



NATIONAL ACTION PLAN ON HUMAN TRAFFICKING AND SMUGGLING OF MIGRANTS

2025-2027

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FOREWORD



The scourge of human trafficking remains a serious violation of human rights, affecting vulnerable populations globally and in Zambia. Zambia is a source, transit, and destination country for victims of human trafficking, with victims exploited in various sectors, including factories, agriculture, construction, mining, hospitality and domestic homes.

The Government of the Republic of Zambia is committed to promoting the rule of law, justice, civil liberties and security for all. It has hence prioritised the fight against human trafficking and smuggling of migrants in order to promote and uphold human rights. It is for this reason that the Government prioritised among others, the formulation of the 2022 National Policy on Human Trafficking and Smuggling of Migrants to

enhance the national framework and measures to address these crimes.

The Policy aims at combating human trafficking and smuggling of migrants through Prevention of the vices, Protection of victims, Prosecution of offenders and strengthening of Partnerships. This National Action Plan 2025-2027 follows the successful review of the predecessor Plan of 2022-2024. The Plan will guide on the implementation of the Policy and programmatic interventions such as monitoring and evaluation in order to effectively address human trafficking and smuggling of migrants.

The Plan is aligned the Protocol to Prevent, Suppress and Punish Trafficking in Persons especially Women and Children (2000), the Protocol Against the Smuggling of Migrants by Land, Sea and Air (2000) and the Anti-Human Trafficking Act No. 11 of 2008 as amended by the Anti-Human Trafficking Act No. 16 of 2022.

Therefore, I wish to reiterate Government's commitment to eradicating all forms of human trafficking and smuggling of migrants through effective and successful implementation of this Plan. Lastly, I call upon all stakeholders to partner with Government and take a keen interest in implementing this Plan.

A handwritten signature in black ink, appearing to read 'J. Mwiimbu', written in a cursive style.

HON. JACK J. MWIIMBU, SC, M.P.
MINISTER OF HOME AFFAIRS AND INTERNAL SECURITY

ACKNOWLEDGEMENTS



The revision and development of the National Action Plan 2025 – 2027 on Human Trafficking and Smuggling of Migrants as spearheaded by the Anti-Human Trafficking Department is a result of a consultative process involving all key stakeholders. The stakeholders reviewed the implementation of the National Action Plan 2022 to 2024 to come up with this version.

I wish to extend my deepest gratitude to the Government of the United States of America through Save the Children International for their invaluable financial support under the Partnership to Prevent Trafficking in Persons between the Government of the

United States of America and the Government of the Republic of Zambia during the development of this Action Plan. Further, appreciation is extended to Cabinet Office Policy Analysis and Coordination Division for technical guidance provided during the process.

I wish to further acknowledge the outstanding contributions of the Technical Working Group members from various Ministries and institutions, including: Ministry of Home Affairs and Internal Security, Ministry of Information and Media, Ministry of Community Development and Social Services, Ministry of Labour and Social Security, Research and Planning Department, National Anti-Terrorism Centre, National Forensic Science and Biometrics Department, Office of Commissioner for Refugees, Gender Division, Zambia Police Service, Drug Enforcement Commission, Department of Immigration, Office of the President (Special Division), the Judiciary, UN Agencies, Non-Governmental Organizations such as Save the Children International, Kids Alive Zambia, Lantern Rescue Foundation, Talitha Kum Zambia, Undikumbukire Project Zambia and Young Women Christian Association. Their commitment and tireless efforts demonstrated during the whole review process is sincerely appreciated.

It is my sincere hope that this Plan will result into the successful implementation of the 2022 National Policy on Human Trafficking and Smuggling of Migrants, which will require continued collaboration and commitment from all stakeholders.

A handwritten signature in black ink, appearing to read 'D. Matembo'.

Dickson Matembo
PERMANENT SECRETARY – CRIAR
MINISTRY OF HOME AFFAIRS AND INTERNAL SECURITY



1.0 INTRODUCTION AND BACKGROUND

Human trafficking remains one of the most severe violations of human rights, deeply affecting individuals, families, and communities worldwide. It is a criminal activity that transcends borders and impacts every nation, and Zambia is no exception. The country is a source, transit, and destination for victims of human trafficking. The Government of the Republic of Zambia recognises the significant negative consequences this crime has, not only on the victims but also on the country's security, economic stability, and social well-being.

In this regard, the Government has taken steps to strengthen its legal and institutional frameworks. In 2008, Zambia acceded to the United Nations Convention against Transnational Organised Crime, the Protocol to Prevent, Suppress, and Punish Trafficking in Persons and the Protocol against Smuggling of Migrants by Land, Sea, and Air. This international commitment was followed by the enactment of the Anti-Human Trafficking Act No. 11 of 2008. Recognising the evolving nature of trafficking, Government enacted the Anti-Human Trafficking (Amendment) Act No. 16 of 2022.

Furthermore, Zambia formulated the 2022 National Policy on Human Trafficking and Smuggling of Migrants. The Policy adopts a four-pillar approach: Prevention, Protection, Prosecution, and Partnerships. The inclusion of the Partnerships pillar is a notable addition compared to the previous 2007 National Policy, which only focused on Prevention, Protection, and Prosecution. This new approach recognises that human trafficking is a complex phenomenon often linked to transnational organised crime. As such, multi-stakeholder cooperation at local, national, regional, and international levels is essential in tackling the problem.

