cambodia-Thailand MOU on Bilateral Cooperation for Eliminating Trafficking in Women and Children and Assisting 	<p>The Royal Government and development partners</p>

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<p><i>and Women and Assisting Victims of Trafficking.</i></p>				<p><i>Victims of Trafficking.</i></p> <ul style="list-style-type: none"> Gaps indentified for revision and improvement of the MOU. Number of joint meeting(s) at national and provincial levels. Revised implementation plans based on identified gaps produced. Communication and information-sharing system developed and operational. Male victims are recognized in the Cambodia-Vietnam Agreement on Bilateral Cooperation for Eliminating Trafficking in Women and Children and Assisting Victims of Trafficking. Number of joint meetings at national and provincial levels Action plan revised based on identified gaps. Communication and information-sharing system is developed and operational. Number of cross-border trafficking cases decreases. MOU with Malaysia on combating human trafficking is signed. Number of victims officially repatriated through the MOU. Priority activities are incorporated into the plan. Procedures on official repatriation of victims between Cambodian and Malaysia established. Study on cases of victims who have been deported is conducted. 	<p>The Royal Government and development partners</p> <p>The Royal Government and development partners</p> <p>The Royal Government and development partners</p> <p>The Royal Government and development partners</p> <p>The Royal Government and development partners</p> <p>The Royal Government and development partners</p>
<p>1.4.9. Develop/revise the Cambodia-Thailand bilateral operating plan to strengthen relations and cooperation between the two countries.</p>	<p>Secretariat S.T.S.L.S, COMMIT Task Force</p>	<p>2011-2013</p>			
<p>1.4.10. Organize meeting(s) with counterparts in Vietnam and revise the bilateral agreement between Cambodia and Vietnam in line with new international standards.</p>	<p>Secretariat S.T.S.L.S, COMMIT Task Force</p>	<p>2011</p>	<p>Cambodia-Vietnam Agreement is revised and in compliance with new international standards.</p>		
<p>1.4.11. Continue to implement the Cambodia-Vietnam Agreement action plan.</p>	<p>Secretariat S.T.S.L.S, COMMIT Task Force</p>	<p>2011-2013</p>	<p>Joint and separate action plans implemented by both countries.</p>		
<p>1.4.12. Continue to organize meeting(s) and discuss the MOU with Malaysia on cooperation to combat human trafficking.</p>	<p>MoWA; Secretariat S.T.S.L.S, COMMIT Task Force</p>	<p>2011</p>	<p>Bilateral cooperation between Cambodia and Malaysia on combating human trafficking is established.</p>		
<p>1.4.13. Organize bilateral meeting(s) between Cambodia and Malaysia to develop an action plan and procedure for officially repatriating victims.</p>	<p>MoWA; Secretariat S.T.S.L.S, COMMIT Task Force</p>	<p>2011-2012</p>	<p>Joint and separate action plans are implemented by both countries.</p>		
<p>1.4.14. Cooperate with relevant countries to reduce the number of deported victims.</p>	<p>MoSVY; Moi; MoFAIC</p>	<p>2011-2013</p>	<p>Victims of trafficking are identified and treated based on their</p>		

				status as victims rather than as illegal immigrants.	<ul style="list-style-type: none"> Findings from the study published and disseminated. Number of victims who are deported decreases. 	partners
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Strategy 2: Preventing human trafficking, sexual and labour exploitation

Activity Group 2.1: Addressing Vulnerability						
Objective: To ensure prevention efforts are strategic and based on vulnerability assessments and information received from victims.						
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget	
2.1.1. Establish target areas, target groups and preventive methods through vulnerability assessments.	Secretariat S.T.S.L.S., Prevention Working Group	2011	Efforts to combat human trafficking and sexual exploitation are strategically based on the assessment of vulnerability factions and clear evaluation of impacts.	<ul style="list-style-type: none"> Target areas, target groups and prevention activities identified. 	The Royal Government and development partners	
2.1.2. Conduct research to identify communities in Cambodia with high migration rates.	Secretariat S.T.S.L.S., at national and capital/provincial levels	2011-2012		<ul style="list-style-type: none"> Target communities with high migration rates identified. 	The Royal Government and development partners	
2.1.3. Conduct research on the level of community awareness of human trafficking and sexual exploitation.	Secretariat S.T.S.L.S.	2011-2013		<ul style="list-style-type: none"> Research findings documented and disseminated. Percentage of community members aware of human trafficking and sexual exploitation issues. Research findings used to plan further interventions. 	The Royal Government and development partners	
2.1.4. Assess the link between family size and vulnerability to human trafficking.	MoWA; Secretariat S.T.S.L.S.	2011		<ul style="list-style-type: none"> Assessment of links between vulnerability and family size finalized and published. 	The Royal Government and development partners	
2.1.5. Conduct research on the trafficking of Cambodian men and formulate recommendations to develop strategic interventions.	Secretariat S.T.S.L.S.; Monitoring and Evaluation Team	2011-2012		<ul style="list-style-type: none"> Study on the trafficking of Cambodian men finalized, published and disseminated. Strategic plan developed and implemented to respond to trafficking of Cambodian men. 	The Royal Government and development partners	

<p>2.1.6. Evaluate rural credit programs and their potential impact on vulnerability to human trafficking and sexual exploitation.</p>	<p>Secretariat S.T.S.L.S.</p>	<p>2011-2012</p>	<ul style="list-style-type: none"> Percentage of persons in debt from credit loans and vulnerable to human trafficking and sexual exploitation established. Assessment of vulnerability to trafficking based on debt and credit loans in rural areas published and disseminated. 	<p>The Royal Government and development partners</p>
<p>2.1.7. Conduct research on links between levels of debt and individuals' behaviour (and likelihood to migrate).</p>	<p>Secretariat S.T.S.L.S.; MoEF</p>	<p>2011</p>	<ul style="list-style-type: none"> Research on links between debt and migratory behaviour published and disseminated. Strategies for reducing vulnerability to trafficking and sexual exploitation due to debt developed and implemented 	<p>The Royal Government and development partners</p>
<p>2.1.8. Assess the impacts of health equity funds and other initiatives for reducing costs of health care services and their impact on vulnerability.</p>	<p>Secretariat S.T.S.L.S.; MoH</p>	<p>2011</p>	<ul style="list-style-type: none"> Result of assessment on impacts of health equity funds and the links between these funds and vulnerability to trafficking analyzed and published. 	<p>The Royal Government and development partners</p>
<p>2.1.9. Conduct a study on market requirements and human resource demands in Cambodia and abroad.</p>	<p>MoLVT; MoSVY; Secretariat S.T.S.L.S.</p>	<p>2011</p>	<ul style="list-style-type: none"> Results of the study on market requirements and human resource demands in Cambodia and abroad analyzed and published. 	<p>The Royal Government and development partners</p>
<p>2.1.10. Deliver trainings on technical skills for responding to local and international market requirements.</p>	<p>MoLVT; MoSVY; Secretariat S.T.S.L.S.</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> Number of trainees receiving training on technical skills to respond to market requirements. 	<p>The Royal Government and development partners</p>
<p>2.1.11. Collect and document information on successful vocational training programs and job placements, and the percentage of victims employed after a period of 12 months</p>	<p>MoLVT; MoSVY; Secretariat S.T.S.L.S.</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> Percentage of victims receiving vocational training documented, as well as the number of victims still employed after a period of 12 months. Successful cases of vocational training and immediate job placement are compiled, documented and disseminated. 	<p>The Royal Government and development partners</p>
<p>2.1.12. Strengthen the civil status registration process and links to the data management system and improve the issuance of passports to facilitate legal migration and enhance protection for migrant workers.</p>	<p>MoI</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> Number of training sessions to build capacity of civil status and passport issuance officials. Number of passports issued to migrant workers. 	<p>The Royal Government and development partners</p>

2.1.13. Assess both the positive and negative impacts of migration, and the situation of Cambodian migrants abroad.	Secretariat, and relevant Ministries/Institutions	2013	The impact of migration assessed and results disseminated	<ul style="list-style-type: none"> • Reports. • Research documents. 	The Royal Government and development partners
Activity Group 2.2: Coordination of prevention efforts <i>Objective: To ensure that coordinated efforts in preventing human trafficking and sexual exploitation are strategic and cross-sectoral.</i>					
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget
2.2.1. Develop and implement an action plan on prevention at national and sub-national levels, with Ministries and organizations	Secretariat S.T.S.L.S.	2011-2013	Prevention of human trafficking and sexual exploitation is coordinated at national and sub-national levels, and a strategic approach to raising awareness and reducing vulnerability employed.	<ul style="list-style-type: none"> • Action plan on prevention at national and sub-national levels is developed and implemented. 	The Royal Government and development partners
2.2.2. Develop "Instructions for Collaboration on the Publication and Dissemination of Materials Containing Messages Related to Human Trafficking and Sexual Exploitation" for concerned Ministries, institutions and organizations to contribute to consistency in messaging, awareness-raising and training.	Secretariat S.T.S.L.S.	2011-2013		<ul style="list-style-type: none"> • "Instructions for Collaboration on Publication and Dissemination of Materials Containing Messages Related to Human Trafficking and Sexual Exploitation" produced and disseminated. • Ministries, institutions and partner organizations implementing programs involving the publication and dissemination of messages related to human trafficking follow the "Instructions". 	The Royal Government and development partners
2.2.3. Mobilize the private sector for involvement in prevention efforts.	Secretariat S.T.S.L.S.; Concerned Ministries and institutions	2011-2013		<ul style="list-style-type: none"> • Number of private sector organizations invited to participate in prevention activities. • Number of private sector organizations providing financial support to prevention activities. 	The Royal Government and development partners and private sector
2.2.4. Prepare targeted prevention materials and disseminate information to beneficiaries based on assessed needs.	Secretariat S.T.S.L.S.; Concerned Ministries and institutions	2011-2013		<ul style="list-style-type: none"> • Prevention materials developed based on the needs of target populations. • Number of documents produced and disseminated. • Percentage of people aware of disseminated messages on human trafficking. 	The Royal Government and development partners and private sector
2.2.5. Deliver awareness-raising activities on risks of human trafficking and tricks employed by	MoEYS	2011-2013	Activities to prevent human trafficking and sexual exploitation are	<ul style="list-style-type: none"> • Number of peer educators selected and trained. • Percentage of school students educated 	The Royal Government and development

