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SECOND WORK PLAN AGAINST TRAFFICKING IN PERSONS
IN THE WESTERN HEMISPHERE
2015-2018

(Adopted at the third plenary session, held on December 5, 2014)

In pursuance of their commitment to improve their capacity to prevent trafficking in persons, a form of modern-day slavery, and to protect the victims, and punish the perpetrators, of that crime, the OAS member states requested the Department of Public Security (DPS) of the OAS Secretariat for Multidimensional Security to prepare, within the framework of the Second Meeting of National Authorities on Trafficking in Persons, a proposed work plan for consideration by the Committee on Hemispheric Security.

The Work Plan was based on the conclusions and recommendations of the First, Second, and Third Meetings of National Authorities on Trafficking in Persons, held on Margarita Island in the Bolivarian Republic of Venezuela, in Buenos Aires, Argentina, and in Guatemala City. Recognizing that actions in the areas of prevention, protection, and prosecution can overlap, the Work Plan divides suggested activities among the member states and assigns mandates to the OAS General Secretariat in terms of prevention, protection of victims of trafficking in persons, and prosecution of offenders, in keeping with the Palermo Protocol.

The Second Work Plan is thus a reference to guide actions by member states and the OAS General Secretariat as they assist states in combating trafficking in persons in the 2015-2018 period. The extent to which member states implement part or all of this work plan is at the discretion of each member state, in accordance with its legal system.

In order to enable member states to monitor implementation of the Second Work Plan against Trafficking in Persons in the Western Hemisphere 2015–2018, along with progress in the region in this regard, the General Secretariat will prepare a report two years after the Plan enters into effect. The report will be based on information supplied by member states, as appropriate, in line with the parameters contained in the table of indicators appended hereto.

This work plan may be updated in accordance with any new agreements on the matter.

The Work Plan takes its definition of "trafficking in persons" from the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, which states that "“Trafficking in persons’ shall mean the recruitment, transportation, transfer, harboring 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.”^{1/}

The objectives of the Work Plan are as follows:

- i. To promote full implementation of the UN Convention against Transnational Organized Crime and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, as well as other relevant international instruments that address trafficking in persons.
- ii. To promote and foster interagency cooperation and coordination at the bilateral, regional, and international level among member states and with international organizations interested in the topic of trafficking in persons.
- iii. To broaden and improve the work of government agencies and bodies involved in addressing trafficking in persons, in preventing, punishing and suppressing this crime, in prosecuting the perpetrators, in helping victims, and in protecting their rights, together with civil society organizations and other social actors, scholars, the private sector, and international organizations;
- iv. To reduce situations of vulnerability to trafficking in persons, considering the identities and specific characteristics of social groups;
- v. To train professionals, institutions, and organizations engaged in combating trafficking in persons;
- vi. To produce and distribute reports on trafficking in persons and on actions to fight it; and
- vii. To raise societal awareness and mobilize society to prevent trafficking in persons and its risks and consequences.

1. The Palermo Protocol Article 3 further defines trafficking by providing that:
“(b) The consent of the victims 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, harboring 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.”

I. PRINCIPLES

The guiding principles of the Work Plan against Trafficking in Persons in the Western Hemisphere include:

- i. Respect for human dignity;
- ii. Nondiscrimination for reasons of gender, ethnic, racial, or social background, place of origin, nationality, profession, religion, age, migration status, sexual orientation, gender identity, or other status;
- iii. Comprehensive protection of, and assistance to, victims both direct and indirect, regardless of nationality or cooperation in judicial proceedings;
- iv. Cross-cutting government policies to address trafficking in persons;
- v. Promoting and safeguarding citizenship and human rights;
- vi. A gender perspective and the higher interests of the child;
- vii. Adherence to international treaties and conventions on human rights; and
- viii. Cooperation among member states in preventing, punishing, and suppressing trafficking-in-persons crimes and providing assistance and protection to victims.