The national legislation on human trafficking takes a multi-dimensional approach, focusing on prevention of trafficking, protection of victims and prosecution of offenders. It defines specific offences related to trafficking and prescribes penalties for offenders. One of the key developments in the amended Act is the establishment of the Anti-Human Trafficking Department (AHTD), which plays a crucial role in coordinating Zambia's national response to human trafficking. This Department is tasked with coordinating all activities related to human trafficking, advising the Minister on human trafficking related issues, and overseeing the enforcement of anti-trafficking measures amongst others.

To ensure effective implementation of the national legislation and policy, Zambia has developed National Action Plans that guide the country's anti-trafficking efforts. This National Action Plan on Human Trafficking and Smuggling of Migrants 2025-2027 builds on the progress made during the implementation of the 2022-2024 Plan. It offers a strategic framework for stakeholders to execute anti-human trafficking and smuggling of migrant's activities in the coming years.

2.0 INSTITUTIONAL AND ADMINISTRATIVE FRAMEWORK

Human trafficking is a cross-cutting phenomenon which requires a multi-sectoral approach. The Government has been inclusive in combatting human trafficking and key partners in the fight against human trafficking include various Government Ministries and Departments, Non-Governmental Organisations, specialised United Nations agencies, Civil Society Organisations, and the private sector.

a) The Role of the Ministry of Home Affairs and Internal Security (MOHAIS)

The Ministry of Home Affairs and Internal Security is charged with the responsibility of providing and maintaining internal peace and security in Zambia. The Ministry's role in fighting human trafficking is multifaceted, involving legislative, law enforcement, and policy efforts aimed at preventing trafficking, protecting victims, and supporting the prosecution of traffickers. To ensure that the Ministry executes its mandate in combatting human trafficking effectively, the AHTD was created.

b) The Role of the Anti-Human Trafficking Department

The AHTD is charged with the overall responsibility of coordinating the implementation of all human trafficking activities in the country. The functions of the Department as established in the Anti-Human Trafficking (Amendment) Act No. 16 of 2022 are to:

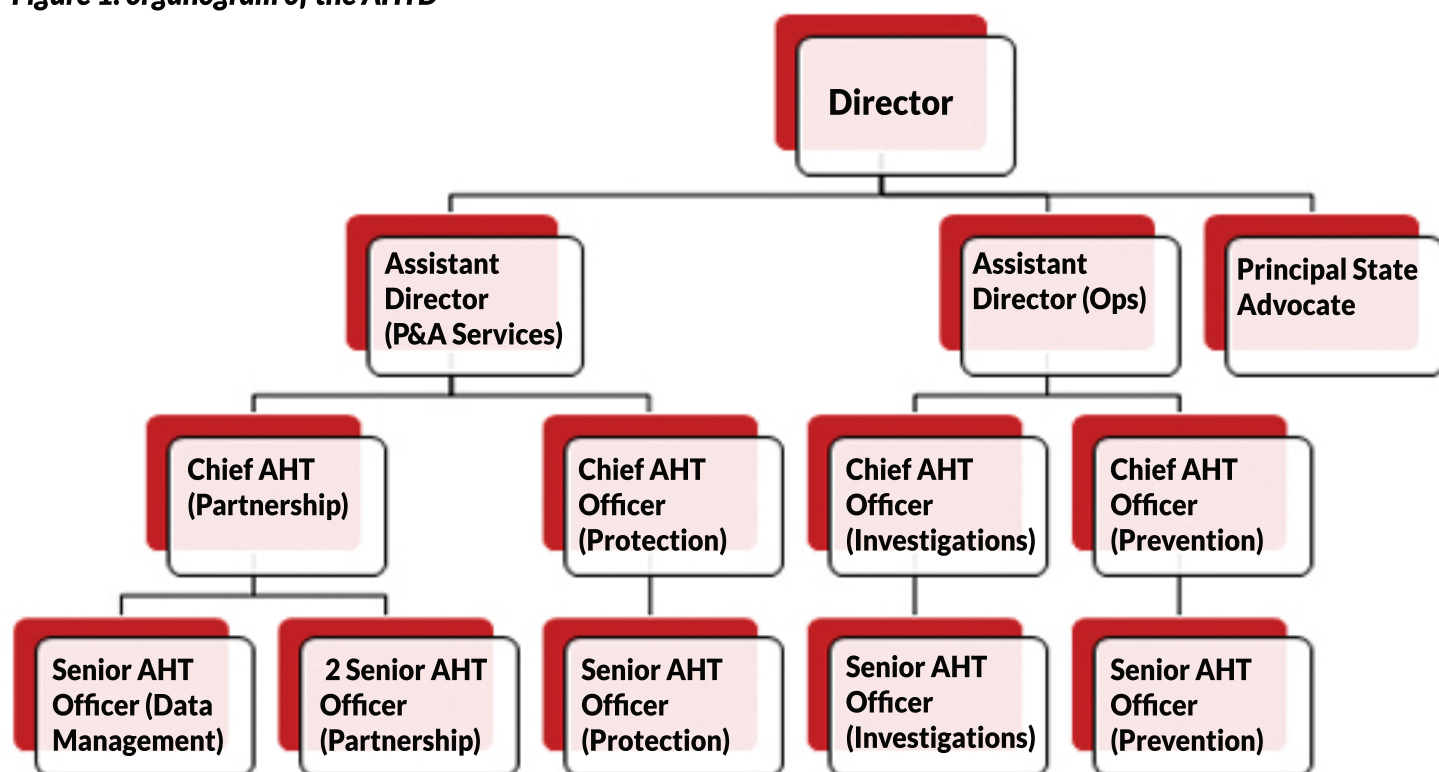
- i. Co-ordinate activities of all relevant institutions on matters connected with trafficking in persons
- ii. Establish effective measures for the prevention and eradication of trafficking in persons
- iii. Investigate, arrest and prosecute cases of trafficking in persons
- iv. Sensitise and educate the public on dangers of trafficking in persons
- v. Collect and share information related to trafficking in persons
- vi. Conduct research and recommend appropriate policies and laws related to trafficking in persons
- vii. Collaborate with Government agencies and non-governmental organisations to promote the rehabilitation and reintegration of victims
- viii. Develop guidelines on the establishment of the status of a victim of trafficking in persons and certify for purposes of confirming the declaration of a status of a person as a victim of trafficking in persons
- ix. Develop guidelines for disbursements from the Trafficking in Persons Fund and
- x. Collaborate with all State institutions, Government Departments and International Organisations on matters relating to trafficking in persons