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traffickers through a peer education program in schools and in areas of relatively high vulnerability.			initiated and carried out in schools and in areas of relatively high vulnerability.	by peer educators. <ul style="list-style-type: none"> Percentage of school students aware of the risks of human trafficking. Percentage of population in highly vulnerable areas aware of the importance of preventing human trafficking and sexual exploitation. 	partners
2.2.6. Incorporate a strategy on combating human trafficking and sexual exploitation into teacher training programs to develop master trainers at the provincial/municipal and district/Khan levels and within schools and among relevant stakeholders.	MoEYS	2011-2013		<ul style="list-style-type: none"> Number of dissemination sessions and number of master trainers and stakeholders participating. Percentage of school children more aware of prevention and how to respond to human trafficking and sexual exploitation. Number of stakeholders - especially commune council members, local authorities, parents, and teachers - more aware of issues faced by children and how to respond to the issues. 	The Royal Government and development partners
2.2.7. Collect and include information on behaviours of offenders and factors oppressing victims and allowing offenders to remain at large in dissemination programs.	Secretariat S.T.S.L.S.; MoWA; MoJ	2011-2013		<ul style="list-style-type: none"> Information on behaviours of offenders and factors oppressing victims and allowing offenders to remain at large is collected. Behaviours and factors are incorporated in dissemination programs. 	The Royal Government and development partners
2.2.8. Continue to provide training for education officials at the sub-national level on activities in schools to prevent human trafficking and sexual exploitation.	MoEYS	2011-2013		<ul style="list-style-type: none"> Number of schools implementing training programs on the prevention of human trafficking and sexual exploitation. Number of target beneficiaries more aware relevant issues. 	The Royal Government and development partners
2.2.9. Train literacy program teachers on mainstreaming strategies to prevent human trafficking into literacy programs connected with vocational activities.	MoEYS	2011-2013		<ul style="list-style-type: none"> 80% of literacy program teachers are trained and qualified. Number of students aware of issues related to human trafficking and sexual exploitation. 	The Royal Government and development partners
2.2.10. Organize training on human trafficking and sexual exploitation for journalists, writers, artists, masters of ceremonies, commentators, comedians and	Secretariat S.T.S.L.S.; Prevention Team; Ministry of	2011-2013	Journalists, artists and performers include key messages related to human trafficking and sexual exploitation in	<ul style="list-style-type: none"> Number of journalists, artists and performers trained on human trafficking and sexual exploitation issues. Number of journalists, artists and performers mainstreaming key messages 	The Royal Government and development partners

other types of performers.	Information		their work.	into their work.	
2.2.11. Conduct awareness-raising programs on children's rights in schools and among commune councils and local communities.	MoEYS ; MoSVY	2011-2013	Teachers, commune authorities and children are aware of and respect children's rights.	<ul style="list-style-type: none"> Messages are sensitized. Percentage of people aware of issues related to human trafficking and sexual exploitation through artists/performers' messages. Number of teachers and commune council members aware of children's rights. Number of children being aware of children's rights. 	The Royal Government and development partners
2.2.12. Organize question and answer forums on the topic of children's rights and prevention of child trafficking in schools and communities.	MoEYS and local authorities	2011-2013		<ul style="list-style-type: none"> Number of students, parents and community members participating in forums. Percentage of participants aware of children's rights and human trafficking issues. 	IoM; World Vision; Child Fund Organization
2.2.13. Develop a system to evaluate the awareness of children's rights within communities.	MoEYS; CNCC	2013		<ul style="list-style-type: none"> Evaluation of awareness of children's rights is conducted and results published. 	The Royal Government and development partners
2.2.14. Evaluate results of prevention activities in schools.	MoEYS	2011-2013	Identify strengths and weaknesses of activities and formulate recommendations for continuing prevention efforts in schools.	<ul style="list-style-type: none"> Evaluation report published and distributed. 	The Royal Government and development partners
2.2.15. Develop tools to monitor and evaluate the implementation of the prevention strategy at the national level.	Secretariat S.T.S.L.S., Prevention Working Group	2011-2012	Identify strengths and weaknesses of the prevention program.	<ul style="list-style-type: none"> Monitoring and evaluation tools for the prevention program are developed and employed. 	The Royal Government and development partners
2.2.16. Organize workshop(s) to collect and document good practices and effective awareness-raising programs.	Secretariat S.T.S.L.S., Prevention Working Group	2011-2013		<ul style="list-style-type: none"> Good practices documented to serve as a basis for developing further plans. 	The Royal Government and development partners

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Activity group 2.3: Safe migration and labour migration management				
<i>Objective: To improve labour migration governance and enhance the protection and empowerment of migrant workers and the management of migration outcomes.</i>				
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators
<p>2.3.1. Continue to identify obstacles to legal labour migration and identify means to address these obstacles.</p>	MoLVT	2011-2013	Male and female migrant workers have an improved understanding of the labour migration process and risks of human trafficking; migrant workers are afforded protection and safe working environments in the destination country.	<ul style="list-style-type: none"> Obstacles to legal labour migration abroad are identified. Activities to address these obstacles are implemented. Time and costs associated with sending migrant workers abroad through legal channels are reduced.
<p>2.3.3. Strengthen the implementation of national guidelines for recruitment agencies to promote the protection of male and female migrant workers.</p>	MoLVT	2011-2013		<ul style="list-style-type: none"> National guidelines developed and enforced. Recruitment agencies are aware of migrant workers' rights and contribute to their protection as per the national guidelines.
<p>2.3.4. Continue to cooperate with recruitment agencies to collect data on migrant workers (through the MoLVT Labour Migration Information System (LMIS)).</p>	MoLVT	2011-2013		<ul style="list-style-type: none"> Information on migrant workers is regularly collected from recruitment agencies and entered into the LMIS. Number of recruitment agencies promoting and adhering to standards set forth in the national guidelines is identified. Data on the number of male and female migrant workers is entered into the LMIS. Quarterly and annual reports on numbers of male and female migrant workers produced.
<p>2.3.5. Organize pre-departure training(s) on relevant knowledge and skills for migrant workers prior to deployment abroad through legal recruitment agencies</p>	MoLVT	2011-2012		<ul style="list-style-type: none"> Pre-departure training kits arranged. Number of migrant workers trained through legal recruitment agencies prior to departure for employment abroad.
<p>2.3.6. Train embassy officials in Thailand, Malaysia, Korea and other countries on labour and sexual exploitation and human trafficking related issues.</p>	MoFAIC; MoLVT	2011-2013		<ul style="list-style-type: none"> Number of diplomats/embassy officials in Thailand, Malaysia, Korea and other countries trained.
				<p>Resources and Budget</p> <p>The Royal Government and development partners</p> <p>The Royal Government and development partners</p> <p>The Royal Government and development partners</p> <p>The Royal Government and development partners</p> <p>The Royal Government and development partners</p>

<p>2.3.7. Strengthen the monitoring of internal and cross-border migrants by facilitating communication among inspection services, intermediaries and law enforcement institutions and establishing a complaint mechanism for victims of exploitation.</p>	<p>MoLVT</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> • Cross-border and internal communications among inspection services, intermediaries and law enforcement institutions are established. • Complaint mechanism for migrants who are victims of exploitation established. • Number of victims who utilize the complaint mechanism. • Number of cases resolved. 	<p>The Royal Government and development partners</p>
<p>2.3.8. Establish a mechanism for receiving and examining complaints, and providing assistance to migrants in destination countries.</p>	<p>MoFAIC; MoLVT</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> • System for examination and follow-up of complaints and provision of assistance established and operation in destination countries. • Number of complaints received and resolved. 	<p>The Royal Government and development partners</p>
<p>2.3.9. Review and improve contractual employment conditions between migrant workers and recruitment companies in order to reduce negative impacts on migrants.</p>	<p>Secretariat S.T.S.L.S., Prevention Working Group, MoLVT</p>	<p>2011-2012</p>	<ul style="list-style-type: none"> • Areas for improvement in working/training conditions and employment contracts developed by recruitment companies identified. • Number of meeting(s) to discuss improvement of contracts. • Guidelines on the improvement of contracts and working conditions published by the MoLVT. • Number of monitoring visits conducted, procedures employed and reports published. 	<p>The Royal Government and development partners</p>
<p>2.3.10. Implement the Policy on the Management of Migration.</p>	<p>MoLVT</p>	<p>2011</p>	<ul style="list-style-type: none"> • Policy approved by the Government. • Number of workshop(s) to launch the policy. • Number of copies of the policy distributed. 	<p>The Royal Government and development partners</p>
<p>2.3.11. Enforce the implementation of Sub-decree No. 190 on Sending of Khmer Workers to Work Abroad through Legal Recruitment Agencies.</p>	<p>MoLVT</p>	<p>2011-2012</p>	<ul style="list-style-type: none"> • New Sub-decree is drafted and approved by the Royal Government. 	<p>The Royal Government and development partners</p>



2.3.12. Establish Employment Centres.	MoLVT	2011-2013		<ul style="list-style-type: none"> • Number of employment centres established and operational. • Number of employment centres equipped with a section on safe migration information. • Number of employment centres where information on legal migration procedures and job opportunities abroad are available. • Number of people seeking job information at the employment centres. 	The Royal Government and development partners
2.3.13. Advocate for the ratification of the <i>Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</i> .	MoLVT	2011-2012		<ul style="list-style-type: none"> • <i>Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</i> is ratified by Cambodia. 	The Royal Government and development partners
Activity Group 2.4: Eradication of child labour <i>Objective: To protect children from the worst forms of child labour and reduce the number of children engaged in such activities.</i>					
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget
2.4.1. Identify joint activities in the <i>National Action Plan on Elimination of the Worst Forms of Child Labour (NAP-WFCL)</i> and the <i>National Plan of Action on Combating Human Trafficking and Sexual Exploitation</i> to promote complementary activities and reduce duplication.	MoLVT	2011-2013	Implementation of overlapping activities is coordinated in a manner which contributes to enhancing the effective use of resources.	<ul style="list-style-type: none"> • Joint activities of the <i>National Action Plan on Elimination of the Worst Forms of Child Labour</i> and the <i>National Plan of Action on Combating Human Trafficking and Sexual Exploitation</i> are identified and implemented in a coordinated manner. 	The Royal Government and development partners
2.4.2. Conduct research on domestic workers in order to develop procedures to monitor domestic workers (especially children) in Cambodia.	MoLVT, Mol, MoWA	2011-2013	Domestic workers are protected and risks of human trafficking, labour and sexual exploitation reduced.	<ul style="list-style-type: none"> • Number of Cambodian domestic workers is estimated through the study. • Recommendations from the study on domestic workers are published and used to inform future interventions. • Procedure to monitor domestic workers developed and applied nationwide. 	The Royal Government and development partners
2.4.3. Train master trainers at the sub-national level in the prevention of child trafficking and child labour and sexual exploitation.	MoEYS	2011-2013	Master trainers capable of conducting education and dissemination activities, with	<ul style="list-style-type: none"> • Number of focal points participating in the trainings. • Number of beneficiaries receiving education on prevention. • Level of understanding of focal points and 	IOM, World Vision, Child's Rights Foundation.