II. GENERAL GUIDELINES

1. Strongly condemn trafficking in persons, which constitutes a criminal activity violating human dignity and has negative effects on development, peace and security, and human rights.
2. Establish, update, and strengthen national laws, policies, and/or programs to combat trafficking in persons, in keeping with the United Nations Convention against Transnational Organized Crime (Palermo Convention) and its Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children.
3. Adopt measures to ensure that what constitutes trafficking in persons is irrespective of any consent given by the victim, regardless of their age. With regard to children under the age of 18, the crime of trafficking in persons does not require a showing that force, fraud or coercion were used.
4. Seek to ensure that government policies against trafficking in persons are comprehensive (prevention of the crime, migration, employment, security, health, and protection of victims, etc.) and, where appropriate, coordinated with civil society organizations, other social actors, and national and international organizations.
5. Strengthen cooperation, information sharing, and the discussion of experiences among security and judicial institutions, migration officers, consular services, and/or

other relevant authorities, and take into account the opinions of victims and survivors in the design and implementation of policies and programs.

6. Foster values and practices through educational programs and employment opportunities that foster coexistence and diversity, whether ethnic, racial, linguistic, cultural, religious, socioeconomic, gender-based, or in terms of sexual orientation, with the aim of combating trafficking in persons.
7. Address trafficking in persons in comprehensive strategies and/or broad action plans targeting money laundering; corruption; cyber-crime; migrant-smuggling; drug trafficking; violence against children, women, persons with disabilities, the elderly, and indigenous persons; as well as humanitarian emergencies, including armed conflicts and natural disasters, among other issues.
8. Develop a national mechanism or system for regular monitoring of anti-trafficking-in-persons strategies and/or action plans to ensure their efficacy as well as identify and address new human-trafficking trends.
9. Create mechanisms for coordination among national bodies charged with implementing coordinated national responses to trafficking in persons, including civil society organizations, other social actors, and scholars, as applicable.
10. Encourage the participation of civil society and other social actors in societal mechanisms that monitor government policies to combat trafficking in persons.
11. Facilitate access to information in the various media, while protecting the privacy and identity of trafficking victims, and establish channels for dialogue among the state, society, and communications media on fighting trafficking in persons.
12. Encourage the instruction and training of professionals, institutions, and organizations involved in fighting trafficking in persons.
13. Allocate specific budgetary resources in the member states for implementing measures against trafficking in persons.
14. Integrate networks to combat trafficking in persons, punish its perpetrators, and provide care and assistance to its victims, including during the investigation and prosecution of the perpetrators.
15. Foster discussion among member states on good practices in combating trafficking in persons.
16. Strengthen action and cooperation at borders, with a focus on preventing trafficking in persons and identifying and assisting victims.
17. Urge member states that have not yet done so to consider signing and ratifying, or acceding to, as the case may be, the following international agreements:

- i. United Nations Convention against Transnational Organized Crime and the Protocols thereto, particularly the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children and the Protocol against the Smuggling of Migrants by Land, Sea and Air;
- ii. United Nations Convention against Corruption;
- iii. Inter-American Convention against Corruption;
- iv. Inter-American Convention on Mutual Assistance in Criminal Matters;
- v. United Nations Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families;
- vi. Protocol of 2014 to the Forced Labour Convention (No. 29) and the Recommendation on Supplementary Measures for the Effective Suppression of Forced Labour (R230); and
- vii. ILO Domestic Workers Convention (Convention No. 189) and taking into account Recommendation 201.

III. GUIDELINES ON PREVENTION

18. Coordinate legislation, policies, and/or programs on, *inter alia*, promotion of protection of human rights, elimination of poverty-particularly extreme poverty-and marginalization, prevention of violence against women, comprehensive protection of children, education, labor, migration, health, non-discrimination, and economic and social development, in order to prevent trafficking in persons.
19. Identify specific population groups vulnerable to trafficking in persons, including indigenous and other traditional populations, and formulate measures to prevent individuals in those groups from becoming trafficking victims.
20. Provide identity documents and improve birth registration in order to help identify victims and reduce the risk of trafficking in persons.
21. Implement measures to reduce the vulnerability of children, with their participation, and ensure that comprehensive systems are working to protect them.
22. Implement information campaigns and awareness and sensitivity training for society in general and for specific population groups, in cooperation with civil society and other social actors, including on the legal consequences of trafficking in persons, in order to eliminate the factors conducive to the commission of the crime of trafficking in persons, including the demand encouraged by any form of exploitation.
23. Offer channels of communication, including toll-free telephone lines for assistance and complaints that provide information, in different languages, including the

predominant indigenous languages of the member states, on services and actions to fight trafficking in persons, as well as information on legal employment procedures, migration policies, psychological, social, and medical assistance, etc.