c) Structure of the AHTD

The AHTD is headed by the Director who is assisted by two Assistant Directors and one Principal State Advocate. The Department is divided into four Units including Prevention, Protection, Investigations and Partnerships. Each Unit is headed by a Chief Anti-Human Trafficking Officer who are supported by a Senior Anti-Human Trafficking Officer.



Figure 1: organogram of the AHTD



d) The Role of the National Committee on Human Trafficking

The Anti-Human Trafficking Act No. 11 of 2008 as amended creates the National Committee on Human Trafficking. The functions of the Committee are:

- i. Recommend policy guidelines to the Department
- ii. Promote institutional linkages; and
- iii. Co-ordinate the preparation of trafficking in persons reports

The National Committee is assisted by various sub-Committees as and when need arises. The functions of the sub-Committees are delegated by the National Committee.

3.0 VISION, RATIONALE AND GUIDING PRINCIPLES

3.1 Vision

A Zambia free of human trafficking and smuggling of migrants

3.2 Rationale

The development of the National Action Plan on Human trafficking and Smuggling of Migrants 2025 – 2027 was necessitated by the expiry of 2022 – 2024 NAP and the need to provide for a more comprehensive response.

The 2025 – 2027 NAP will address contemporary issues in the fight against human trafficking, such as the use of digital platforms in human trafficking through allocation of adequate resources towards capacity building and awareness. Further, the NAP will prioritise coordination and strengthening institutional frameworks to have a Zambia free of human trafficking and smuggling of migrants.

3.3 Guiding Principles

Implementation of the National Action Plan on Human Trafficking and Smuggling of Migrants 2025-2027 will be guided by the principles in the National Policy on Human Trafficking and Smuggling of Migrants. The following are the principles:

- i. **Human Rights** - The National Policy seeks to fulfil Zambia's constitutional obligations to protect its citizens from human trafficking and related human rights abuses. Consistent with these obligations, the Policy recognises trafficked and smuggled persons as victims rather than offenders and places primary emphasis on assisting trafficked persons and ensuring that their dignity and human rights are protected
- ii. **Inclusiveness and Participation** - In the implementation of the Policy Measures, the Government will work with all stakeholders. In the same vein, all stakeholders must actively be involved in the design, implementation, review, monitoring, and evaluation of the national response. It is necessary that all citizens are aware, involved and committed in combating human trafficking and smuggling of migrants
- iii. **Sustainability** - The interventions embarked on should be realistic and sustainable. Simple, low-cost measures should be adopted, and counter trafficking activities integrated wherever possible into existing programmes, structures and initiatives
- iv. **Leadership and Commitment** - Leadership is key in the designing and implementation of strategies aimed at mitigating human trafficking and smuggling of migrants. Government will provide strong political leadership and commitment at all levels for essential and sustained effective national response
- v. **Integrity** - The successful implementation of policy measures will require having individuals and programme implementers that are honest, reliable and beyond reproach in their discharge of duty and in personal conduct



- vi **Accountability and Transparency** - Accountability and transparency are crucial in fostering public confidence, acceptability and promotion of human trafficking and smuggling of migrant's inventions. Thus, Government will ensure high levels of accountability and transparency in all its operations.
- vii **Strong Partnerships** - Building and improving national and international coordination and cooperation is key to addressing human trafficking and smuggling of migrants, therefore, Government will facilitate a partnership approach.

4.0 OBJECTIVES OF THE NATIONAL ACTION PLAN

The objectives of the National Action Plan are anchored on the four pillars (4P's) of human trafficking and these include:

- i. Prevention: to reduce the incidences of human trafficking and smuggling of migrants within, through and from Zambia by 2027
- ii. Prosecution: to enhance the capacity of the criminal justice system to investigate, identify and prosecute human trafficking and smuggling of migrant's cases effectively and efficiently by 2027
- iii. Protection: to strengthen national capacity to provide protection services to victims, witnesses and potential victims of trafficking and
- iv. Partnership: to strengthen national, regional and international coordination and cooperation, to curb human trafficking and smuggling of migrants



