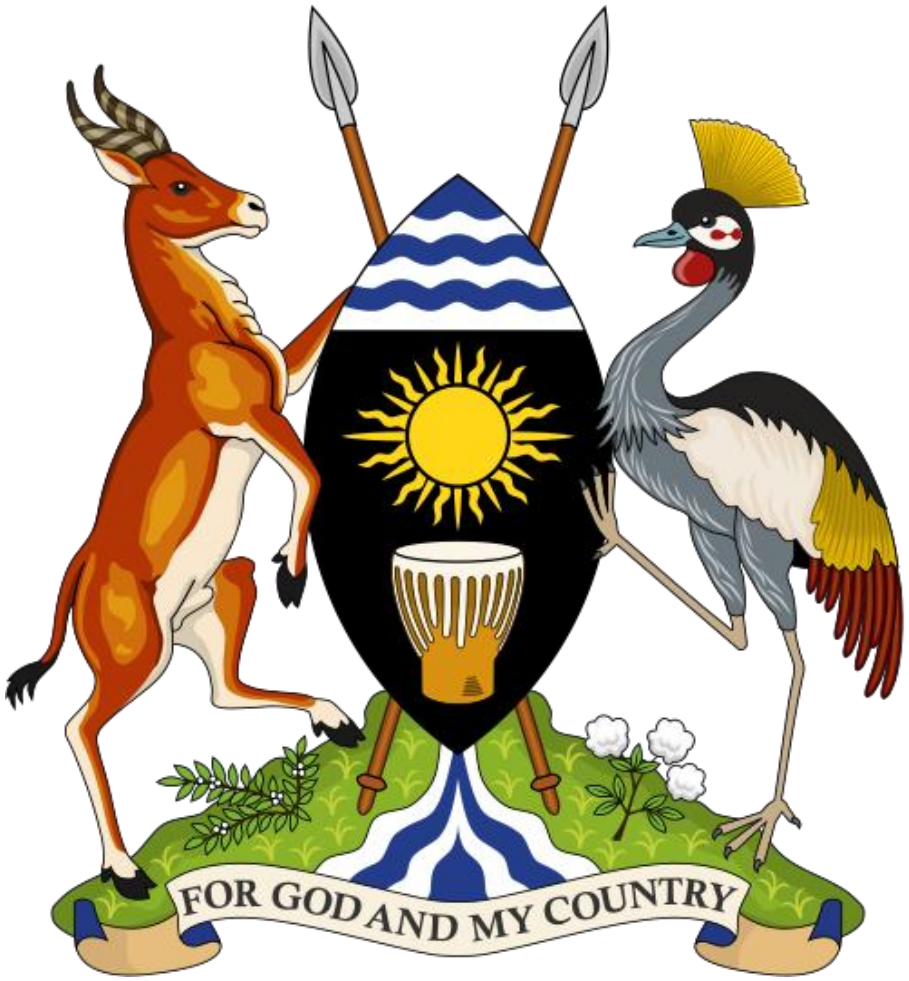


NATIONAL ACTION PLAN ON THE PREVENTION OF TRAFFICKING IN PERSONS IN UGANDA

2026 – 2031

@ 2025

Foreword

The Ministry of Internal Affairs is profoundly proud to unveil the comprehensive National Action Plan on the Prevention of Trafficking in Persons in Uganda for the period 2026-2031. Trafficking in persons remains one of the most pressing humanitarian crises of our time, affecting millions worldwide, with an alarming number of victims being children and vulnerable individuals. In Uganda, our unwavering commitment to combating this heinous crime is paramount as we endeavour to protect our citizens and uphold their fundamental human rights.

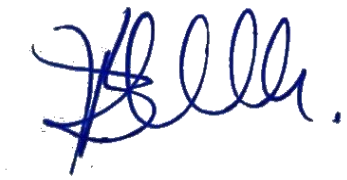
This National Action Plan reflects our steadfast dedication to a holistic approach that integrates robust legal frameworks, coordinated stakeholder collaborations, and active community engagement. By concentrating on four critical pillars—prevention, building collaborative partnerships, protection for victims, and rigorous prosecution of offenders—we aim to create a safer environment for all individuals, particularly those most vulnerable to exploitation, such as women, children, and refugees.