24. Devise strategies and develop the capacity to respond rapidly to trafficking in persons, principally for women in vulnerable circumstances and for vulnerable, at-risk populations, especially children, adolescents, youth, migrants, indigenous communities, LGBTI persons, and persons with disabilities, among others.
25. Ensure that personnel of governments that participate in peace operations receive instruction in dealing with the problem of trafficking in persons, to prevent behaviors that contribute to the offense.
26. Brief personnel of governments assigned to diplomatic missions abroad on dealing with the crime of trafficking in persons, particularly where domestic servants are concerned.
27. Establish measures to regulate and monitor travel and employment agencies in countries of origin, transit, and destination, so as to prevent their use in promoting trafficking in persons and encourage such agencies to take measures to prevent it.
28. Strengthen national laws, programs, and policies, so as to fight corruption, including corruption in the context of trafficking in persons, and ensure that such acts are promptly and effectively investigated, prosecuted, and punished.
29. Strengthen, in keeping with national law, mechanisms for cooperation among member states in judicial inquiries, mutual legal assistance, and extradition.
30. Adopt measures to prevent trafficking in persons, with a focus on domestic servants and migrants, including the practices used in their recruitment and hiring.
31. Develop or revise, as appropriate, policies or regulations to prevent government procurement of goods and services derived from the exploitation of victims of trafficking in persons.
32. Encourage the private sector, trade unions, relevant civil society institutions, and other social actors, to promote codes of conduct to ensure the protection of the human rights and fundamental freedoms of workers throughout the supply chain in order to prevent the exploitative situations that foster trafficking in persons.
33. Develop clear criteria and regulations, in accordance with national laws, for the official registration of recruitment and placement agencies; inspect and monitor the activities of such agencies in an effort to prevent any form of trafficking in persons; and encourage prohibitions on recruitment fees charged to employees.
34. Promote legislative and other measures to prevent domestic servitude to protect persons who work as domestic servants and inform them of their labor rights as

employees and how to report abuses; ensuring that the victims of trafficking in persons receive the necessary assistance.

IV. GUIDELINES ON COMBATting AND PUNISHMENT OF TRAFFICKING IN PERSONS

35. Adopt, as warranted, appropriate, comprehensive legislation criminalizing all forms of trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, and with punishments commensurate with those of other serious crimes under that Convention.
36. Consider, in keeping with national capacities and needs, creating specialized police units and prosecutors focusing on trafficking in persons.
37. Institutionalize comprehensive training of personnel working in security, migration, and justice, as well as of workplace inspectors, social workers, and personnel involved in fighting trafficking in persons. This training should consider the importance of defending and protecting human rights, taking into account means of cooperation with civil society and other social actors, and recognizing that trafficking in persons occurs both within and across international borders.
38. Examine the possibility of concluding and/or enhancing bilateral and multilateral accords for sharing information on trafficking in persons and related crimes, in keeping with each country's legal system.
39. Adopt investigative processes and evidence-gathering techniques that do not depend exclusively on the testimony of victims of trafficking in persons.
40. Develop expertise in court-authorized or otherwise legal investigative techniques for use in domestic and international investigations concerning trafficking in persons.
41. Continue to strengthen immediate operational contacts for information exchange, as well as means of cooperation and coordinated judicial investigation, special investigative techniques, administrative cooperation, mutual legal assistance, extradition, and, insofar as possible, intelligence, so as to identify the modus operandi of traffickers, their routes, and new trafficking-in-persons trends among countries of origin, transit, and destination.
42. Take advantage of international cooperation to promote procedures and practices within domestic judicial systems to ensure tracing and confiscation of the proceeds and, where appropriate, the means of trafficking in persons.
43. Encourage the adoption of domestic legislation containing legal provisions establishing civil, criminal, or administrative sanctions, as the case may be, for

individuals acting alone, for organized crime groups, and for corporations that act with the intent to commit the crime of trafficking in persons.

44. Strengthen, according to national capacity, data gathering on trafficking-in-persons crimes and the digital sharing of such data in the framework of cooperation among member states.