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Activity Group 2.5: Community activities <i>Objective: to establish mechanisms to engage communities in the prevention of and response to human trafficking and sexual exploitation.</i>						
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget	participants on child trafficking for labour exploitation.
<p>2.5.1. Identify the needs of and assist vulnerable communities and groups, including children, at high risk to trafficking and exploitation.</p>	Secretariat S.T.S.L.S	2011-2013	Vulnerability to human trafficking and sexual exploitation is reduced through community activities integrated into the decentralization and de-concentration project.	<ul style="list-style-type: none"> Vulnerable persons and groups identified through participatory approaches at the grassroots/community level. Strategies to assist vulnerable people are developed. 	The Royal Government and development partners	
<p>2.5.2. Establish follow-up, surveillance and reporting systems within communities to contribute to the prevention of human trafficking and sexual exploitation (especially in women and children).</p>	MoSVY, MoI	2011-2013		<ul style="list-style-type: none"> Community follow-up, surveillance and reporting systems developed and operational in all provinces. Number of cases followed-up, under surveillance and reported through the community system. 	The Royal Government and development partners	
<p>2.5.3. Extend family income-generation programs in target areas to vulnerable families at high risk to human trafficking and irregular migration and link these families to existing community development projects.</p>	MoWA and relevant institutions	2011-2013		<ul style="list-style-type: none"> Number of vulnerable families identified and linked to existing community development /income-generation programs. Percentage of vulnerable families reporting increased levels of income (contributing to a decrease in vulnerability to human trafficking and sexual exploitation). 	The Royal Government and development partners	
<p>2.5.4. Continue to implement village-level activities to combat human trafficking and sexual exploitation and include these activities in the decentralization and de-concentration project in target areas.</p>	Secretariat S.T.S.L.S. and MoWA	2011-2013		<ul style="list-style-type: none"> Activities to combat human trafficking and sexual exploitation are integrated into the decentralization project and Sangkat/Commune and Village plans. Local authorities and community members are more aware of and participate in efforts to combat human trafficking. 	The Royal Government and development partners	
<p>2.5.5. Develop and implement a monitoring and evaluation system for the community-level prevention of human trafficking and sexual exploitation program.</p>	Secretariat S.T.S.L.S. and MoWA	2011-2013		<ul style="list-style-type: none"> A monitoring and evaluation system for the community prevention program is developed. Monitoring activities have been implemented and reports produced at the 	The Royal Government and development partners	



		community level.			
Activity Group 2.6: Promoting child safe tourism <i>Objective: To engage relevant stakeholders in the tourism sector in efforts to promote child safe tourism, protect children from sex tourism, and uphold the reputation of the tourism industry in the Kingdom of Cambodia.</i>					
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget
2.6.1. Continue to implement the 2007-2009 strategic plan on promotion of child safe tourism, the operating guidelines and manual and training facilitation tools.	MoT and concerned institutions	2011-2013	All concerned parties (in the country and abroad) cooperate to raise awareness of child safe tourism, to protect children and to promote Cambodia's tourism reputation.	<ul style="list-style-type: none"> • Campaign on child safe tourism is conducted as per the strategic plan. • Training manuals and facilitation tools are widely used and distributed. • Report on child safe tourism produced. 	The Royal Government and development partners
2.6.2. Continue to facilitate and promote the development and implementation of municipal/provincial child safe tourism committee action plans.	MoT and Municipal/Provincial Department of Tourism			<ul style="list-style-type: none"> • Child safe tourism committee action plans are developed and implemented within the capital/provinces. • Report on the implementation of the committee action plans. 	The Royal Government and development partners
2.6.3. Include the private sector in all aspects of the child safe tourism campaign.	MoT and private sector	2011-2013		<ul style="list-style-type: none"> • Private sector participates in and supports the child safe tourism campaign - including in the reporting of suspicious cases. 	The Royal Government and development partners and private sector
2.6.4. Cooperate to promote the integration of the child safe tourism in primary and secondary schools in the capital/provinces.	MoT, MoEYS	2011-2013		<ul style="list-style-type: none"> • Number of schools educated on promotion of child safe tourism. • Number of students educated on promotion of child safe tourism. 	The Royal Government and development partners
2.6.5. Continue to train employers and employees in the tourism industry on child safe tourism and produce and disseminate IEC materials.	MoT	2011-2013		<ul style="list-style-type: none"> • Number of IEC materials produced and distributed. • Number of employers and employees in the tourism industry educated. 	The Royal Government and development partners and private sector
2.6.6. Produce short educational spots on promoting child safe tourism and broadcast existing and new educational spots in the media.	MoT, Ministry of Information and other concerned Ministries and institutions	2011-2013		<ul style="list-style-type: none"> • Number of existing educational spots aired. • Number of new educational spots produced. • Number of new educational spots aired. • Percentage of target group aware of child safe tourism. 	The Royal Government and development partners and private sector
2.6.7. Develop a registration and	Mol, MoT	2011-2013		<ul style="list-style-type: none"> • List of targeted suspects involved in sex 	The Royal

targeted suspect tracing system to combat sex tourism and exchange information with relevant countries.					tourism developed and shared with concerned countries. <ul style="list-style-type: none"> Targeted suspects involved in child sex tourism traced, located and prohibited from entering Cambodia and other countries (in the region and elsewhere). Standard agreement is developed among a number of source countries on cooperation related to combating and prosecuting child sex crimes. Number of countries and trainees participating in regional workshops focusing on the improvement and implementation of extraterritorial legislation. 	Government and development partners
2.6.8. Organize a workshop to formulate recommendations to advocate for Governments of key source countries in the tourism sector to improve and apply extraterritorial legislation to prevent, regulate and prosecute child sex crimes.	MoT, MoJ, MoI, MoFAIC	2011-2013			<ul style="list-style-type: none"> Quarterly and annual reports on the implementation of the action plan and promotion of child safe tourism are developed and published. 	The Royal Government and development partners
2.6.9. Develop a report on the implementation of the action plan for promoting child safe tourism.	MoT	2011-2013		Results of child safe tourism activities are documented and used to inform future interventions.		The Royal Government and development partners
Activity group 2.7: Special project - Addressing the demand for human trafficking and sexual exploitation and preventing violence, pornography and drug use.						
<i>Objective: To formulate special measures to address the demands for human trafficking, sexual exploitation and child pornography and to prevent violence, individual and gang rape, and drug abuse.</i>						
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget	
2.7.1. Identify joint activities of action plan on the prevention of violence against women and the action plan on the prevention of human trafficking and sexual exploitation in order implement complementary actions and reduce duplication.	MoWA, Secretariat S.T.S.L.S.	2011-2012	Implementation of overlapping activities of the two plans is coordinated to contribute to enhanced and effective use of resources.	<ul style="list-style-type: none"> Overlapping activities of the action plan on the prevention of violence against women and the action plan on the prevention of human trafficking and sexual exploitation are identified and implemented in a coordinated manner. 	The Royal Government and development partners	
2.7.2. Continue to research issues related to the demand for human trafficking and sexual exploitation – including social and cultural norms, practices and beliefs	Secretariat S.T.S.L.S., MoWA	2011-2013	Behaviours contributing to human trafficking and sexual exploitation change over time and the	<ul style="list-style-type: none"> Behaviour and social norms contributing to human trafficking and sexual exploitation are identified. Recommendations from the study are published and used to design future 	The Royal Government and development partners	

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<p>2.7.3. Continue to conduct awareness-raising campaigns and seek support for addressing the demand for human trafficking and sexual exploitation.</p>	<p>Secretariat S.T.S.L.S., MoWA</p>		<p>demands for such activities are reduced.</p>	<p>interventions.</p> <ul style="list-style-type: none"> • Number of people aware of the demand for human trafficking and sexual exploitation. 	<p>The Royal Government and development partners</p>
<p>2.7.4. Conduct national research on sexual violence against young people.</p>	<p>MoSVY, CNCC, MoWA and concerned Ministries and institutions.</p>			<ul style="list-style-type: none"> • Pilot program on the prevention of violence against children is designed and implemented. • Number of cases of violence against children. 	<p>The Royal Government and development partners</p>
<p>2.7.5. Develop annual report on the prevention of violence against children.</p>	<p>MoSVY and CNCC</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> • Report on activities relating to the prevention of violence against children is published. 	<p>The Royal Government and development partners</p>
<p>2.7.6. Establish a special task force to develop and implement a program addressing rape in Cambodia and gang rape, in particular.</p>	<p>Secretariat S.T.S.L.S., and concerned Ministries</p>	<p>2011</p>	<p>Decrease in number of rape cases in Cambodia.</p>	<ul style="list-style-type: none"> • A special task force to address rape crimes and related issues is established. • Strategy and plan of action to address rape are developed and applied. • Number of rape cases recorded. 	<p>The Royal Government and development partners</p>
<p>2.7.7. Conduct a study on the production/circulation of pornography in Cambodia.</p>	<p>Mol, MoWA, MoC, MoEYS, The National Committee for the Promotion of Social Morality and the Value of Cambodian Women and Families and CNCC.</p>	<p>2011</p>	<p>Production/circulation of pornography in Cambodia is reduced.</p>	<ul style="list-style-type: none"> • Information relating to production/circulation of pornography in Cambodia is collected, analyzed, published and disseminated. 	<p>The Royal Government and development partners</p>
<p>2.7.8. Design and implement pilot project on the suppression of pornography to reduce demand in Cambodia.</p>	<p>Mol, MoWA, MoC, and concerned institutions</p>	<p>2011-2012</p>		<ul style="list-style-type: none"> • Educational materials produced and published. • Number of offenders involved in production or distribution of pornography arrested. 	<p>The Royal Government and development partners</p>
<p>2.7.9. Conduct a study on the links between human trafficking and drug</p>	<p>Mol, National</p>	<p>2011</p>	<p>Clear understanding of the link between drugs</p>	<ul style="list-style-type: none"> • Information on the links between human trafficking and drug use/addiction is 	<p>The Royal Government and</p>

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abuse and addiction.	Authority for Combating Drugs	and human trafficking and sexual exploitation is established.	collected and analyzed. • Recommendations for addressing the links between trafficking and drug dependency are collected and published.	development partners
2.7.10. Organize the National Anti-Human Trafficking Day in Cambodia on 12th December.	MoWA, Secretariat S.T.S.L.S	Increasing support from politicians, donors and the public for efforts to combat human trafficking and sexual exploitation.	<ul style="list-style-type: none"> Number of participants joining the National Anti-Human Trafficking Day on 12th December. Topics to be discussed. 	The Royal Government and development partners

Strategy 3: Enhancing criminal justice mechanisms (suppressing and prosecuting human trafficking and sexual exploitation)

Activity Group 3.1: Legal framework

Objective: To develop a comprehensive and sufficient legal framework for responding to human trafficking and sexual exploitation.

Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget
3.1.1. Finalize the Explanatory Notes on the Law on Suppression of Human Trafficking and Sexual Exploitation and develop a plan to disseminate these materials.	MoJ, Justice Working Group	2011-2013	Law enforcement officials and others concerned parties effectively implement the 2008 Law on the Suppression of Human Trafficking and Sexual Exploitation.	<ul style="list-style-type: none"> Activity plan to disseminate the Law on the Suppression of Human Trafficking and Sexual Exploitation is developed. Explanatory Note on the Law on Suppression of Human Trafficking and Sexual Exploitation is published and disseminated. Number of dissemination activities implemented. Number of participants attending dissemination sessions. Comprehension of the Law on Suppression of Human Trafficking and Sexual Exploitation is consistent nationwide. 	The Royal Government and development partners
3.1.2. Sign extradition treaties with other countries, particularly members of ASEAN.	MoJ, MoFAIC	2011-2013	The extradition treaties signed	<ul style="list-style-type: none"> Extradition treaties signed and enforced for cross-border human trafficking cases. Number of suspects involved in cross-border human trafficking offenses extradited. 	The Royal Government and development partners
3.1.3. Expedite the development	MoJ,	2012-2013	Law on Extradition and	<ul style="list-style-type: none"> Number of offenders extradited. 	The Royal

<p>process of the Law on Extradition and Mutual Legal Assistance for Criminal Cases.</p>	<p>Secretariat S.T.S.L.S.</p>		<p><i>Mutual Legal Assistance for Criminal Cases</i> is approved and applied.</p>		<p>Government and development partners</p>
<p>3.1.4. Review policies and procedures to ensure compliance with national and international laws.</p>	<p>MoJ, Justice Working Group</p>	<p>2011-2013</p>	<p>Cambodia laws and procedures related to human trafficking and sexual exploitation are in line with international laws.</p>	<ul style="list-style-type: none"> • Loopholes in national laws, procedures and policies identified. • Laws, procedures and policies are amended and in line with international norms. 	<p>The Royal Government and development partners</p>
<p>3.1.5. Expedite the finalization of the draft Law on Suppression of Human Smuggling.</p>	<p>MoJ</p>	<p>2011-2012</p>	<p>Law on Suppression of Human Smuggling is enacted and enforced.</p>	<ul style="list-style-type: none"> • Number of copies of Law on Suppression of Human Smuggling printed and distributed. • Number of human smuggling cases addressed by using the Law on Suppression of Human Smuggling. 	<p>The Royal Government and development partners</p>
<p>3.1.6. Develop procedure on the collection and administration of evidence.</p>	<p>Mol, MoJ</p>	<p>2011-2013</p>	<p>Evidence is properly collected and administered as per the established procedure.</p>	<ul style="list-style-type: none"> • Procedure on the collection and administration of evidence implemented. 	<p>The Royal Government and development partners</p>
<p>3.1.7. Adopt standard operating procedures for activities of the anti-human trafficking police.</p>	<p>Mol, MoJ</p>	<p>2011-2012</p>	<p>Cambodia has adequate laws and policies in place for combating human trafficking and sexual exploitation.</p>	<ul style="list-style-type: none"> • Standard Operating Procedure adopted, published, continually taught and implemented. 	<p>The Royal Government and development partners</p>
<p>3.1.8. Finalize the draft Law on National Police.</p>	<p>Mol</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> • Law on National Police is enacted, disseminated, taught and enforced. 	<p>The Royal Government and development partners</p>
<p>3.1.9. Develop legal regulations for accreditation of victim care centres to serve as temporary shelters for victims of trafficking and sexual exploitation.</p>	<p>MoSVY, MoJ, and Protection Working Group</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> • Regulations adopted and shelters accredited to temporarily care for victims until they are fully reintegrated. • Number of centres accredited. • Number of victims referred to centres. 	<p>The Royal Government and development partners</p>
<p>3.1.10. Develop guidelines on the rights and protection of minor witnesses and victims.</p>	<p>Mol, MoJ</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> • Guidelines on the rights and protection of minor witnesses and victims developed, published, taught and implemented. • Identity of all minor witnesses and/or victims is kept as confidential. 	<p>The Royal Government and development partners</p>

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<p>3.1.11. Develop interview and adjudication techniques for handling trafficking and sexual exploitation cases.</p>	<p>MoJ</p>	<p>2011-2012</p>	<ul style="list-style-type: none"> • Interview and adjudication techniques for handling human trafficking cases in court are standardized. • Hearing rooms for human trafficking cases are equipped with witness protection devices. • Victims of human trafficking are protected throughout the criminal justice process. 	<p>The Royal Government and development partners</p>
<p>3.1.12. Draft the Law on the Protection of Victims of Human Trafficking and Sexual Exploitation.</p>	<p>MoJ</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> • Law on the Protection of Victims of Human Trafficking is drafted and enacted. 	<p>The Royal Government and development partners</p>
<p>3.1.13. Draft laws to supplement loopholes in the Law on Suppression of Human Trafficking and Sexual Exploitation.</p>	<p>MoJ</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> • Loopholes in the Law on Suppression of Human Trafficking and Sexual Exploitation are identified and analyzed. • Supplementary laws are drafted and enacted. 	<p>The Royal Government and development partners</p>
<p>Activity Group 3.2: Strengthening capacity of law enforcement officers and concerned officials <i>Objective: To maintain and strengthen responsive measures taken by non-specialized and specialized police officers in combating human trafficking and sexual exploitation, especially with regard to victim identification and provision of appropriate support to victims.</i></p>				
<p>3.2.1. Develop the action plan for the dissemination of and training on laws/guidelines and legal regulations for law enforcement officers and concerned officials.</p>	<p>MoJ, Justice Working Group</p>	<p>2011-2013</p>	<p>Law enforcement officers and others concerned officials are aware of and effectively implement the laws, policies, guidelines and regulations related to human trafficking and sexual exploitation.</p>	<p>Source: Resources and Budget The Royal Government and development partners</p>
<p>3.2.2. Develop master training materials (governing laws, policies, guidelines and other regulations).</p>	<p>MoJ, Justice Working Group</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> • Existing training materials are reviewed and improved and master training documents developed. • Number of master trainers trained. 	<p>The Royal Government and development partners</p>
<p>3.2.3. Train law enforcement officers on the Explanatory Notes and Guidelines on the Implementation of the Law on Suppression of Human Trafficking</p>	<p>MoJ, Justice Working Group</p>		<ul style="list-style-type: none"> • Explanatory note and guidelines on the implementation of the Law on Suppression of Human Trafficking and Sexual Exploitation are printed and disseminated. • Comprehension of the Law on 	<p>The Royal Government and development partners</p>



<p><i>and Sexual Exploitation.</i></p> <p>3.2.4. Incorporate the study of the <i>Law on Suppression of Human Trafficking and Sexual Exploitation</i> into the academic curricula of schools, faculties of law, Royal School of Administration, Royal Academy of National Police, and Royal Academy for Judicial Professions.</p>	<p>MoJ, Mol</p>	<p>2011-2013</p>	<p><i>Suppression of Human Trafficking and Sexual Exploitation</i> is consistent nationwide.</p> <ul style="list-style-type: none"> • Training materials for the <i>Law on Suppression of Human Trafficking and Sexual Exploitation</i> are incorporated into the academic curricula of schools, faculties of law, Royal School of Administration, Royal Academy of National Police and Royal Academy for Judicial Professions. • Training materials used by master trainers. 	<p>The Royal Government and development partners</p>
<p>3.2.5. Train judicial police officers on the Standard Operating Procedures.</p>	<p>Mol, MoJ</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> • Number of judicial police officers trained on application of the Standard Operating Procedures. 	<p>The Royal Government and development partners</p>
<p>3.2.6. Train prosecution officers and specialized judges in the investigation and adjudication of human trafficking and sexual exploitation cases.</p>	<p>MoJ</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> • Number of training courses organized. • Number of prosecution officers and specialized judges trained. 	<p>The Royal Government and development partners</p>
<p>3.2.7. Conduct dissemination and training for law enforcement officers, focusing on the <i>ASEAN Treaty on Mutual Legal Assistance in Criminal Matters</i>.</p>	<p>MoJ</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> • Number of law enforcement officers trained in implementing the <i>ASEAN Treaty on Mutual Legal Assistance in Criminal Matters</i>. 	<p>The Royal Government and development partners</p>
<p>3.2.8. Continue to conduct training programs for front-line law enforcement officers.</p>	<p>MoJ, Mol</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> • Number of front-line law enforcement officers trained and able to identify victims and suspects. 	<p>The Royal Government and development partners</p>
<p>3.2.9. Incorporate modules on prosecution, investigation and adjudication procedures in the academic program of the Royal Academy for Judicial Professions.</p>	<p>MoJ</p>	<p>2011-2013</p>	<ul style="list-style-type: none"> • Modules on prosecution, investigation and adjudication procedures incorporated into the training program of the Royal Academy of National Police. • Training material utilized by master trainers. 	<p>The Royal Government and development partners</p>