We recognise that trafficking in persons is a multifaceted issue intricately linked to poverty, migration, and socio-cultural dynamics. Therefore, our strategies are designed to foster collaboration among government agencies, civil society organisations, local communities, and international partners. Through workshops, awareness campaigns, and policy advocacy, we can address the root causes, provide essential support to victims, and ensure that traffickers are brought to justice through the stringent enforcement of anti-trafficking laws.

The vision outlined in this plan aspires to create a society where every Ugandan can live with dignity and without the fear of exploitation, ensuring that each individual's rights are fiercely protected and upheld. I urge all stakeholders from governmental bodies to grassroots organisations—to embrace this plan with renewed passion, dedication, and commitment as we embark on this essential journey toward a trafficking-free Uganda.

I extend my heartfelt gratitude to all who have contributed tirelessly to the formulation of this document. Special appreciation goes to our development partners that supported the development of this plan, specifically UNDP and IOM with support of the European Union under the Spotlight Initiative Gender for Development programme. Your dedication and relentless efforts are vital to our collective fight against human trafficking, and together, we can forge a brighter and safer future for our nation.

Yours Sincerely,



Lt. Gen. Joseph Musanyufu
Permanent Secretary
Ministry of Internal Affairs

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Acronyms

CATIP-U	Coalition Against Trafficking in Persons in Uganda
COPTIP	Coordination Office for Prevention of Trafficking in Persons
CRC	Convention on the Rights of the Child
CSO	Civil Society Organisation
EU	European Union
FGD	Focus Group Discussion
GCC	Gulf Cooperation Council
GCM	Global Compact on safe, orderly and regular Migration
ICT	Information Communication and Technology
IDI	In-Depth Interview
IOM	International Organisation for Migration
KII	Key Informant Interviews
MDAs	Ministry Departments and Agencies
NAP	National Action Plan
NDP	National Development Plan
NRG	National Referral Guidelines
ODPP	Office of the Directorate of Public Prosecution
TIP	Trafficking in Persons
UAE	United Arab Emirates
UAERA	Ugandan Association of External Recruitment Agencies
UBOS	Uganda Bureau of Statistics
UNDP	United Nations Development Program
UNODC	United Nations Office on Drugs and Crime
VoTs	Victims of Trafficking in Persons

Glossary of Terms and Concepts

Child Trafficking	Means recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation.
COPTIP	The office responsible for coordination and prevention of trafficking in persons in Uganda, as mandated under the PTIP Act, 2009.
Exploitation	Includes at a minimum, sexual exploitation, forced marriage, child marriage, forced labour, harmful child labour, use of a child in armed conflict, use of a person in illegal activities, debt bondage, slavery or practices similar to slavery or servitude, human sacrifice, the removal of organs or body parts for sale or for purposes of witchcraft, harmful rituals or practices.
Labour Externalization	Means the formal exportation of labour to countries outside Uganda within the framework of Ugandan laws and regulations.
Migration	The movement of persons from one's place of habitual residence to another for settlement or economic ventures or studies, both within Uganda or to foreign countries or from foreign countries to Uganda.
Migrant Worker	A person who migrates or who has migrated from one country to another with the intent of being employed otherwise than on their own account. This includes any person regularly admitted as a migrant worker.
National Referral Mechanism	A framework designed by government and stakeholders to enable effective identification and support for victims of trafficking in persons.
Smuggling of Migrants	The procurement of a person's illegal entry into Uganda, where that person is not a national or permanent resident, in order to obtain a financial or other material benefit.
Trafficking in Persons	The recruitment, transportation, transfer, harbouring, or receipt of persons by means of the threat or use of force or other forms of coercion, of abduction, fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.
Victim of Trafficking	Any person who is in the process of being trafficked or has been trafficked, according to the definition of trafficking under the PTIP Act 2009.

SECTION ONE

INTRODUCTION AND BACKGROUND TO TRAFFICKING IN PERSONS IN UGANDA

1.1 Background

Uganda draws its definition of Trafficking in Persons from Article 3, paragraph (a) of the Protocol to Prevent, Suppress and Punish Trafficking in Persons especially Women and Children. Section 2 (r) of the Prevention of Trafficking in Persons Act (No. 7 of 2009) defines '*Trafficking in Persons' to 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, 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]*.