V. GUIDELINES ON ASSISTANCE AND PROTECTION FOR VICTIMS

45. Adopt appropriate measures, including the evaluation of existing legislation, regulations, guidelines, or action plans for assistance to victims of trafficking in persons and/or protection of such persons, of national and foreign witnesses, and, when applicable, of members of the immediate family.
46. Create, in cooperation with civil society, other social actors, and the private sector, support programs in the labor, educational, and vocational areas for victims of trafficking in persons, including those returned from abroad and persons vulnerable to this crime.
47. Encourage joint efforts by the government and the private sector to guarantee observance of the human rights of workers including by establishing accessible complaint mechanisms and relevant information for workers to enable them to notify the authorities of abusive practices that foster trafficking in persons without reprisal, and taking measures to prevent such abuses.
48. Ensure that victims of trafficking in persons are informed of available protective and other services, both within the territory of their country and, through their consular network, in the country where they are at the time, in a language they understand.
49. Ensure that victims of trafficking in persons are aware of, and have access to, consular services.
50. Ensure that personnel with whom the victim first makes contact, such as consular authorities, immigration officers, police, workplace inspectors, social workers, healthcare professionals, or representatives of civil society and other social actors, have received training to identify, refer and assist victims and, when applicable, to assist members of their immediate families.
51. Promote the creation of suitable emergency, transitional, and long-term housing for victims of trafficking in persons, taking into account gender, age, and other relevant factors, or, as the case may be, expand existing ones.
52. Devise policies and programs to protect victims of trafficking in persons, based on respect for human rights and taking into consideration gender, age, health, and other factors, and based on input from survivors of trafficking in persons.

53. Adapt laws and procedures, when necessary, to protect the identity and privacy of victims of, and/or witnesses to, trafficking in persons, in the best manner possible, adopting measures to ensure the legality and integrity of their statements and testimony.
54. Seek to ensure that victims of trafficking in persons have access to adequate legal counsel and judicial assistance services free of charge.
55. Adopt in their domestic systems of laws, as appropriate, measures that would offer victims of trafficking in persons the possibility of seeking compensation for harm suffered.^{2/}
56. Adopt measures to physically protect victims of, or witnesses to, trafficking in persons, before, during, and after trial.
57. Cooperate with other states in providing protective measures for victims of trafficking in persons, including, *inter alia*, lodging for victims and witnesses.
58. Adopt policies to ensure that victims of trafficking in persons with irregular migration status have access to the same protection extended to nationals who are victims, and that they be permitted to remain in the territory, either temporarily or permanently, as appropriate.
59. Encourage the adoption of laws and procedures such that judicial deportation and/or immigration proceedings are not instituted against trafficking-in-persons victims, regardless of their cooperation with law enforcement authorities or participation in the trial process against human traffickers.
60. Consider the security risks associated with the repatriation and reintegration of trafficking-in-persons victims, allowing victims to make fully informed decisions.
61. Adopt special protective measures, including in cooperation with civil society and other social actors, to guarantee the security and care of child and adolescent victims of trafficking in persons in countries of origin, transit, and destination.
62. Consider allocating national budgetary resources to providing care and protection for victims of trafficking in persons and, where appropriate, for the dependents of or persons responsible for the victim, in accordance with national laws.
63. Encourage adoption of legislative measures to prevent human-trafficking victims from being prosecuted, detained, or punished for involvement in illegal activities into which they were coerced and, where victims have been prosecuted or punished for such acts, measures that permit convictions to be vacated and/or records to be expunged.

2. Explanatory note: "Colombia understands that the possibility of providing compensation to human trafficking victims for the harm caused shall take place solely and exclusively to the extent allowed by the domestic law of each country, and through specific judicial measures in which it is the perpetrators of the crime of trafficking in persons who directly compensate the victims of this crime."

64. Adopt standardized protocols for assistance to and referral of trafficking-in-persons victims.
65. Encourage community participation in identifying and assisting victims.
66. Promote the psychosocial, educational, and occupational reintegration of victims.
67. Safeguard, in accordance with domestic laws, the privacy and identities of victims of trafficking in persons, in order to ensure protection for victims and witnesses in judicial and administrative proceedings, including from media exposure, when appropriate.