Activity group 3.3: Responsive judiciary system					
<i>Objective: To continue to support reforms to the judiciary system to improve its effectiveness in processing cases of human trafficking and sexual exploitation.</i>					
Activities	Responsible Institutions	Time Frame	Expected Outcomes	Indicators	Resources and Budget
3.3.1. Implement a pilot project on child-friendly judicial procedures.	MoJ	2011-2012	Child-friendly judicial procedures are developed and piloted.	<ul style="list-style-type: none"> Number of human trafficking and sexual exploitation cases processed through child-friendly judicial procedures. 	The Royal Government and development partners
3.3.2. Encourage the court to apply ASEAN criminal justice response procedures.	MoJ	2011-2013	ASEAN criminal justice procedures are applied.	<ul style="list-style-type: none"> Number of human trafficking and sexual exploitation cases processed through ASEAN criminal justice procedures. 	The Royal Government and development partners
3.3.3. Expedite pending trials concerning human trafficking and sexual exploitation cases.	MoJ, Mol	2011-2013	Decrease the number of pending cases on trafficking and sexual exploitation.	<ul style="list-style-type: none"> Percentage of human trafficking and sexual exploitation cases completely processed. 	The Royal Government and development partners
Activity Group 3.4: Cooperation among law enforcement institutions					
<i>Objective: to establish realistic and effective cooperation within the criminal justice system in order to eradicate the impunity of human traffickers and ensure justice for victims.</i>					
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget
3.4.1. Strengthen cooperation among stakeholders within the national criminal justice system.	MoJ, Mol, local and international victim support agencies, and concerned institutions	2011-2013	Law enforcement response to human trafficking and sexual exploitation cases is collaborative and effective.	<ul style="list-style-type: none"> Number of human trafficking and sexual exploitation cases resolved with the engagement of all stakeholders within the criminal justice system. 	The Royal Government and development partners
3.4.2. Publish and implement Guidelines on Cooperation between Government Institutions and Victim Support Agencies in Cases of Human Trafficking and Sexual Exploitation.	MoJ, MoSVY, Mol, local and international victim support agencies, and concerned institutions	2011-2013	Victim support efforts are effective and coordinated among relevant institutions and agencies.	<ul style="list-style-type: none"> Number of victims supported through cooperation among relevant institutions and agencies. 	The Royal Government and development partners
3.4.3. Strengthen cooperation between the Cambodian criminal justice system and that of other countries, especially within ASEAN.	MoJ, Mol	2011-2013	Implementation of transnational legislation concerning human trafficking and	<ul style="list-style-type: none"> Number of meeting(s) of the heads of specialized units. Number of ASEAN Senior Official Meeting(s) on Transnational Crimes 	The Royal Government and development partners

			sexual exploitation cases is well coordinated, cooperative and effective.	(ASEAN SOM-TC) in which Cambodian officials participate. <ul style="list-style-type: none"> • Front-line officers in bordering countries cooperate with each other to identify human trafficking cases. • Number of cases of human trafficking and sexual exploitation identified through cross-border law enforcement cooperation. 	
3.4.4. Establish a central authority responsible for implementing extradition procedures and mutual legal assistance.	MoJ, Mol	2011-2012		<ul style="list-style-type: none"> • The authority is established and operational. 	The Royal Government and development partners
3.4.5. Encourage extradition of suspects between Cambodia and border countries involved in cross-border human trafficking and sexual exploitation cases.	MoJ, Mol	2011-2013		<ul style="list-style-type: none"> • Number of suspects extradited. 	The Royal Government and development partners
3.4.6. Promote the implementation of the ASEAN Treaty on Mutual Legal Assistance.	MoJ, Mol	2011-2013		<ul style="list-style-type: none"> • Number of relevant officials implementing the ASEAN Treaty on Mutual Legal Assistance. 	The Royal Government and development partners
3.4.7. Advocate for the establishment of a prosecutors' network within ASEAN countries.	MoJ	2011-2012		<ul style="list-style-type: none"> • Prosecutors' network established within ASEAN countries. 	The Royal Government and development partners
3.4.8. Conduct an evaluation of national and regional cooperation on criminal justice matters.	Secretariat S.T.S.L.S.; MoJ, Mol, Justice Working Group	2013		<ul style="list-style-type: none"> • Gaps in cooperation among criminal justice systems are collected and documented. • Recommendations for improving cooperation on criminal justice produced. 	The Royal Government and development partners
Activity Group 3.5: Confidentiality and witness protection <i>Objective: To ensure that the judicial system upholds and respects the rights of victims, recognizes the sensitivity of human trafficking and sexual exploitation cases, and applies practical procedures to protect witnesses and victims and maintain confidentiality, as appropriate.</i>					
	Activities	Responsible Institutions	Time Frame	Expected Outcomes	Resources and Budget
3.5.1. Encourage judicial actors to interview victims and witnesses during the trial process according to		MoJ, Mol, MoSVY	2011-2013	<ul style="list-style-type: none"> • Witnesses and victims are protected during the criminal justice 	<ul style="list-style-type: none"> • Number of victims interviewed in accordance with set procedures. The Royal Government and development

set guidelines and procedures.				process.		partners
3.5.2. Ensure the trial process is conducted under the victim and witness protection framework.	MoJ	2011-2013		Victim protection framework is established within the trial process.		The Royal Government and development partners
3.5.3. Protect the identity of victims and witnesses from being revealed through the media.	MoJ, Mol	2011-2013		Number of media broadcasts which reveal identity of victims and witnesses.		The Royal Government and development partners
3.5.4. Increase the number of specialized female law enforcement officers.	Mol	2011-2013		Number of specialized female law enforcement officers.		The Royal Government and development partners
Activity Group 3.6: Case management and reporting						
<i>Objective: To strengthen and improve case management and ensure transparency in the criminal justice process by producing and disseminating accurate information relating to investigation, rescue, arrest, detention and prosecution procedures.</i>						
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget	
3.6.1. Create a national monitoring system for human trafficking cases within the criminal justice process.	MoJ, Mol, National Royal Gendarmerie, Secretariat S.T.S.L.S.	2011-2013	Case monitoring system is created, contributing to better case management and more transparency throughout the criminal justice process.	<ul style="list-style-type: none"> A national case coding system is created for monitoring cases throughout the entire criminal justice process. Joint database on human trafficking cases within the criminal justice system established. Training sessions for the court and prosecution officers on the database. Training sessions for Secretariat officials on how to use the joint database for human trafficking cases within the criminal justice system. 	The Royal Government and ARTIP/UNIAP	
3.6.2. Collect, document and publish national data related to human trafficking and sexual exploitation.	Secretariat S.T.S.L.S.	2011-2013		<ul style="list-style-type: none"> Data on human trafficking is regularly collected from the Working Groups at the capital and provincial level. National report is widely published. 	The Royal Government and development partners	
3.6.3. Evaluate and improve the implementation of laws and concrete procedures involving apprehension and prosecution of	Secretariat S.T.S.L.S., MoJ, Mol	2012-2013		<ul style="list-style-type: none"> Gaps in the implementation of laws and procedures are identified and documented. Recommendations for improvement 	The Royal Government and development partners	

offenders.					produced.	
3.6.4. Increase the collection of information concerning offences and victims in target locations and border areas.	MoJ, Mol	2011-2013			<ul style="list-style-type: none"> Information relating to offences is documented and available. Information on victims is documented and available. 	The Royal Government and development partners
3.6.5. Develop (for investigation and monitoring purposes) a list of businesses/individuals suspected of being involved in the commission of human trafficking and sexual exploitation crimes through marriages, labour migration and child adoption.	Mol	2011-2013			<ul style="list-style-type: none"> List of businesses/individuals possibly involved in human trafficking offences is developed and monitored. 	The Royal Government and development partners
3.6.6. Create a case analysis system.	MoJ, Mol	2011-2011			<ul style="list-style-type: none"> Number of human trafficking cases collected and analyzed. Case analysis report developed. 	The Royal Government and development partners
3.6.7. Monitor, evaluate and improve the implementation of court and prosecution proceedings.	MoJ	2011-2013			<ul style="list-style-type: none"> Standard court procedures related to processing human trafficking and sexual exploitation cases are reviewed and measures taken to develop the capacity of the Court and Prosecution Office. 	The Royal Government and development partners
3.6.8. Update the case database system of the Anti-Human Trafficking and Juvenile Protection Department and ensure regular reporting.	Mol	2011-2013			<ul style="list-style-type: none"> The database system of the Anti-Human Trafficking and Juvenile Protection Department is updated. Quarterly database reports issued by the Anti-Human Trafficking and Juvenile Protection Department are published. 	The Royal Government and development partners
3.6.9. Update the case database system of the Ministry of Justice.	MoJ	2011-2013			<ul style="list-style-type: none"> Court case database system of the Ministry of Justice is updated. Quarterly reports on court case database system issued by the Ministry of Justice are published. 	The Royal Government and development partners
3.6.10. Develop annual/ quarterly database reports on police raids.	Mol	2011-2013		Accurate information on investigation, rescue, arrest, custody and prosecution is readily available and widely published.	<ul style="list-style-type: none"> The rate at which the investigation of human trafficking and sexual exploitation cases is completed. Annual report categorizing activities by province produced. Recommendations for improving the 	The Royal Government and development partners