Section 2 (d) lists the different forms of *exploitation to include at a minimum, sexual exploitation, forced marriage, child marriage, forced labour, harmful child labour, use of a child in armed conflict, use of a person in illegal activities, debt bondage, slavery or practices similar to slavery or servitude, human sacrifice, the removal of organs or body parts for sale or for purposes of witchcraft, harmful rituals or practices*. Uganda's definition of what constitutes exploitation is more expansive than the international benchmark to take into consideration national contexts and realities.

Trafficking in persons (TIP) remains a significant problem in Uganda despite considerable efforts by the Government to address the crime. Hundreds of Ugandans predominantly women, youth and children fall victim to different forms of exploitation mainly sexual exploitation and forced labour every year, both internally and across international borders. To address this challenge, the Prevention of Trafficking in Persons Act (No. 7 of 2009) mandates the Coordination Office on Prevention of Trafficking in Persons (COPTIP) under Section 21(b), to develop a National Plan of Action on the Prohibition of Trafficking in Persons taking into account activities on prevention, protection and prosecution.

This National Action Plan (NAP) 2026 -2031 has been developed taking into consideration lessons learnt and best practices from implementation of previous National Action Plans. This National Action Plan progressively shapes and frames Uganda's national direction on prevention and effective responses to combating Trafficking in Persons. The NAP is hinged on the four-pillar framework for effective response to Trafficking in Persons and applies itself to emerging trends.

1.2 Introduction

Trafficking in persons (TIP) has been described as the fastest growing crime in the world[1] and in 2021, there were an estimated 7 million individuals enslaved in Africa, making up 14% of the total global enslaved population.[2] Forced labour is the most frequently detected form of

[1] Seeth, A Human Trafficking; The 'fastest growing crime in the world' (https://city- press.news24.com/News/human-trafficking-the-fastest-growing-crime-in-the-world-20191030).

[2] Modern Slavery Statistics in sub-Saharan Africa Infographic. *Statistics as of 2021, from the 2023* Global Slavery Index.

TIP in Africa (49%), followed by sexual exploitation (36%).[3] According to UNODC, domestic trafficking accounts for 79% of all trafficking and a further 20% of victims are trafficked within sub-Saharan Africa.[4] Trafficking in Persons continues to thrive on the continent due to several drivers including, irregularity of migration flows, armed conflicts and violence, socio-economic and environmental factors, gaps in border control and ineffective labour mobility and employment policies and practise.[5]

Uganda has remained a steady source, transit, and destination country for men, women, and children trafficked and subjected to various forms of exploitation. Uganda also continues to experience both internal and transnational trafficking which are on the increase. In particular internal trafficking for both labour and sex has become a dominant concern in the country.[6] According to the U.S. State Department Trafficking in Persons Report (2024), Ugandan children as young as seven years fall victim to trafficking for labour exploitation in agriculture, fishing, mining, stone quarrying, brick making, carpentry, steel manufacturing, street vending, bars, restaurants, domestic service and commercial sex.

According to the COPTIP annual report, cases of child trafficking have been on the steady increase. The 2023 Annual report[7] recorded 50.69% cases involving children as victims and 49.30% cases for adults. For the last several years, children from the Karamoja region are particularly vulnerable to trafficking because of a lack of economic and educational opportunities in the region. These children are trafficked and involved in forced begging and domestic servitude. Teenage girls are also being trafficked through deceptive marriage or 'bride' arrangements that result in sexual abuse (a practice that blurs the line between forced marriage and trafficking). Children remain very vulnerable to being trafficked. Thousands of Ugandan children living on the streets (estimated 2,600 in Kampala alone) are vulnerable to being coerced into prostitution and pornography.