VI. MANDATES FOR THE GENERAL SECRETARIAT

1. Encourage the performance of studies and research, considering regional differences; do regional analyses; and organize and share data and information on trafficking in persons.
2. Develop materials for informing security staff, consular service officers, law enforcement officers, migration authorities, prosecutors, and judges of the region, and training them, in the prevention, investigation, and criminal prosecution of trafficking-in-persons crimes and in the identification and protection of victims of trafficking in persons.
3. Identify opportunities to incorporate the topic of trafficking in persons, and training modules, into police academy curricula.
4. Adopt measures for training justice system operators to deal with trafficking in persons.
5. Submit to the member states a proposal to create national, subregional, and regional networks to share information on training and awareness programs for use by security forces, law enforcement officers, prosecutors, and judges.
6. As for prevention and identification of crimes, strengthen personnel training about the various computer-based modes of trafficking in persons.
7. Gather, in cooperation with civil society organizations, information on the areas of highest risk and incidence and on maps of routes traveled by groups vulnerable to trafficking in persons, so as to focus preventive measures on areas of greater risk.
8. Compile information on best practices in preventing and fighting trafficking in persons, including migration controls in effect to identify the victims. In addition, prepare and distribute a report listing the laws, policies, and programs of the member states.

9. Request member states to appoint a national point of contact for trafficking-in-persons matters and to convey that information to the General Secretariat.
10. Prepare and distribute the Directory of National Authorities as widely as possible.
11. Publish reports every two years based on the reports that the member states will present using the Table of Suggested Indicators ([APPENDIX I](#)) in order to follow up on progress in implementing the Plan.
12. Share the report mentioned in the preceding paragraph with the Working Group on Trafficking in Persons of the Conference of the Parties to the UN Convention against Transnational Organized Crime.
13. Promote among member states cooperation activities and sharing of information and good practices in implementing the Work Plan.
14. Provide member states that so request with technical assistance in implementing the Work Plan.
15. Provide training to its staff on their duties and responsibilities in connection with trafficking in persons, in particular where the employment of domestic servants is concerned.
16. Include World Day against Trafficking in Persons in the Organization's calendar of events and support its commemoration on July 30 each year, as established by the United Nations General Assembly in 2014, for the purpose of creating greater awareness about the plight of victims of this crime and of promoting and protecting their rights.
17. Submit to the Committee on Hemispheric Security, within a period not exceeding six months, a financial and technical study prepared in communication with national authorities, with a view to considering the possibility of the creation of an information technology platform whose main objectives would include:
 1. Bringing together the general framework of the Second Hemispheric Plan of Action;
 2. Promoting cooperation and interaction among member states, particularly among national authorities for trafficking-in-persons matters;
 3. Encouraging interaction by civil society organizations and other social actors with national entities in order to collaborate and cooperate in implementing the Second Hemispheric Plan, and form a network of institutions against trafficking in persons, with a view to raising awareness about the current range of services, benefits, and available resources;
 4. Promoting the coordination of wide-ranging and consistent responses in national, regional, and international plans, to combat trafficking in persons.

The above-mentioned study should clearly state its objectives, benefits, possible sources of funding, and execution time period.

APPENDIX TO THE
 “SECOND WORK PLAN
 AGAINST TRAFFICKING IN PERSONS IN THE WESTERN HEMISPHERE
 2015-2018”

TABLE OF SUGGESTED INDICATORS

PREVENTION	
GUIDELINES	RESULT INDICATOR
1. (18) Coordinate legislation, policies, and/or programs on, <i>inter alia</i> , promotion of protection of human rights, elimination of poverty-particularly extreme poverty-and marginalization, prevention of violence against women, comprehensive protection of children, education, labor, migration, health, non-discrimination, and economic and social development, in order to prevent trafficking in persons.	Inclusion of the issue of fighting trafficking in persons in legislation, policies, and programs.
2. (19) Identify specific population groups vulnerable to trafficking in persons, including indigenous and other traditional populations, and formulate measures to prevent individuals in those groups from becoming trafficking victims.	a) Mapping of specific population groups, undertaken; b) Prevention strategy focused on the mapped groups, devised and implemented.
3. (20) Provide identity documents and improve birth registration in order to help identify victims and reduce the risk of trafficking in persons.	Identification and civil registration mechanisms implemented and accessible.
4. (21) Implement measures to reduce the vulnerability of children, with their participation, and ensure that comprehensive systems are working to protect them.	Policies, programs, and projects to reduce the vulnerability of children and adolescents, devised and implemented.
5. (22) Implement information campaigns and awareness and sensitivity training for society in general and for specific population groups, in cooperation with civil society and other social actors, including on the legal consequences of trafficking in persons, in order to eliminate the factors conducive to the commission of the crime of trafficking in persons, including the demand encouraged by any form of exploitation.	Campaigns conducted.