<p>3.6.11. Develop annual/ quarterly database reports on prosecution.</p>	<p>MoJ</p>	<p>2011-2013</p>		<p>suppression of trafficking produced.</p> <ul style="list-style-type: none"> Joint annual report categorized by months, provinces and tribunals produced. Obstacles hindering the prosecution of cases through the legal system are identified. There are solutions to the identified obstacles. 	<p>The Royal Government and development partners</p>
<p>3.6.12. Increase the number of three-digit hotlines and train staff on responding to hotline calls, in collaboration with the private sector.</p>	<p>Mol, Royal Gendarmerie, Secretariat S.T.S.L.S. and private sector</p>	<p>2011-2013</p>	<p>Victims are identified by specialized officials who employ a standard set of approved criteria when notified of suspicious activity.</p>	<ul style="list-style-type: none"> Number of hotlines operational in the Capital/provinces/municipalities, with collaboration from private sector. Number of officials trained to staff the hotlines and respond to inquiries. Number of human trafficking, sexual exploitation and violence cases reported through hotlines. 	<p>The Royal Government and development partners</p>
<p>3.6.13. Continue to maintain hotlines and ensure immediate response to victims in need of rescue, as well as the follow-up of reported cases.</p>	<p>Mol</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> National police 24/7 hotlines are operation in three languages. Number of cases reported via hotlines coded in accordance with national case coding system and followed-up. 	<p>The Royal Government and development partners</p>
<p>3.6.14. Review the effectiveness hotlines.</p>	<p>Mol</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> Amount of time required to respond to cases reported via hotlines is measured. Number of referrals from hotlines to the emergency intervention teams and subsequent interventions. Number of calls, case categories and results of case processing. 	<p>The Royal Government and development partners</p>
<p>3.6.15. Data collection on the number of Cambodian migrants missing from select target areas and implementation of bilateral agreements to locate these individuals</p>	<p>Mol</p>	<p>2011</p>	<p>Human trafficking and smuggling acts identified. Procedures on the management of migration initiated.</p>	<ul style="list-style-type: none"> Number of Cambodian migrants who disappeared during the migration process determined. Number of migrants located after disappearance as a result of bilateral cooperation. 	<p>The Royal Government and development partners</p>
<p>3.6.16. Strengthen surveillance of the migration flow at international checkpoints and other border gates.</p>	<p>Mol</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> Number of anti-human trafficking police officials deployed at border police posts. Surveillance reports. 	<p>The Royal Government and development partners</p>

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Strategy 4: Protecting victims (including assistance in the repatriation, rehabilitation, and reintegration into society), with special attention to children

Activity group 4.1: Victim identification Objective: To ensure victims of human trafficking and sexual exploitation are correctly identified and receive appropriate treatment (in cases of ambiguity the presumption should be made in favour of the victims).					
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget
4.1.1. Revise the standard criteria for identifying victims of human trafficking.	MoJ, Mol, MoSVY, MoWA	2011-2013	Victims are identified by qualified officials employing standard and approved criteria.	<ul style="list-style-type: none"> Appropriate standard of criteria for identifying victims of human trafficking is available for use. Guidelines and specific form for identifying victims established. 	The Royal Government and The Asia Foundation, UNIAF
4.1.2. Develop handbook for front-line officers on key criteria for identifying victims of human trafficking and on return procedures.	Mol, MoSVY	2011-2013		<ul style="list-style-type: none"> Pocket handbooks developed and distributed to all front-line officers. All front-line officers aware of key criteria for identifying victims of human trafficking and return procedures. The victim identification process and response to human trafficking and sexual exploitation cases is consistent across the country, and appropriate support is provided to victims. 	The Royal Government and development partners
4.1.3. Implement an examination program to categorize returnees according to whether they are victims of human trafficking or deportees.	MoLVT, Mol, MoFAIC, MoSVY	2011-2013		<ul style="list-style-type: none"> Identified victims are referred to victim support agencies. Number/percent of victims correctly identified among deportees documented and data shared with neighbouring countries. 	The Royal Government and development partners
4.1.4. Organize training programs on victim identification and relevant topics for diplomatic corps working in foreign countries. (To be implemented jointly with Activity 2.3.6)	MoFAIC	2011-2013		<ul style="list-style-type: none"> Number of training sessions organized. Number of diplomatic officials in foreign countries aware of human trafficking and sexual exploitation and able to identify and assist victims effectively. Number of diplomatic officials abroad who participate, in collaboration with the MoLVT and other relevant Ministries, in inspection of migrants' working conditions 	The Royal Government and development partners



4.1.5. Strengthen the capacity of Secretariat S.T.S.L.S. and sub-national task force officials in identifying victims as soon as possible.	Secretariat S.T.S.L.S.	2011-2013		<ul style="list-style-type: none"> to identify levels of vulnerability. Number of training sessions on victim identification. Number of Secretariat officials and other stakeholders at all levels participating in the training sessions. 	The Royal Government and development partners
Activity Group 4.2: Standards for victim support services <i>Objective: To ensure a high level of quality in support services provided to victims of human trafficking and sexual exploitation.</i>					
4.2.1. Disseminate the Policy and Minimum Standards for Protection of the Rights of Victims of Human Trafficking.	MoSVY, Secretariat S.T.S.L.S.	2011	Victim support services are consistent with the Minimum Standards.	Indicators <ul style="list-style-type: none"> Number of copies of Policy and Minimum Standards for Protection of the Rights of Victims of Human Trafficking published and distributed. Number of dissemination sessions organized. Number of trainees participating in sessions. Number of victim support agents aware of the Policy and Standards. 	The Royal Government and development partners
4.2.2. Ensure that shelters for victims of trafficking operate in accordance with the Minimum Standards.	MoSVY	2011-2013		<ul style="list-style-type: none"> Number of victim support shelters whose operations are fully compliant with the Minimum Standards. 	The Royal Government and development partners
4.2.3. Create a mechanism for promoting the implementation of the Policy and Minimum Standards.	MoSVY	2011-2012		<ul style="list-style-type: none"> A mechanism for promoting the implementation of the Policy and Minimum Standards is created and enforced. 	The Royal Government and development partners
Activity Group 4.3: Repatriation, family tracing and family assessment <i>Objective: To ensure that repatriation, family tracing and assessment of victims of trafficking are coordinated and conducted quickly, and that all efforts support the successful reintegration of the victim.</i>					
4.3.1. Facilitate the development of legal provisions and improved repatriation mechanisms in collaboration with responsible authorities in Cambodia and focal	Mol, MoFAIC, MoSVY	2011-2013	Repatriation of victims of trafficking to Cambodia (or from Cambodia to the country of origin) is	Indicators <ul style="list-style-type: none"> Guidelines on repatriation are developed and applied in collaboration with Thailand, Vietnam, Malaysia and other countries. Number of victims of cross-border trafficking repatriated according to existing 	The Royal Government and development partners

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points in destination/origin countries.			efficient and effective.	guidelines. <ul style="list-style-type: none"> Number of victims able to return to their countries of origin, while family tracing and assessment are under way. Number of victims trafficked into Cambodia (especially from Thailand and Vietnam) repatriated through effective mechanisms and networks. 	
4.3.2. Publish and disseminate Joint Standard Operating Procedures (Cambodia-Vietnam-Thailand) for identifying and repatriating victims of human trafficking.	MoSVY	2011-2013	Victim support agencies understand and properly implement the Joint Standard Operating Procedures.	<ul style="list-style-type: none"> Number of copies of Joint Standard Operating Procedures published and disseminated to victim support agencies and concerned Ministries, institutions and entities. 	The Royal Government and development partners
4.3.3. Improve procedures and mechanisms to accelerate family tracing and assessment.	MoSVY	2011-2013	Family tracing and assessment is conducted as soon as possible to contribute to the successful and sustainable reintegration of victims.	<ul style="list-style-type: none"> Number of families located. Family tracing and assessment procedure is applied for victims within a period of: <ul style="list-style-type: none"> 4 weeks after identification (for cases in Cambodia). 6 weeks after identification (for cases from other countries). 	The Royal Government and development partners
4.3.4. Continue to review results of the reintegration process.	MoSVY	2011-2013		<ul style="list-style-type: none"> Evaluation of the reintegration process and levels of success conducted and recommendations from evaluation implemented. Good practice and success stories documented. 	The Royal Government and development partners
4.3.5. Identify and document models of successful reintegration support for victims and their families.	MoSVY	2011-2013		<ul style="list-style-type: none"> Models of successful reintegration support for victims of trafficking and sexual exploitation documented. Number of victims' families traced and the rate of successful reintegration cases. 	The Royal Government and development partners
4.4.6. Develop new and improve existing victim care models to prevent victims from remaining in shelters in the longer-term.	MoSVY	2011-2013		<ul style="list-style-type: none"> Increased number of successful victim care models and new alternative care models applied. Number of successful reintegration cases among various care options. Number of victims in shelters for long periods reduced. 	The Royal Government and development partners

<p>4.3.7. Document cases of stigma and discrimination and encourage families, local community leaders and the public to respect victims' rights to a <u>discrimination-free life</u>.</p>	<p>MoSVY, MoWA</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> • Number of stigma/discrimination cases documented. • Strategy for reducing stigma/discrimination developed and applied. • Number of victims of human trafficking suffering from discrimination reduced. 	<p>The Royal Government and development partners</p>
<p>4.3.8. Continue to link returned victims and their families to appropriate options through local service providers.</p>	<p>MoSVY</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> • Number of victims provided continuing reintegration support. 	<p>The Royal Government and development partners</p>
<p>Activity group 4.4: Assessment of transit centres and shelters <i>Objective: To ensure all victims have access to a short-, medium- and long-term support in shelters (as necessary) where standard and appropriate care is provided.</i></p>					
<p>4.4.1. Create an evaluation centre equipped with adequate number of professional staff (to handle internal trafficking cases) based on agreements between criminal justice and victim support institutions in order to develop procedures and guidelines for operating support centres.</p>	<p>MoSVY</p>	<p>2011-2013</p>	<p>Expected Outcomes Evaluation and transit centres effectively coordinate the family tracing and referral of victims of internal and cross-border trafficking to reintegration support organizations.</p>	<p>Indicators <ul style="list-style-type: none"> • Evaluation centre is established with enough staff to effectively serve as the first place for referral for victims of internal trafficking and exploitation. • Operational guidelines for the evaluation centre developed and applied. • Evaluation centre conducts evaluation on the needs of victims and applies national victim referral mechanism. • Case registration, management, referral and collection of information are increasingly coordinated. </p>	<p>Resources and Budget The Royal Government and development partners</p>
<p>4.4.2. Strengthen the capacity of the Poi Pet Transit Centre to accept victims and vulnerable individuals referred through formal channels and expand the roles/duties of the centre.</p>	<p>MoSVY</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> • Obstacles and challenges faced by the Poi Pet Transit Centre identified. • Strategy for addressing and overcoming obstacles and challenges developed and implemented. • Roles and duties of the Poi Pet Transit Centre strengthened and expanded. 	<p>The Royal Government and development partners</p>
<p>4.4.3. Establish a transit and drop-in centre in Sway Rieng province to facilitate family tracing and repatriation of victims from Vietnam.</p>	<p>MoSVY</p>	<p>2011-2013</p>		<ul style="list-style-type: none"> • Sway Rieng transit and drop-in centre is established and staffed for operation. 	<p>The Royal Government and development partners</p>