5.0 NATIONAL ACTION PLAN IMPLEMENTATION MATRIX

PREVENTION PILLAR										
PREVENTION OBJECTIVE: To reduce the incidence of human trafficking and smuggling of migrants through, to and from Zambia by 2027										
MEASURES	ACTIVITIES	OUTPUT	INDICATORS	BASELINE	TARGET	TIMELINE			RESPONSIBLE INSTITUTIONS	ESTIMATED COST (K)
						2025	2026	2027		
1. Enhance the knowledge levels of society on human trafficking and smuggling of migrants.	1. Develop education materials on human trafficking and smuggling of migrants for general and tertiary education.	Education materials for four levels of education developed.	Number of education materials developed.	0	4	1	2	1	MOHAIS, MOE, Save the Children, CSO's and Cooperating partners.	2, 000, 000
	2. Conduct community engagement meetings on human trafficking and smuggling of migrants in hotspot areas, border and transit towns involving traditional leaders, faith based organisations and neighborhood watch groups.	Community meetings held.	Number of community meetings held.	9	30	10	10	10	MOHAIS, MCDSS, MIM, MLGRD ,Other Media, Save the Children , Faith based organisations and Cooperating Partners.	3, 000, 000
	3. Review and develop tools and manuals for front line officers.	Tools and manuals reviewed.	Number of tools and manuals reviewed.	2	4	2	1	1	MOHAIS, MCDSS, MLSS, MOH, NPA, the Judiciary, Academia and Cooperating Partners.	2, 200, 000
	4. Develop IEC materials on human trafficking and smuggling of migrants.	IEC materials on human trafficking and smuggling developed.	Number of IEC materials on human trafficking and smuggling developed.	4	12	4	4	4	MOHAIS, MCDSS, MLSS, MOH, NPA, the Judiciary, Academia and Cooperating Partners.	1, 500, 000
	5. Develop IEC Materials on human trafficking for persons from non english	IEC materials for persons from non english speaking countries developed.	Number of IEC materials for persons from non english speaking countries developed.	0	5	3	1	1	MOHAIS, MCDSS, MLSS, MOH, MOE NPA, the Judiciary, ZNBC, ZANIS, Academia, UNHCR and Cooperating Partners.	1, 500, 000

	6. Translation of IEC materials into local languages.	IEC materials translated into local languages.	Number of IEC materials in local languages on human trafficking.	0	12	4	4	4	MOHAIS, MCDSS, MLSS, MOH, NPA, the Judiciary, ZNBC, ZANIS, Academia, UNHCR and Cooperating Partners.	1, 200, 000
	7. Print information education and communication materials on human trafficking and smuggling of migrants.	IEC Materials on human trafficking and smuggling printed.	Number of IEC materials on human trafficking and smuggling	2000	5000	1500	2000	1500	MOHAIS, MCDSS, MLSS, MOH, NPA, the Judiciary, Academia and Cooperating Partners.	1, 500, 000
	8. Conduct training of trainers on human trafficking and smuggling of migrants.	Trainers trained.	Number of trainers trained.	0	100	40	30	30	MOHAIS, MCDSS, Gender Division (Cabinet Office), MLSS, MIM, NPA, the Judiciary, Cooperating partners.	6, 000, 000
	9. Conduct awareness campaigns on human trafficking.	Campaigns on human trafficking conducted.	Number of campaigns on human trafficking conducted.	4	12	4	4	4	MOHAIS, MIM, MCDSS, MLSS and Cooperating Partners.	1, 200, 000
2. Enhance the management of national identity documents, marriage and adoption certificates.	1. Train officers from Department of National Registration, Passports and Citizenship and local authorities on human trafficking and smuggling of migrants.	Officers trained.	Number of officers trained.	0	200	100	50	50	MOHAIS, MOFAIC, MCDSS, Ministry of Local Government and Administration, the Judiciary, Cabinet Office (Department of Religious Affairs) and Cooperating partners.	4, 000, 000



3. Strengthen mechanisms to address the drivers of human trafficking and smuggling of migrants amongst men, women and children.	1. Conduct sensitisation on human trafficking, smuggling of migrants and safe migration.	Sensitisaion on human trafficking, smuggling of migrants and safe migrationconducted	Number of sensitisations on human trafficking, smuggling of migrants and safe migration conducted.	5	12	4	4	4	MOHAIS,MLSS, MIM, MCDSS, all line Ministries and Cooperating Partners.	1, 500, 000
	2. Develop networks for victims and presumed victims and link them to existing social protection systems.	Networks developed.	Number of networks developed.	0	1	1	0	0	MOHAIS, MCDSS, MLSS, Gender Division,University of Georgia (CentHRO), CSOs and Cooperating Partners.	300, 000