<p>6. (23) Offer channels of communication, including toll-free telephone lines for assistance and complaints that provide information, in different languages, including the predominant indigenous languages of the member states, on services and actions to fight trafficking in persons, as well as information on legal employment procedures, migration policies, psychological, social, and medical assistance, etc.</p>	<p>Communication and information channels made available.</p>
<p>7. (24) Devise strategies and develop the capacity to respond rapidly to trafficking in persons, principally for women in vulnerable circumstances and for vulnerable, at-risk populations, especially children, adolescents, youth, migrants, indigenous communities, LGBTI persons, and persons with disabilities, among others.</p>	<p>Performance strategies based on swiftness, focused on the groups referred to - devised and implemented.</p>
<p>8. (25) Ensure that staff of governments that participate in peace-keeping operations receive instructions in dealing with the problem of trafficking in persons, to prevent behaviors that facilitate the offense.</p>	<p>Trafficking-in-persons issue included in training programs for peace-keeping agents, including instructions on how to act in relation to the problem of trafficking in persons in order to prevent conducts that facilitate the crime.</p>
<p>9. (26) Brief personnel of governments assigned to diplomatic missions abroad on dealing with the crime of trafficking in persons, particularly where domestic servants are concerned.</p>	<p>Awareness and guidance strategies for diplomatic personnel devised and implemented.</p>
<p>10. (27) Establish measures to regulate and monitor travel and employment agencies in countries of origin, transit, and destination, so as to prevent their use in promoting trafficking in persons and encourage such agencies to take measures to prevent it.</p>	<p>Awareness-raising, regulation and supervision measures for travel and employment agencies, implemented.</p>
<p>11. (28) Strengthen national laws, programs, and policies, so as to fight corruption, including corruption in the context of trafficking in persons, and ensure that such acts are promptly and effectively investigated, prosecuted, and punished.</p>	<p>Inclusion of the issue of combating trafficking in persons in laws, policies, and programs.</p>
<p>12. (29) Strengthen, in keeping with national law, mechanisms for cooperation among member states in judicial inquiries, mutual legal assistance, and extradition.</p>	<p>Legal cooperation agreements, signed and implemented.</p>
<p>13. (30) Adopt measures to prevent trafficking in persons, with a focus on domestic servants and migrants, including the practices used in their recruitment and hiring.</p>	<p>Strategies for awareness-raising and coordination between the public and private sectors, implemented.</p>
<p>14. (31) Develop or revise, as appropriate,</p>	<p>Policies or regulations developed or revised, as</p>

<p>policies or regulations to prevent government procurement of goods and services derived from the exploitation of victims of trafficking in persons.</p>	<p>appropriate.</p>
<p>15. (32) Encourage the private sector, trade unions, relevant civil society institutions, and other social actors, to promote codes of conduct to ensure the protection of the human rights and fundamental freedoms of workers throughout the supply chain in order to prevent the exploitative situations that foster trafficking in persons.</p>	<p>a. Awareness and coordination strategies implemented.</p> <p>b. Codes of conduct prepared and implemented.</p>
<p>16. (33) Develop clear criteria and regulations, in accordance with national laws, for the official registration of recruitment and placement agencies; inspect and monitor the activities of such agencies in an effort to prevent any form of trafficking in persons; and encourage prohibitions on recruitment fees charged to employees.</p>	<p>a. Criteria developed.</p> <p>b. Activities supervised.</p>
<p>17. (34) Promote legislative and other measures to prevent domestic servitude, to protect persons who work as domestic servants and inform them of their labor rights as employees and how to report abuses; ensuring that the victims of trafficking in persons receive the necessary assistance.</p>	<p>Strategies for prevention of trafficking in persons for the purposes of domestic servitude devised and implemented.</p>
<p>COMBAT AND PUNISHMENT</p>	
<p>18. (35) Adopt, as warranted, appropriate, comprehensive legislation criminalizing all forms of trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, and with punishments commensurate with those of other serious crimes under that Convention.</p>	<p>Legislation adopted.</p>
<p>19. (36) Consider, in keeping with national capacities and needs, creating specialized police units and prosecutors focusing on trafficking in persons.</p>	<p>a) Studies on the feasibility of and need for creating specific units, conducted.</p> <p>b) Specialized units implemented or tackling trafficking in persons included in units engaged in related issues.</p>