Uganda continued to see the highest increase in reported cases of trafficking in persons between 2019 and 2024. In 2022 alone the reported cases of trafficking in persons peaked at 1,200 cases slightly coming down in 2023 (1,006 cases) and 2024 (1,068 cases). Cases of child trafficking in 2024 accounted for 597 while cases of adult trafficking accounted for 471 in 2024. Similarly, domestic trafficking remains the most prevalent form of trafficking in persons. For example, in 2024 domestic cases accounted for 97.41% (941 cases) while transnational trafficking represented 2.58% (25 cases) out of the 966 total cases received and registered by the Office of the Directorate of Public Prosecution.[8]

One of the key drivers of Trafficking in Persons is poverty. High poverty levels have been exacerbated by high levels of unemployment. Uganda's national unemployment rate stands at 12.3%, and 16.1% among the youths. These two major factors are pushing many Ugandans to

[3] United States; State Department; Trafficking in Persons Report, 2023 Trafficking in Persons Report (accessed via https://www.state.gov/reports/2023-trafficking-in-persons-report/).

[4] UNODC Report; Global Report on Trafficking in Persons; 2018, Pg. 80-88.

[5] African Union; Policy on Prevention of Trafficking in Persons in Africa; 2021, Pg. 14-17.

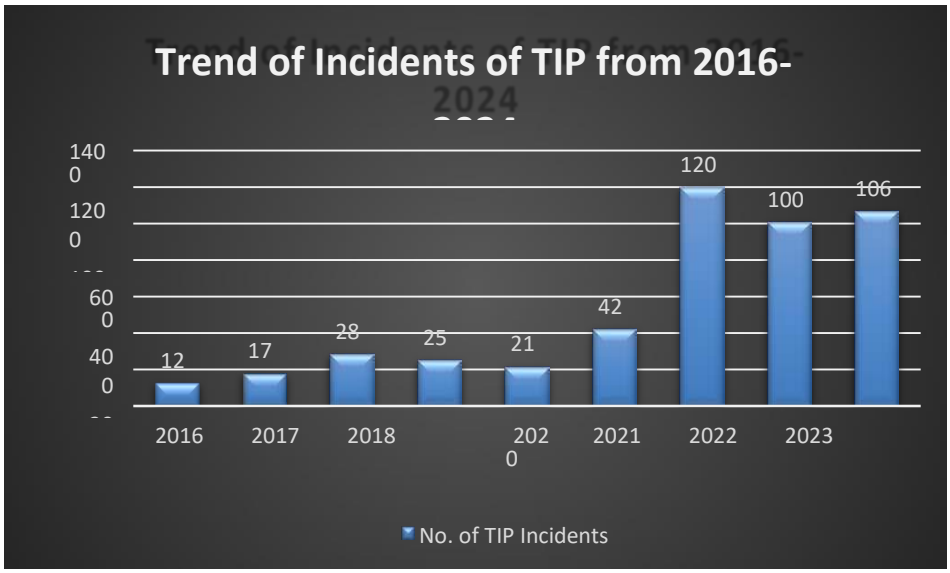
[6] Uganda Radio Network, 'Uganda Makes Strides in Combating Human Trafficking – US Report' (July 20, 2023) – summary of the 2023 U.S. TIP Report for Uganda ugandaradionetwork.netugandaradionetwork.net.

[7] Coordination Office for the Prevention of Trafficking in Persons, Ministry of Internal Affairs: Annual Report on countering the crime for trafficking in Persons in Uganda 2023 pg 13.

[8] Coordination Office for the Prevention of Trafficking in Persons, Ministry of Internal Affairs: Annual Report on countering the crime for trafficking in Persons in Uganda 2024 pg 17.

seek opportunities out of the country, placing themselves in the handles of traffickers. While labour externalization has a policy that is being supported by the government, irregular and unguided labour migration have persistently been cited as the most contributing factor for trafficking of Ugandans to foreign countries and foreign nationals to or through Uganda.[9]

Figure 1: Trend of Incidents of Trafficking in Persons from 2016-2024



Irregular and unguided labor migration was the most contributing factor for trafficking of Ugandans to foreign countries and foreign nationals to or through Uganda.[10] Unscrupulous labour recruitment agencies and brokers lure Ugandans with promises of work overseas often in domestic work, construction, security, or hospitality – but then subject them to forced labour conditions. Ugandan migrant workers are increasingly subjected to forced labour and sex trafficking mostly in the Gulf Cooperation Council states including the United Arab Emirates, Saudi Arabia, Oman, Qatar, and other destinations such as Kuwait, Iraq, Iran, Egypt, Turkey, Algeria, and China among others. The Ugandan Association of External Recruitment Agencies (UAERA) estimates that there are over 165,000 Ugandans working in the Middle East and Uganda sends about 36,000 Ugandans abroad annually, with this number likely to increase.[11]

Uganda is increasingly a major transit route and destination country for victims of trafficking in persons. An evaluation of the 2019-2024 NAP highlights a troubling rise in incidents of foreign nationals being trafficked into or through Uganda. Many of these victims include women and children from Burundi, Kenya, Rwanda, and Tanzania, who are often coerced into Uganda's sex trade or forced into domestic work.