PROTECTION PILLAR										
PROTECTION OBJECTIVE: To strengthen national capacity to provide protection services and care for victims, witnesses and potential victims of human trafficking by 2027										
MEASURES	ACTIVITIES	OUTPUT	INDICATORS	BASELINE	TARGET	TIMELINE			RESPONSIBLE INSTITUTIONS	ESTIMATED COST (K)
						2025	2026	2027		
1. Establish facilities and support services that facilitate the protection of victims, witnesses and other persons affected by trafficking and smuggling of migrants.	1. Establish Centres for Victims.	Centres for Victims established.	Number of Centres for victims established.	0	3	1	1	1	MOHAIS ,MCDSS, MLGRD, Ministry of Infrastructure and Development and Cooperating partners.	10, 000, 000
	2. Refurbishment of existing shelters/ places of safety for victims and witnesses of human trafficking in Lusaka and Chipata.	Shelters /places of safety refurbished.	Number of shelters/ places of safety refurbished.	0	2	1	1	0	MOHAIS ,MCDSS, MLGRD, Ministry of Infrastructure and Development and Cooperating partners.	2, 000, 000
	3. Hold engagement meetings with protection service providers on human trafficking.	Protection service meetings held.	Number of protection service meetings held.	0	12	4	4	4	MOHAIS ,MCDSS, MLSS, MOJ, NPA, the Judiciary and Cooperating partners.	900, 000
2. Strengthening of the National Referral Mechanism	1. Review and develop a National Referral Mechanism for the protection of victims of human trafficking.	National Referral Mechanism review and developed.	Number National Referral Mechanisms reviewed and developed.	0	1	1	0	0	MOHAIS, MCDSS, all line Ministries, CSO's and Cooperating partners.	800, 000
	2. Develop guidelines on the use of the national referral mechanism.	Guidelines developed.	Number of Guidelines developed.	1	1	1	0	0	MOHAIS, MCDSS and all line Ministries.	500, 000

	3. Sensitise officers on the use of the National Referral Mechanism.	Officers sensitised on the use of the National Referral Mechanism.	Number of officers sensitised on the use of the National Referral Mechanism.	0	4500	1500	1500	1500	MOHAIS, MCDSS, all line Ministries and Cooperating partners.	1, 200, 000
	4. Establish a Protocol for receiving and integrating returnee victims.	Protocol established.	Number of Protocols established.	0	1	1	0	0	MOHAIS, all line Ministries and Cooperating Partners.	
	5. Establish a Protocol for management of rescued and intercepted victims.	Protocol established.	Number of Protocols established.	0	1	1	0	0	MOHAIS, all line Ministries and Cooperating Partners.	

PROSECUTION PILLAR										
PROSECUTION OBJECTIVE: To enhance the capacity of the criminal justice system to investigate, identify and prosecute Human Trafficking and Smuggling of Migrant cases effectively and efficiently by 2027										
MEASURES	ACTIVITIES	OUTPUT	INDICATORS	BASELINE	TARGET	TIMELINE			RESPONSIBLE INSTITUTIONS	ESTIMATED COST (K)
						2025	2026	2027		
1. Strengthen the national legal framework on human trafficking and smuggling of migrants in line with international obligations and best practices.	1. Develop legislation on Smuggling of Migrants .	Legislation on Smuggling of Migrants developed.	Number of Smuggling of Migrants legislation developed.	1	1	1	0	0	MOHAIS, MOJ, NPA, ZLDC, the Judiciary, National Assembly, MCDSS and Cooperating Partners.	3, 000, 000
	2. Develop Regulations to the Smuggling of Migrants legislation.	Regulations to the Smuggling of Migrants legislation developed.	Number of Regulations to the Smuggling of Migrants legislation developed.	1	1	1	0	0	MOHAIS, MOJ, NPA, ZLDC, the Judiciary, National Assembly, MCDSS and Cooperating Partners.	2, 000, 000
	3. Develop guidelines on certification of victims of trafficking.	Guidelines on certification of victims developed.	Number of guidelines on certification of victims developed.	0	1	1	0	0	MOHAIS, MCDSS, MOJ, NPA, ZLDC, the Judiciary, National Assembly, and Cooperating partners.	1, 300, 000
	4. Develop regulations to the Human trafficking Act.	Regulations to the Anti-Human Trafficking Act developed.	Number of Regulations to the Anti-Human Trafficking developed.	0	1	1	0		MOHAIS, MOJ, NPA, ZLDC, the Judiciary, National Assembly, MCDSS and Cooperating Partners.	1, 200, 000
	5. Review of the Anti-Human Trafficking Act.	Anti-Human Trafficking Act reviewed.	Report on Reviewed Anti-Human Trafficking Act.	0	1	1	0		MOHAIS, MOJ, NPA, ZLDC, the Judiciary, National Assembly, MCDSS and Cooperating Partners.	2, 500, 000

	6. Develop Regulations for the certification of victims of human trafficking.	Regulations for the certification of victims of human trafficking developed.	Operationalised Regulations for the certification of victims of human trafficking.	0	1	1	0	0	MOHAIS, MOJ, NPA, ZLDC, the Judiciary, National Assembly, MCDSS and Cooperating Partners.	800,000
	7. Hold consultative meetings on the ratification of international instruments on human trafficking and smuggling of migrants.	Consultative meetings on the ratification of international instruments on human trafficking and smuggling of migrants held.	Number of consultative meetings on the ratification of international instruments on human trafficking and smuggling of migrants held.	0	3	1	1	1	MOHAIS, MOJ, MOFAIC, all line Ministries and Cooperating partners.	2,150,000
1. Strengthen the national legal framework on human trafficking and smuggling of migrants in line with international obligations and best practices.	1. Develop a case flow management system for human trafficking and smuggling of migrants.	Caseflow management system developed.	Number of caseflow management systems developed.	0	1	1	0	0	MOHAIS, MCDSS, NPA, the Judiciary and all line Ministries.	1,250,000
	2. Conduct a training for master trainers on human trafficking.	Master trainers trained on human trafficking.	Number of master trainers trained on human trafficking.	0	20	20	0	0	Ministry of Home Affairs and Internal Security, all line ministries and	1,000,000
	3. Conduct training for officers in the criminal justice system on human trafficking data management.	Officers in the criminal justice system trained on human trafficking data management	Number of officers in the criminal justice system trained on human trafficking data management.	0	500	200	200	100	MOHAIS, MOJ, all line Ministries and Cooperating Partners.	2,800,000