<p>20. (37) Institutionalize comprehensive training of personnel working in security, migration, and justice, as well as of workplace inspectors, social workers, and personnel involved in fighting trafficking in persons. This training should consider the importance of defending and protecting human rights, taking into account means of cooperation with civil society and other social actors, and recognizing that trafficking in persons occurs both within and across international borders.</p>	<p>Specific academic projects devised and applied.</p>
<p>21. (38) Examine the possibility of concluding and/or enhancing bilateral and multilateral accords for sharing information on trafficking in persons and related crimes, in keeping with each country's legal system.</p>	<p>Cooperation agreements signed.</p>
<p>22. (39) Adopt investigative processes and evidence-gathering techniques that do not depend exclusively on the testimony of victims of trafficking in persons.</p>	<p>a) Mapping of investigative processes and techniques, undertaken. b) Processes and techniques selected for internalization and adaptation at the national and regional levels.</p>
<p>23. (40) Develop expertise in court-authorized or otherwise legal investigative techniques for use in domestic and international investigations concerning trafficking in persons.</p>	<p>a) Mapping of investigative processes and techniques, undertaken. b) Processes and techniques selected for internalization and adaptation at the national and regional levels.</p>
<p>24. (41) Continue to strengthen immediate operational contacts for information exchange, as well as means of cooperation and coordinated judicial investigation, special investigative techniques, administrative cooperation, mutual legal assistance, extradition, and, insofar as possible, intelligence, so as to identify the modus operandi of traffickers, their routes, and new trafficking-in-persons trends among countries of origin, transit, and destination.</p>	<p>Mechanisms for cooperation and investigation strengthened.</p>
<p>25. (42) Take advantage of international cooperation to promote procedures and practices within domestic judicial systems to ensure tracing and confiscation of the proceeds and, where appropriate, means of trafficking-in-persons offenses.</p>	<p>Specific international cooperation agreements signed.</p>
<p>26. (43) Encourage the adoption of domestic legislation containing legal provisions establishing civil, criminal, or administrative sanctions, as the case may be, for individuals</p>	<p>Issue incorporated into specific laws.</p>

acting alone, for organized crime groups, and for corporations that act with the intent to commit the crime of trafficking in persons.	
27. (44) Strengthen, according to national capacity, data gathering on trafficking-in-persons crimes and the digital sharing of such data in the framework of cooperation among member states.	Data gathering system designed and implemented.
ASSISTANCE AND PROTECTION FOR VICTIMS	
28. (45) Adopt appropriate measures, including the evaluation of existing legislation, regulations, guidelines, or action plans for assistance to victims of trafficking in persons and/or protection of such persons, of national and foreign witnesses, and, when applicable, of members of the immediate family.	Mapping of legislation, regulations, guidelines, and actions plans to assist victims, undertaken. b) Specific measures improved and/or adopted.
29. (46) Create, in cooperation with civil society, other social actors, and the private sector, support programs in the labor, educational, and vocational areas for victims of trafficking in persons, including those returned from abroad and persons vulnerable to this crime.	Social reintegration programs devised and implemented.
30. (47) Encourage joint efforts by the government and the private sector to guarantee observance of the human rights of workers including by establishing accessible complaint mechanisms and relevant information for workers to enable them to notify the authorities of abusive practices that foster trafficking in persons without reprisal, and taking measures to prevent such abuses.	Strategies for joint efforts between government and the private sector, devised and implemented.
31. (48) Ensure that victims of trafficking in persons are informed of available protective and other services, both within the territory of their country and, through their consular network, in the country where they are at the time, in a language they understand.	Information about victim protection services produced and promoted at strategic locations and by players engaged in the issue.
32. (49) Ensure that victims of trafficking in persons are aware of, and have access to, consular services.	a) Consular services available and easily accessed. b) Activities to promote the services offered by consular network, carried out.