4.4.4. Develop legal provisions and grant accreditation to victim care centres to serve as temporary shelters.	MoSVY	2011-2012	Centres are accredited to serve as temporary shelters where appropriate conditions for victim care and support are in place.	<ul style="list-style-type: none"> Legal provisions outlining appropriate conditions for victim care (especially women and children) are developed. Existing monitoring tools and evaluation reports on care centre operations. Guidelines for improvement are available to centres and definitive evaluations conducted to determine whether a centre will be accredited. 	The Royal Government and development partners
4.4.5. Improve existing temporary victim shelters and encourage the referral of victims to shelters operated by the Government and accredited non-governmental organizations.	MoSVY, MoI	2011-2013	Short-, medium- and long-term shelters improve victim care services and operate in line with the <i>Minimum Standards for Protection of the Rights of Victims of Human Trafficking</i> .	<ul style="list-style-type: none"> Obstacles and challenges faced by shelters in providing care identified. Strategy for addressing and overcoming obstacles and challenges developed and applied. Government shelters capable of receiving more victims and provide care services in line with the Minimum Standards. 	The Royal Government and development partners
4.4.6. Continue to strengthen the capacity of shelter officials and staff on a regular basis.	MoSVY	2011-2013		<ul style="list-style-type: none"> Training course(s) organized for staff of victim support centres to provide better services to victims. 	The Royal Government and development partners
4.4.7. Regularly monitor shelters to ensure the <i>Minimum Standards for Protection of the Rights of Victims of Human Trafficking</i> are implemented.	MoSVY	2011-2013		<ul style="list-style-type: none"> Centres are regularly monitored by the MoSVY. Capacity of centre officials is improved. 	The Royal Government and development partners
<p>Activity Group 4.5: Specific services for supporting victims Objective: To provide all victims of human trafficking and sexual exploitation with quality medical, legal, psychological, educational and vocational training services by focusing on the individual needs of victims (especially children).</p>					
4.5.1. Update and map legal aid service options and develop guidelines on the provision of legal advice to trafficking victims.	MoSVY, MoJ	2011-2013	Victims receive high quality medical, legal, psychological, educational and vocational training support and other relevant services.	<ul style="list-style-type: none"> List of legal aid service options categorized by institution, type of support and locations created, maintained and updated regularly. Victims properly advised on their rights. Number of victims with access to medical, legal, psychological, educational, and 	The Royal Government and development partners
4.5.2. Continue to provide victims with access to medical, legal,	MoSVY and National Task	2011-2013			The Royal Government and

psychological, educational, and vocational training support and other relevant services, according to their requests.	Force			vocational training support and other relevant services. • Gaps in service provision identified and strategy for addressing gaps is developed and applied.	development partners
4.5.3. Ensure confidentiality of HIV testing and the results thereafter.	MoH, MoSVY	2011-2013		• Testing for HIV conducted with the respect for patient confidentiality.	The Royal Government and development partners
4.5.4. Collaborate with Buddhist monks, laymen and nuns to provide care and support services to HIV positive individuals and link them to the local support networks.	MoH, MoSVY	2011-2013		• Support provided to people living with HIV through Buddhist monks, laymen, nuns and local support network.	The Royal Government and development partners
4.5.5. Deploy medical practitioners (especially female doctors in the case of female or child victims) to provide medical services to victims of human trafficking and sexual exploitation.	MoH, MoSVY	2011-2013		• Number of female doctors providing medical support to victims increases. • Female victims are provided with health care services by female doctors.	The Royal Government and development partners
4.5.6. Deliver trainings to, and increase the number of, counsellors/social workers (especially women).	MoSVY, MoWA	2011-2013		• Number of trained counsellors/social workers increases. • Number of female social workers increases. • Number of female victims provided with psychological counselling by female counsellors/social workers increases.	The Royal Government and development partners
4.5.7. Continue to improve and strengthen the social work/counselling profession through training courses at the Social Work Institute.	MoEYS, MoSVY	2011-2013		• Social work/counselling skills developed through training courses organized within the Social Work Institute. • Number of students graduating from courses with increased knowledge in counselling theories and practical skills.	The Royal Government and development partners
4.5.8. Continue to develop counsellor/social worker networks at the capital, provincial, municipal, district and Khan levels and link victims to the networks in their home communities.	MoSVY	2011-2013		• Groups of social workers/counsellors trained and actively working at the capital, municipal, district and Khan levels.	The Royal Government and development partners



4.5.9. Provide victims with access to both formal and non-formal education opportunities.	MoEYS, MoSVY	2011-2013		<ul style="list-style-type: none"> Victims are provided with access to options for formal and non-formal education. 	The Royal Government and development partners
4.5.10. Collect, document and disseminate information on the number of victims receiving vocational training and subsequently finding a job.	MoSVY, MoLVT	2011-2013		<ul style="list-style-type: none"> Information on the number of vocational training courses contributing to employment is documented and widely disseminated. Good practices identified and replicated. 	The Royal Government and development partners
4.5.11. Involve the private sector in linking vocational training and job placements.	MoLVT, MoSVY	2011-2013		<ul style="list-style-type: none"> Human resource demands in the private sector identified through consultation. Vocational training based on human resource demands of the private sector is linked to job placements. Vocational training programs are specifically linked to employment opportunities and the number victims unable to find employment decreases by 50%. 	The Royal Government and development partners
4.5.12 Provide assistance for repatriated migrant workers not identified as victims of human trafficking.	MoSVY	2011-2013		<ul style="list-style-type: none"> Vulnerable migrant workers are provided with support services and information on safe migration. 	The Royal Government and development partners
Activity Group 4.6: Case management and reporting <i>Objective: To establish a case management and monitoring system for ensuring a continuum of care for victims and to support comprehensive data collection for improved interventions.</i>					
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget
4.6.1. Upgrade the national case registration system on victims of trafficking and sexual exploitation to align with international standards and respect confidentiality.	Secretariat S.T.S.L.S., MoSVY	2011-2013	Case management system is operational and equipped with complete and accurate information.	<ul style="list-style-type: none"> National case registration system upgraded. Case management is monitored through the case registration system (victim confidentiality is secured). 	The Royal Government and development partners
4.6.2. Update information on repatriated victims, collected by the Anti-Human Trafficking and Victim Reintegration Office, and use the information for developing annual	MoSVY	2011-2013		<ul style="list-style-type: none"> Information on repatriated victims collected and entered into the Anti-Human Trafficking and Reintegration database. Information from database analysed and aggregated by sex to inform annual 	The Royal Government and development partners

reports on repatriation.					reports and future interventions.	
4.6.3. Strengthen the collection of data on internal human trafficking through close collaboration with victim support institutions and utilize the information to prepare annual reports on internal human trafficking in Cambodia.	MoSVY	2011-2013			<ul style="list-style-type: none"> Data collection system on internal victims is strengthened. Management of victims under the care of NGOs is monitored. 100% of victims are recorded, documented, and coded by the MoSVY. Data on internal trafficking is analysed and used to inform annual reports and future interventions. 	The Royal Government and development partners
4.6.4. Develop and widely disseminate annual reports on the number of victims successfully reintegrated and the number of victims yet to be reintegrated.	MoSVY	2011-2013			<ul style="list-style-type: none"> Annual reports analyzing data prepared and widely disseminated. 	The Royal Government and development partners
4.6.5. Analyze collected data and develop recommendations for future intervention targets.	MoSVY	2011-2013			<ul style="list-style-type: none"> Data is analyzed and recommendations for interventions in place. 	The Royal Government and development partners
4.6.6. Conduct research on human trafficking for begging purposes in destination countries/areas and publish the results.	Secretariat S.T.S.L.S., MoSVY	2011-2013			<ul style="list-style-type: none"> Research study is successfully conducted. Results are published. Recommendations documented and disseminated for future interventions. 	The Royal Government and development partners

Strategy 5: Improvement of monitoring and evaluation

Activity Group 5.1: Development of monitoring and evaluation system and framework

Objective: To develop a system for monitoring and evaluating achievements in combating human trafficking and sexual exploitation.

Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget
5.1.1. Develop a structure for monitoring and evaluating the implementation of the National Plan of Action on Combating Human Trafficking and Sexual Exploitation.	Secretariat S.T.S.L.S.	2011-2012	A monitoring and evaluation system is established and operational in order to evaluate the direct and indirect impacts of interventions to combat human trafficking and sexual	<ul style="list-style-type: none"> Monitoring and evaluation framework established and operational. Key focal persons assigned for each activity are responsible for various aspects of monitoring and evaluation. Reporting system designed and implemented. Communities and individuals affected by activities participate in the monitoring and 	The Royal Government and development partners

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<p>5.1.2. Develop and update (on an annual basis) a list of institutions and organizations working on combating human trafficking and sexual exploitation.</p>	<p>Secretariat S.T.S.L.S.</p>	<p>2011-2013</p>	<p>exploitation.</p>	<p>evaluation process.</p> <ul style="list-style-type: none"> List of institutions and organizations working on combating human trafficking and sexual exploitation is developed. 	<p>The Royal Government and development partners</p>
<p>5.1.3. Train national and sub-national focal persons in conducting monitoring and evaluation activities.</p>	<p>Secretariat S.T.S.L.S.</p>	<p>2011</p>		<ul style="list-style-type: none"> Focal persons are trained and conduct monitoring and evaluation activities. 	<p>The Royal Government and development partners</p>
<p>5.1.4. Develop a computer database for entering monitoring and evaluation data.</p>	<p>Secretariat S.T.S.L.S.</p>	<p>2011</p>		<ul style="list-style-type: none"> Computer database system developed for use. 	<p>The Royal Government and development partners</p>
<p>5.1.5. Carefully select priority indicators for monitoring and evaluation.</p>	<p>Secretariat S.T.S.L.S.</p>			<ul style="list-style-type: none"> Priority indicators determined and applied. 	<p>The Royal Government and development partners</p>
<p>5.1.6. Conduct a study on the implementation needs of institutions/mechanisms with regard to the NPA and develop complementary strategies to address these needs.</p>	<p>Secretariat S.T.S.L.S.</p>	<p>2011-2013</p>	<p>Needs of national and sub-national institutions and obstacles to implementation are identified.</p>	<ul style="list-style-type: none"> Assessment of the needs of institutions conducted. Strategies to improve the implementation of activities by institutions developed and applied. 	<p>The Royal Government and development partners</p>
<p>5.1.7. Monitor and evaluate the implementation of the <i>Guidelines on Cooperation between the Government and Victim Support Agencies.</i></p>	<p>MoSVY</p>	<p>2011-2013</p>	<p>Victims receive better support services.</p>	<ul style="list-style-type: none"> Monitoring reports published. Number of identified issues and priority recommendations. 	<p>The Royal Government and development partners</p>
<p>5.1.8. Evaluate available services for victims of human trafficking and sexual exploitation nationwide, including locations and quantities of supplies, shelters and availability of legal aid support and referral systems.</p>	<p>MoSVY</p>			<ul style="list-style-type: none"> Victim support centres provide services as per the victim support policy. Number of victims satisfied with the provision of support services. 	<p>The Royal Government and development partners</p>