	4. Conduct training for officers in the criminal justice system on investigations of human trafficking cases and victim identification.	Officers in the criminal justice system trained on investigations of human trafficking cases and victim identification.	Number of officers in the criminal justice system trained on investigations of human trafficking cases and victim identification.	192	750	250	250	250	MOHAIS , MOJ, all line Ministries and Cooperating Partners.	1, 600, 000
	5. Conduct training on human trafficking for trainee officers from law enforcement agencies.	Trainee officers trained on human trafficking.	Number of trainee officers trained on human trafficking.	2012	3500	500	3000	0	MOHAIS and cooperating Partners.	500,000
	6. Conduct training on human trafficking for trainers at the judicial training institute.	Members of the judicial training institute trained on human trafficking.	Number of members of the judicial training institute trained on human trafficking.	0	20	20	0	0	MOHAIS , MOJ, all line Ministries and Cooperating Partners.	1, 600, 000
	7. Conduct training of trainers on human trafficking for adjudicators.	Adjudicators trained on human trafficking.	Number of adjudicators trained on human trafficking.	0	20	20	0	0	MOHAIS , MOJ, all line Ministries and Cooperating Partners.	1, 000, 000
	8. Conduct training on human trafficking for Zambia Police Service instructors.	Zambia Police Service Instructors trained on human trafficking	Number of Zambia Police instructors trained on human trafficking	0	60	20	20	20	MOHAIS and cooperating Partners.	2, 400, 000



	9. Conduct training for Drug Enforcement Commission, Immigration and Special Division instructors on human trafficking.	Drug Enforcement Commission, Immigration and Special Division instructors trained on human trafficking.	Number of Drug Enforcement Commission, Immigration and Special Division instructors trained on human trafficking.	0	30	10	10	10	MOHAIS, all line Ministries and Cooperating Partners.	240,000
	10. Procurement of technical specialized investigative tools for human trafficking cases.	Specialized investigative tools procured.	Number of specialized investigative tools procured.	0	6	3	2	1	MOHAIS, MOJ, Cabinet Office, and Cooperating Partners.	1,000,000
	11. Conduct training for officers on the use of specialised investigative tools.	Officers trained on the use of specialised investigative tools conducted.	Number of officers trained on the use of specialised investigative tools conducted.	0	120	40	40	40	MOHAIS, MOJ, Cabinet Office, and Cooperating Partners.	900,000
	12. Procure operational vehicles for human trafficking operations.	Operational motor vehicles for human trafficking operations procured.	Number of motor vehicles procured.	0	10	2	4	4	MOHAIS and Cooperating partners.	3,135,000
	13. Develop a judicial desk guide for adjudicators on human trafficking.	Judicial desk guide on human trafficking developed.	Number of Judicial desk guides on human trafficking developed.	0	1	1	0	0	MOHAIS, MOHAIS, MOJ, Cabinet Office, MHAIS and Cooperating Partners.	550,000

	14. Update Prosecutors handbook on human trafficking and smuggling of migrants.	Prosecutors handbook on human trafficking updated.	Availability of updated prosecutors handbook.	1	1	0	1	0	MOHAIS, MOJ,NPA, Cabinet Office and Cooperating Partners.	850,000
	15. Print updated Prosecutors handbook on human trafficking and smuggling of migrants.	Updated Prosecutors handbook printed.	Number of updated Prosecutors handbooks printed.	0	500		500	0	MOHAIS, MOJ,NPA, Cabinet Office and Cooperating Partners.	800,000
	16. Conduct joint operations on human trafficking and smuggling of migrants cases.	Joint operations on human trafficking and smuggling of migrants cases conducted.	Number of operations on human trafficking and smuggling of migrants cases conducted.	0	12	4	4	4	MOHAIS and all line Ministries.	500,000
	17. Provide technical assistance to law enforcement agencies with active cases of human trafficking under investigations.	Technical assistance to law enforcement agencies with active cases of human trafficking under investigations provided.	Percentage of technical assistance to law enforcement agencies with active cases of human trafficking under investigations provided.	66%	100%	100%	100%	0	MOHAIS,all line Ministries and Cooperating partners.	350,000
3. Capacity building of law enforcement officers on the Implementation of the Anti-Human trafficking Act and related legislation	1. Conduct capacity building workshops.	Capacity building workshops conducted.	Number of capacity building workshops conducted.	0	12	4	4	4	MOHAIS and Cooperating Partners.	2,000,000