Uganda's central location in East Africa enhances its role as a transit hub, particularly given border areas such as Busia, Malaba, and Mutukula, which serve as key entry and exit points for trafficked individuals. The porous borders and shared languages among neighbouring

[9] Coordination Office for the Prevention of Trafficking in Persons, Ministry of Internal Affairs: Annual Report on countering the crime for trafficking in Persons in Uganda 2019,2020,2021, 2022 and 2023.

[10] Coordination Office for the Prevention of Trafficking in Persons, Ministry of Internal Affairs: Annual Report on countering the crime for trafficking in Persons in Uganda 2024 page 13.

[11] Uganda Association of External Recruitment Agencies; Curbing Employment, https://uaera.org/

countries facilitate the movement of traffickers and their victims, making it easier for them to operate across borders.

Moreover, Uganda hosts to one of the largest numbers of refugees globally, and there is growing evidence that traffickers are specifically targeting refugees and asylum-seekers. Refugees as a vulnerable group have become an emerging at-risk population, as traffickers exploit both those in settlement camps and urban areas. Young women are increasingly coerced into prostitution in places like Kampala and other urban and border towns, while refugee children are trafficked for forced labour or domestic servitude.[12]

Compounding these issues is the rise of technology and information and communication technology (ICT), which has transformed the landscape of trafficking. There is a marked increase in online trafficking, with the internet being used to lure potential victims. Traffickers are not only using online platforms to dupe and entice victims but also to distribute exploitative content, further entrenching the cycle of abuse.

Despite these significant challenges in addressing trafficking in persons, Uganda is making concerted efforts to combat this issue and prevent further victimisation. The government's dedication to this cause is crucial in addressing the multifaceted aspects of trafficking and supporting vulnerable populations. Below are some of the significant notable efforts.

Table 1: Notable efforts in the fights against TIP in the last 5 years

No.	Effort/ Initiative
1	**Institutional Initiatives:** ▪ COPTIP was elevated from a coordination unit to a Department under the Ministry of Internal Affairs and witnessed a gradual increase in both allocated budgets and actual releases in the non-wage category. ▪ The ODPP's anti-trafficking unit upgraded to a Division. ▪ Immigration Training Academy elevated to the level of a Unit. ▪ The ODPP in conjunction with the Uganda Police Force created a liaison office at the ODPP headquarters. ▪ Specialized TIP desks and officers were set up across police and prosecution structures. ▪ District based TIP platforms/ task force committees were piloted as local coordination platforms or structures for the implementation of the National Referral Mechanism.
2	**Legal and Policy Frameworks:** ▪ Uganda ratified the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (Perlamo protocol). ▪ Enacted the (i) Employment (Recruitment of Ugandan Migrant Workers) Regulations 2021, (ii) the Uganda Organ Transplant Act, 2023 and the (iii) Prohibition of Human Sacrifice Act, 2021. ▪ Directorate of Citizenship and Immigration Control developed operational guidelines for immigration officers on prevention of Trafficking in persons, 2021.

[12] Ibid.

	▪ New prosecution and witness protection guidelines were introduced to strengthen TIP case management. ▪ National Referral Guidelines for providing assistance to victims of trafficking, 2020. ▪ Kampala Capital City Child Protection Ordinance of 2022. ▪ National Communication Strategy for prevention of trafficking in persons, 2023. ▪ The National service directory of service providers was automated.

1.3 Coordination efforts to combat Trafficking in Persons

The Coordination Office for the Prevention of Trafficking in Persons (COPTIP) is a department within the Ministry of Internal Affairs with a stable budget and increased personnel and logistical support to fulfil its mandate. Section 21 of the Prevention of Trafficking Persons Act mandates COPTIP to coordinate all efforts to trafficking in persons in Uganda. COPTIP also supports the inter-ministerial Task Force which includes representatives from 15 government entities including civil society organizations.