Activity Group 5.2: Monitoring and evaluation report development and dissemination <i>Objective: To compile and analyze monitoring and evaluation data and disseminate results.</i>					
Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget
5.2.1. Develop reports on the implementation of each activity (quarterly, six-monthly and annually).	Secretariat S.T.S.L.S.	2011-2013	Reports on the implementation of activities to combat human trafficking are regularly produced and widely disseminated.	<ul style="list-style-type: none"> Key focal persons responsible for each activity regularly report on implementation progress, in line with the monitoring and reporting system. Number of monitoring visits, lists of target areas and groups and monitoring reports. Strengths and weaknesses and/or challenges in implementation identified and recommendations for improvement produced. 	<p>The Royal Government and development partners</p> <p>The Royal Government and development partners</p>
5.2.2. Follow-up and monitor field activities, as required.	Secretariat S.T.S.L.S. at national and sub-national levels			<ul style="list-style-type: none"> Data related to human trafficking is regularly collected from capital/provincial task forces. National report is widely published. 	The Royal Government and development partners
5.2.3. Collect, document and publish national data related to human trafficking and sexual exploitation.	Secretariat S.T.S.L.S.	2011-2013		<ul style="list-style-type: none"> Progress reports on each activity (including recommendations) compiled and published annually. 	The Royal Government and development partners
5.2.4. Develop and publish annual progress reports on the implementation of the NPA.	Secretariat S.T.S.L.S.			<ul style="list-style-type: none"> Evaluation on the implementation of the NPA is successfully completed. Identified strengths and weaknesses and recommendations used to develop the National Plan for 2014-2018. 	The Royal Government and development partners
5.2.5. Conduct a final evaluation of the NPA implementation within the fixed time frame.	Secretariat S.T.S.L.S.			<ul style="list-style-type: none"> Meeting(s) to present evaluation of the 2011-2013 NPA and develop the Plan for 2014-2018. The Plan for 2014-2018 is approved based on recommendations from 2011-2013 evaluation report. Publish and disseminate the 2014-2018 NPA. 	The Royal Government and development partners
5.2.6. Develop the National Plan of Action for 2014-2018 based on the monitoring and evaluation results of the 2011-2013 NPA	Secretariat S.T.S.L.S.	2013-2014	The Plan for 2014-2018 is developed based on the monitoring and evaluation results of 2011-2013 NPA.		



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4.0 Timetable for Drafting Laws and Legal Provisions

Will develop after the endorsement of the National Plan of Action.

5.0 Projected Budget and Expenditures

The detail budget plan will be set up by relevant actors.

6.0 Follow-up, Monitoring and Evaluation of Impact

Monitoring of the implementation of the National Action Plan and evaluation of its impacts is imperative. To date, the Royal Government does not have accurate data on the number of identified victims of human trafficking or the number of offenders prosecuted. In addition, organizations involved in counter-trafficking activities in Cambodia have limited data on the concrete impacts of education, dissemination and awareness-raising efforts, due to gaps in monitoring and evaluation. It is important to determine the impact of these activities, particularly where resources continue to be allocated to such efforts. The existing monitoring and evaluation system for counter-trafficking activities is limited and weak, at best. Improvement and strengthening of the monitoring and evaluation framework is required to fully understand both the impacts of our work and the scope of the problem. A number of key indicators which must be central to the monitoring and evaluation framework include determining the number of victims rescued and successfully reintegrated, the number of offenders arrested and prosecuted, the number of Government officials/civil society staff receiving relevant training and the diversification of skills to be used for capacity building provided..

7.0 Conclusion

7.1 Gender Issues

Gender sensitization of the National Plan of Action's activities is a key priority. In order to address issues related to female victims of human trafficking and sexual exploitation, the National Plan of Action seeks to increase the number of female police officers to ensure female victims have access to these officials during the rescue, repatriation and reintegration process. In addition, trends reveal that the majority of Cambodian victims of labour exploitation are male; however, there are limited services available for these victims. As such, in implementing the National Plan of Action, a focus will be placed on the analysis of gender issues related to human trafficking as well as incorporating gender considerations into prevention efforts and developing gender-sensitive educational materials for dissemination. These materials will highlight the different vulnerability factors face by males and females, as well as ways in which both men and women can minimize their risks to exploitation and trafficking. Capacity building efforts on the prevention of human trafficking and rescue and repatriation procedures will also include gender-specific actions. Finally, all data collected through the National Plan of Action will be disaggregated based on sex to support informed, gender-sensitive analyses and all training and capacity building activities will include both male and



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female officials to promote a gender balance in the response to human trafficking and sexual exploitation. These officials will be trained on the psycho-social needs of male and female victims and the importance of professional ethics, regardless of a victim's gender.

7.2 Management Plan and Implementation Mechanism

On 25 September 2009, the Royal Government of Cambodia issued *Sub-decree No.162 on Establishment of the National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labour Exploitation and Sexual Exploitation in Women and Children (S.T.S.L.S.)*. The National Committee is led by **H.E. Sar Kheng, Deputy Prime Minister and Minister of Interior** and is comprised of 18 members leading 16 Ministries. This National Committee S.T.S.L.S. supports the Government of Cambodia in the fight against human trafficking, smuggling, labour exploitation and sexual exploitation in women and children. The Committee is mandated to lead and command the suppression of human trafficking and sexual and labour exploitation; to effectively coordinate relevant Ministry activities; to approve policies and plans, review reports and provide guidance on implementation; to advise and regulate capital/provincial commanding units; to undertake all measures to rescue and protect victims; to eradicate impunity for offenders; to promote information publication and dissemination; to convene meetings to discuss activities and relevant issues; and to submit reports on combating human trafficking to the Royal Government.

This National Committees also includes a Secretariat to coordinate activities. The Secretariat is led by a **Secretary of State of the Ministry of Interior**, and is staffed by the Anti-Human Trafficking and Juvenile Protection Department of the Ministry of Interior. The Secretariat is supported by six technical working groups comprised of both Government institutions and non-government organizations as follows:

1. Prevention Working Group, led by the Ministry of Women's Affairs;
2. Protection, Rehabilitation, Reintegration and Repatriation Working Group, led by the Ministry of Social Affairs, Veterans and Youth Rehabilitation;
3. Law Enforcement Working Group, led by then General Commissariat of National Police;
4. Justice Working Group, led by the Ministry of Justice;
5. International Cooperation Working Group, led by the Ministry of Women's Affairs;
6. Child Affairs Working Group, led by the Ministry of Social Affairs, Veterans and Youth Rehabilitation.

There National Committee also includes capital/provincial S.T.S.L.S. committees, led by the Capital/Provincial Governor and supported by the inter-departmental working groups noted above.

Additionally, the Cambodia COMMIT Task Force is charged with combating human trafficking in partnership with other countries in the Greater Mekong Sub-Region (GMS).



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The Cambodia COMMIT Task Force was established on 20th July 2005, by the Royal Government of Cambodia, *Decision No.1150 KKN on Establishment of Cambodia Task Force to Combat Human Trafficking in the Great Mekong Sub-Region*. It is an inter-ministerial task force, led by the Ministry of Women's Affairs and is mandated to cooperate with the Secretariat of the National Committee S.T.S.L.S. to support the implementation of bilateral and multilateral Memoranda of Understanding and Agreements; to strengthen cooperation among GMS countries; to monitor the implementation bilateral and multilateral agreements; and to contribute to the development of the *National Plan of Action on the Suppression of Human Trafficking, Smuggling, Labour and Sexual Exploitation (S.T.S.L.S)*.



NB: *The National Plan of Action may be modified depending on the actual human resources, budget, materials and means available to and mobilized by each Ministry/Institution to support implementation, as well as the economic, social and political situation in Cambodia.*

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8.0 References

- Royal Government of Cambodia (2008), *Law on Suppression of Human Trafficking and Sexual Exploitation*;
- Royal Government of Cambodia (25 September 2009), *Sub-decree No. 162 ANKr BK on the Establishment of National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labour Exploitation and Sexual Exploitation of Women and Children (with the abbreviation of S.T.S.L.S.)*;
- Royal Government of Cambodia (8 December 2009), *Decision No. 9 on the Organization and Functioning of the Secretariat of the National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labour Exploitation and Sexual Exploitation of Women and Children*;
- Royal Government of Cambodia (7 September 2010), *Decision No. 004/10 on the Assignment to the Membership of the National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labour Exploitation and Sexual Exploitation of Women and Children*, issued by Chair of the National Committee S.T.S.L.S.;
- Royal Government of Cambodia (30 July 2010), *Decision No. 002 SSR on the Organization and Functioning of Capital/Provincial Committees to Lead the Suppression of Human Trafficking, Smuggling, Labour Exploitation and Sexual Exploitation of Women and Children (S.T.S.L.S.)*, issued by the National Committee S.T.S.L.S.;
- Report on the Activities and Results of the Suppression of Human Trafficking, Smuggling, Labour Exploitation and Sexual Exploitation of Women and Children for 2010 and 2011 Goals;
- United States Department of State (2011), *2011 Trafficking in Persons Report - United States of America*, available at: <http://www.state.gov/g/tip/rls/tiprpt/2011/>.



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