PARTNERSHIP PILLAR										
PARTNERSHIP OBJECTIVE: To strengthen national, regional and international coordination and cooperation, to curb human trafficking and smuggling of migrants by 2025										
MEASURES	ACTIVITIES	OUTPUT	INDICATORS	BASELINE	TARGET	TIMELINE			RESPONSIBLE INSTITUTIONS	ESTIMATED COST (K)
						2025	2026	2027		
1. Strengthen the institutional framework on human trafficking and smuggling of migrants	1. Restructure the Anti-Human Trafficking Department.	Anti-Human Trafficking Department restructured.	Anti-Human Trafficking Department restructured.	1	1	1	0	0	MOHAIS ,MOFNP and Cabinet Office.	1, 500, 000
	2. Expand the structure of the Anti-Human Trafficking Department.	Expanded structure of the Anti-Human Trafficking Department developed.	Number of positions created.	16	100	25	50	25	MOHAIS ,MOFNP and Cabinet Office.	900, 000
	3. Conduct capacity building of staff in the Anti-Human Trafficking Department.	Staff trained.	Number of staff trained.	16	45	15	15	15	MOHAIS ,MOFNP and Cabinet Office.	750, 000
	4. Conduct orientation sessions with humanitarian stakeholders and cooperating partners on National Policy on Human Trafficking and Smuggling of Migrants, the Anti-Human Trafficking Act , and the 2025 - 2027 National Action Plan on Human Trafficking.	Orientation session conducted.	Number of orientation session conducted.	0	6	2	2	2	MOHAIS and Cooperating partners.	1, 050, 000
	5. Create a government operated toll-free help line on human trafficking and smuggling of migrants.	Operational toll-free help line on human trafficking created.	Number of operational toll-free help lines created.	0	1	1	0	0	MOHAIS and Cooperating Partners.	2, 500, 000
	6. Develop a Service Charter for the Anti-Human Trafficking Department.	Service Charter developed.	Number of service charters developed.	0	1	0	1	0	MOHAIS, all line Ministries, CSO's and Cooperating Partners.	350, 000

2. Enhance coordination amongst stakeholders involved in Anti Human Trafficking and Smuggling of migrants	1. Hold National Committee meetings on Human Trafficking smuggling of migrants.	National Committee meetings conducted.	Number of National Committee meetings conducted.	4	12	4	4	4	MOHAIS (Lead) and Cooperating Partners.	4,800,000
	2. Develop Terms of Reference for the sub-National Committees on Human trafficking and Smuggling of Migrants.	Terms of Reference developed.	Terms of Reference developed.	0	1	1	0	0	MOHAIS, all line Ministries and Cooperating partners.	300,000
	3. Create provincial sub-Committees on human trafficking and smuggling of migrants.	Provincial sub-Committees created.	Number of Provincial sub-Committees created.	0	10	0	0	10	MOHAIS, MCDSS, MLSS, MIM, Judiciary, Gender Division, Attorney General, NPA, MOJ and Cooperating Partners.	1,250,000
	4. Hold provincial sub-Committee meetings on human trafficking and smuggling of migrants.	Provincial sub-Committee meetings held.	Number of provincial sub-Committee meetings held per province.	0	12	0	0	12	MOHAIS, MCDSS, MLSS, MIM, Judiciary, Gender Division Attorney General, NPA, MOJ and Cooperating Partners.	1,000,000
	5. Hold review meetings for the annual Global and United States Trafficking in Persons Report.	Review meetings held.	Number of review meetings held.	3	3	1	1	1	MOHAIS and Cooperating Partners.	750,000
	6. Develop Terms of Reference for the Survivors Network.	Terms of Reference developed.	Terms of Reference developed.	0	1	1	0	0	MCDSS, MOHAIS, all line Ministries and Cooperating partners.	
	7. Create a survivor's network.	Survivor's network created.	Survivor's network created.	0	1	1	0	0	MOHAIS, MCDSS, all line Ministries and Cooperating Partners.	400,000
	8. Conduct mapping of stakeholders on human trafficking.	Stakeholders identified.	Stakeholders mapping report.	0	3	1	1	1	MOHAIS, MCDSS, all line Ministries and Cooperating partners.	



	9. Update register for partners in anti-human trafficking efforts.	Register updated.	Updated register.	1	3	1	1	1	MOHAIS (Lead) and Cooperating Partners.	300,000
	10. Collaborate with research and higher learning institutions on human trafficking.	Research and higher learning institutions collaborated with.	Number of research and higher learning institutions collaborated with.	2	3	1	1	1	MOHAIS, MOE, Academia and Cooperating Partners.	1,000,000
	11. Develop standard operating procedures on partner engagement with the Anti-Human Trafficking Department.	Standard operating procedures developed.	Number of standard operating procedures developed.	0	1	1	0	0	MOHAIS and Cooperating Partners.	350,000
	12. Formulation of TOR's for the establishment of task forces on human trafficking.	TOR's on human trafficking formulated.	Number of TOR's on human trafficking formulated.	0	3	1	1	1	MOHAIS, Ministry of Defence, MOH, MLSS, MOJ, MLGRD, MCDSS, Ministry of Transport and Logistics, NPA, the Judiciary, local NGO's and other stakeholders.	500,000
	13. Establish task forces on human trafficking in transit towns, border and hotspot areas.	Joint task forces established	Number of task forces established	0	12	12	0	0	MOHAIS, All line Ministries and other stakeholders.	1,500,000
	14. Develop networks for victims and presumed victims and link them to existing social protection systems.	Networks developed.	Number of networks developed.	0	1	1	0	0	MOHAIS, MCDSS, MLSS, Gender Division, University of Georgia (CentHRO), CSOs and Cooperating Partners.	300,000
	15. Hold engagement meetings with the Zambia Association of Interpreters.	Engagement meetings held.	Number of engagement meetings held.	0	12	4	4	4	MOHAIS and cooperating Partners.	150,000