1.3.1 Stakeholder response to TIP

- Uganda Police
- INTERPOL
- External Security Organization
- Internal Security Organization
- Directorate of Citizenship and Immigration
- Financial Intelligence Authority
- Office of the Directorate of Public Prosecutions
- Ministry of Gender, Labour and Social Development
- Ministry of Education and Sports
- Ministry of Foreign Affairs
- Ministry of Justice and Constitutional Affairs
- The Judiciary
- Civil Society Organizations and Community-Based Organizations

1.4 Legal and Policy Frameworks

Uganda's efforts to combat trafficking in persons are anchored on a robust legal and policy framework. The progressive legal and policy framework also lends itself to emerging trends as well as criminalizing previously normalized practices.

1.4.1 International and Regional Instruments

Uganda has demonstrated its commitment to fighting human trafficking by signing and ratifying international and regional instruments and effectively domesticating the same into laws and policies.

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 (2000)* provides the international definition of trafficking in persons under Article 3(a). State Parties to the protocol are required to establish comprehensive policies,

programmes and other measures to prevent and combat trafficking in persons under Article 9. *United Nations Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1949)* under Article 17 mandates State Parties to adopt or maintain measures to check the trafficking in persons for either sex or for the purpose of prostitution. Article 6 of the *Convention for the Elimination of All Forms of Discrimination against Women (1979)* requires State Parties to take all appropriate measures including legislation, to suppress all forms of trafficking in women and exploitation of prostitution of women. The *Convention on the Rights of the Child (CRC) (1989)* mandates State Parties to implement measures to prevent the sale of or traffic in children and also recognizes the need to protect children from cruel, inhumane and degrading practices.

The *Hague Convention 28 on the Civil Aspects of International Child Abduction (1980)* provides safeguards to ensure that inter-country adoptions take place in the best interests of the child and with respect for the child's fundamental rights as recognized in international law. The Hague Convention also established a system of co-operation amongst Contracting States to ensure that those safeguards are respected and thereby prevent the abduction, the sale of, or traffic in children.

The African Charter enjoins State Parties to take measures to prevent the use of children in all forms such as begging. Article 29 of the *African Charter on the Rights and Welfare of the Child (1990)* calls upon State Parties to take appropriate measures to prevent the abduction, sale of or traffic of children for any purpose or in any form by any person including parents or legal guardians of children. The *Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa (2003)* mandates State Parties under Article 4 to take appropriate and effective measures to prevent and condemn trafficking in women, prosecute the perpetrators of such trafficking and protect the women most at risk.

The *Global Compact on Safe, Orderly and Regular Migration* is the first intergovernmental agreement accord covering all dimensions of international migration.[13] The Compact is a non-legally binding, cooperative framework that upholds the sovereignty of States and their obligations under international law. The African Union has developed the *African Union Policy and Plan of Action on Trafficking in Persons*. Uganda aims to align its responses regionally to support these initiatives.

The table below shows Uganda's current status on ratification and domestication of various international and regional instruments.

Table 2: Status on TIP International and Regional Instruments

Name of Instrument	Signed	Ratified	Domesticated
United Nations Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others	×	×	×
Convention for the Elimination of All Forms of Discrimination against Women	✓	✓	✓

[13] https://www.iom.int/global-compact-migration

The Hague Convention on Protection of Children and Co-operation in Respect of Inter-Country Adoption	×	×	×
Convention on the Rights of the Child	✓	✓	✓
Optional Protocol for the Sale of Child, Child Prostitution and Child Pornography	✓	✓	✓
Protocol to Prevent, Suppress and Punish Trafficking in Persons especially women and children; supplementing the United Nations Convention against Transnational Organized Crime	✓	✓	✓
UN Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict	✓	✓	×
African Charter on the Rights and Welfare of the Child	✓	✓	✓
ILO Convention 182 – Prohibition on the Elimination of the Worst Forms of Child Labour	✓	✓	✓
Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa	✓	✓	✓
African Union Ouagadougou Action Plan to combat Trafficking in Human Beings	✓	✓	✓

1.5 National Laws and Policies

The primary Act on trafficking in persons is the Prevention of Trafficking in Persons Act, 2009. Since its enactment, several other laws and policy frameworks have been developed to strengthen implementation and enforcement of the Prevention of Trafficking in Persons Act, 2009.