<p>33. (50) Ensure that personnel with whom the victim first makes contact, such as consular authorities, immigration officers, police, workplace inspectors, social workers, healthcare professionals, or representatives of civil society and other social actors, have received training to identify, refer and assist victims and, when applicable, to assist members of their immediate families.</p>	<p>a) Strategy to train actors involved in identifying and assisting victims, devised and implemented. b) Professionals trained.</p>
<p>34. (51) Promote the creation of suitable emergency, transitional, and long-term housing for victims of trafficking in persons, taking into account gender, age, and other relevant factors, or, as the case may be, expand existing ones.</p>	<p>a) Mapping of existing shelters conducted. b) Shelters created and/or adapted to take trafficking victims.</p>
<p>35. (52) Devise policies and programs to protect victims of trafficking in persons, based on respect for human rights and taking into consideration gender, age, health, and other factors, and based on input from survivors of trafficking in persons.</p>	<p>Victim protection policies and programs devised.</p>
<p>36. (53) Adapt laws and procedures, when necessary, to protect the identity and privacy of victims of, and/or witnesses to, trafficking in persons, in the best manner possible, adopting measures to ensure the legality and integrity of their statements and testimony.</p>	<p>Protection of victim and witness identity and privacy provided for in legislation and in pertinent procedures.</p>
<p>36. (54) Seek to ensure that victims of trafficking in persons have access to adequate legal counsel and judicial assistance services free of charge.</p>	<p>Cost-free legal aid services available and publicized.</p>
<p>37. (55) Adopt in their domestic systems of laws, as appropriate, measures that would offer victims of trafficking in persons the possibility of seeking compensation for harm suffered.^{3/}</p>	<p>Measures adopted.</p>
<p>38. (56) Adopt measures to physically protect victims of, or witnesses to, trafficking in persons, before, during, and after trial.</p>	<p>Measures to physically protect victims and witnesses adopted.</p>
<p>39. (57) Cooperate with other states in providing protective measures for victims of trafficking in persons, including, <i>inter alia</i>, lodging for victims and witnesses.</p>	<p>Specific cooperation agreements signed.</p>

3. Explanatory note: “Colombia understands that the possibility of providing compensation to human trafficking victims for the harm caused shall take place solely and exclusively to the extent allowed by the domestic law of each country, and through specific judicial measures in which it is the perpetrators of the crime of trafficking in persons who directly compensate the victims of this crime.”

<p>40. (58) Adopt policies to ensure that victims of trafficking in persons with irregular migration status have access to the same protection extended to nationals who are victims, and that they be permitted to remain in the territory, either temporarily or permanently, as appropriate.</p>	<p>a) Regulatory act to extend protection to victims with irregular immigration status, instituted.</p> <p>b) Regulatory act to regularize immigration status of victims, instituted.</p>
<p>41. (59) Encourage the adoption of laws and procedures such that judicial deportation and/or immigration proceedings are not instituted against trafficking-in-persons victims, regardless of their cooperation with law enforcement authorities or participation in the trial process against human traffickers.</p>	<p>Regulatory act to guarantee stay regardless of victim cooperation, instituted.</p>
<p>42. (60) Consider the security risks associated with the repatriation and reintegration of trafficking-in-persons victims, allowing victims to make fully informed decisions.</p>	<p>a) Security risks for victims raised and identified.</p> <p>b) Victim-oriented assistance protocol, prepared and publicized.</p>
<p>43. (61) Adopt special protective measures, including in cooperation with civil society and other social actors, to guarantee the security and care of child and adolescent victims of trafficking in persons in countries of origin, transit, and destination.</p>	<p>Protection projects and/or measures for security and assistance to children and adolescents devised and implemented.</p>
<p>44. (62) Consider allocating national budgetary resources to providing care and protection for victims of trafficking in persons and, where appropriate, for the dependents of or persons responsible for the victim, in accordance with national laws.</p>	<p>Resource allocation strategies devised and implemented.</p>
<p>45. (63) Encourage adoption of legislative measures to prevent human-trafficking victims from being prosecuted, detained, or punished for involvement in illegal activities into which they were coerced and, where victims have been prosecuted or punished for such acts, measures that permit convictions to be vacated and/or records to be expunged.</p>	<p>Regulatory measures for victims not to be criminalized, adopted and implemented.</p>
<p>46. (64) Adopt standardized protocols for assistance to and referral of trafficking-in-persons victims.</p>	<p>Assistance and referral protocols, devised and implemented.</p>
<p>47. (65) Encourage community participation in identifying and assisting victims.</p>	<p>Sensitivity campaigns conducted.</p>
<p>48. (66) Promote the psychosocial, educational, and occupational reintegration of victims.</p>	<p>Social reintegration programs devised and implemented.</p>

49. (67) Safeguard, in accordance with domestic laws, the privacy and identities of victims of trafficking in persons, in order to ensure protection for victims and witnesses in judicial and administrative proceedings, including from media exposure, when appropriate.	Protection measures adopted.
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