	16. Train members of the Zambia Association of Interpreters on human trafficking.	Members of the Association trained.	Number of Members of Association trained.	0	60	20	20	20	MOHAIS and cooperating Partners.	300,000
3. Enhance research, M&E and Data management	1. Conduct research, surveys and studies on human trafficking.	Research, survey and studies on human trafficking conducted.	Number of research, survey and studies on human trafficking conducted.	1	4	2	1	1	MOHAIS, MOE, Academia and Cooperating partners.	800,000
	2. Conduct a mid-term review of the policy on human trafficking and smuggling of migrants.	Mid-term review of the policy conducted.	Policy review report.	0	1	1	0	0	MOHAIS and Cooperating Partners.	450,000
	3. Establish a Human Trafficking Monitoring and Evaluation Protocol.	Human Trafficking Protocol established.	Human Trafficking Protocol operationalised.	0	1	1	0	0	MOHAIS, all line Ministries and Cooperating Partners.	800,000
	4. Establish a Data Sharing Protocol.	Data Sharing Protocol established.	Number of Data Sharing Protocols established.	0	1	1	0	0	MOHAIS, all line Ministries and Cooperating Partners.	800,000
	5. Develop a website on human trafficking and smuggling of migrants.	Website developed.	Website operationalised.	0	1	1	0	0	MOHAIS, Save the Children, Smart Zambia, Cabinet Office and Cooperating Partners.	1,000,000
	6. Develop a data collection tool on human trafficking.	Data collection tool developed.	Number of data collection tools developed.	1	0	1	0	0	MOHAIS, all line Ministries and Cooperating Partners.	350,000
	7. Conduct trainings for first line officials on use of data collection tool.	First line officials trained on use of data collection tool.	Number of first line officials trained on the use of data	0	90	30	30	30	MOHAIS, all line Ministries and Cooperating Partners.	800,000



	8. Develop a National Communication Strategy on Human Trafficking.	National Communication Strategy developed.	National Communication Strategy Operationalised	0	1	1	0	0	MOHAIS, MIM and Cooperating Partners.	300,000
4.Strengthen national, regional and international engagements to foster cooperation and partnerships	1. Hold cross border meetings on human trafficking and smuggling of migrants.	Cross border meetings held.	Number of cross border meetings held.	0	12	4	4	4	MOHAIS, MHAIS, MOFAIC and MOD.	1,000,000
	2. Attend cross border meetings on human trafficking and smuggling of migrants.	Cross border meetings on human trafficking and smuggling of migrants attended.	Number of cross border meetings attended.	5	12	4	4	4	MOHAIS, MOFAIC and Cooperating Partners.	900,000
	3. Hold National symposia, fora, meetings and conferences on human trafficking and smuggling of migrants.	National symposia, fora, meetings and conferences on human trafficking held.	Number of national symposia, fora, meetings and conferences on human trafficking held.	1	1	0	1	0	MOHAIS, MOFAIC and Cooperating Partners.	500,000
	4.Participate in regional and international symposia, fora, meetings and conferences on human trafficking and smuggling of migrants.	Regional and international symposia, fora, meetings and conferences attended.	Number of regional and international symposia, fora, meetings and conferences attended.	0	15	5	5	5	MOHAIS, MOFAIC and Cooperating Partners.	500,000
	5. Conduct study visits to countries with best practices on human trafficking and smuggling of Migrants.	Study visits conducted.	Number of study tours conducted.	0	3	1	1	1	MOHAIS, MOFAIC and Cooperating Partners.	900,000
	6. Signing of MoU's with Partners on human trafficking and smuggling of migrants.	MoU's signed	Number of MoUs signed	1	6	2	2	2	MOHAIS and Cooperating Partners.	450,000

5.Enhancing resource mobilisation for Anti Human Trafficking and Smuggling of Migrants activities	1.Hold stakeholder consultative meetings on local resource mobilisation for human trafficking and smuggling of migrants activities.	Stakeholder consultative meetings held.	Number of consultative meetings held.	0	4	2	1	1	MOHAIS , MOFNP, MCDSS, Gender Division, MIM, MLSS and Cooperating Partners.	300,000
	2. Hold meetings with potential funders for domestic financing for human trafficking and smuggling of migrants.	Meetings held.	Number of meetings held.	1	3	1	1	1	MOHAIS MOFNP, MCDSS, Gender Division, MIM, MLSS and Cooperating Partners.	300,000
	3. Develop the Guidelines to the anti-Human Trafficking Fund.	Anti-Human Trafficking Fund Guidelines developed.	Anti-Human Trafficking Fund Guidelines Operationalised	0	1	1	0	0	MOHAIS, MOFNP, MCDSS, Cabinet Office, and Cooperating Partners.	250,000
	4. Review the Guidelines to the anti-Human Trafficking Fund.	Anti-Human Trafficking Fund Guidelines reviewed.	Report on Reviewed Anti-Human Trafficking Fund	0	1	0	0	1	MOHAIS, MOFNP, MCDSS, ZLDC and Cooperating Partners.	600,000
	5. Lobby partners and stakeholders to contribute to the anti human trafficking fund.	Partners engaged.	Number of partners engaged.	0	10	3	4	3	MOHAIS and Cooperating partners.	450,000
	6. Commemorate international events relating to human trafficking and smuggling of migrants.	International events relating to human trafficking and smuggling of migrants commemorated.	Number of international events commemorated.	5	12	4	4	4	MOHAIS, MOFAIC and Cooperating Partners.	800,000