Table 3: National Laws and Policy Frameworks on TIP

No.	Law/ Policy Framework	Relevant section
1	1995 Constitution (as amended)	The Constitution recognizes protection from slavery, servitude and forced labour (Article 25) and also provides that children, specifically are protected from social and economic exploitation and shall not be employed in or required to perform work that is likely to be hazardous or harmful to their health or physical, mental, spiritual, moral or social development (Article 34 (4).
2	Prevention of Trafficking in Persons Act, 2009	Trafficking in Persons and exploitation are defined under (Section 2). The Act also prescribes punishments

		for perpetrators of TIP (Sections 4 and 5) and also punishes promoters of trafficking in persons including individuals who tamper with or falsify Government documents and persons engaging in buying and selling of individuals (Section 7).
3	Regulations to the Prevention of Trafficking in Persons Act, 2019	Support implementation of the Prevention of Trafficking in Persons Act.
4	The Children Act (as amended 2016)	Prescribed the offence of child trafficking (Section 2), and non- Ugandan citizen not eligible for legal guardianship and also lays down a more elaborate process of guardianship and adoption of children (Section 43A, B, D, and F).
5	Employment Act, 2006	Section 252 provides that any person who unlawfully compels another person to labour against the will of that person commits a misdemeanor. The Act also provides that no young person may be employed in any employment, which is injurious to health, dangerous or otherwise unsuitable (Section 55 (1) *[slave like conditions -emphasis added]*.
6	The National Employment Policy (2010)	The Policy recognizes the increasing externalization of labour and the need to develop measures to address the challenges faced by Ugandans working abroad. The Policy does not specifically address trafficking in persons as a threat to national labour externalization efforts.
7	Employment (Recruitment of Ugandan Migrant Workers) Regulations (2021)	The Regulations govern the recruitment and employment of Ugandans working abroad and include specific provisions on licensing of recruitment agencies, and set conditions for a valid license among others.
8	Uganda Organ Transplant Act, 2023	The law regulates the removal, storage and transplantation of human organs, issues and cells. The law aims to prevent organ trafficking, protect vulnerable individuals, establish an ethical framework for organ donation, and specifically prohibits commercial dealing in organs.
9	Prohibition of Human Sacrifice Act, 2021	The Act aims to prevent and penalize human sacrifice by defining the crime. Human sacrifice is also recognized as a form of exploitation under the Prevention of Trafficking in Persons Act, 2009.
10	National Referral Guidelines (NRG) for providing	The Guidelines provide a harmonized process through which collaborative efforts among concerned

	assistance to victims of trafficking, 2020.	stakeholders are mobilized to respond to incidents of human trafficking. The Guidelines provide the required assistance to the affected victims and process the information through the existing criminal justice system to the logical conclusion.
11	National Communication Strategy for prevention of trafficking in persons, 2023	The strategy provides a standardized approach to outreach and communication on TIP to ensure that messaging is consistent across all stakeholders.
12	National Migration Policy, 2025	The Policy aims to strengthen migration governance, integrating migration into national development, managing refugee and asylum seeker influxes, and addressing issues faced by migrant workers, such as working conditions and reintegration.
13	National Implementation Plan for the Global Compact on Safe, Orderly and Regular Migration, 2024-2028	Uganda reaffirmed its commitment to strengthening migration governance through development of the implementation plan which provides a framework to integrate GCM principles into Uganda's national policies and development goals in order to support and promote safe migration pathways.
14	National Action Plan (NAP II) for the elimination of child labour (2020/21 - 2024/25)	The NAP aims to address child labour issues and strengthen national prevention and protection mechanisms for children at risk or engaged in child labour.

At a macro policy level, this National Action Plan should be anchored in the National Development Plan (NDP). However, at the time of development of the National Action Plan, the National Development Plan IV was still under development. Efforts should therefore be made to ensure that as NDP IV is being developed, the NAP feeds into it as a national priority issue.

1.5.1 Factors impacting on effective TIP responses

While significant efforts have been made to strengthen efforts to combat TIP in Uganda, several challenges still remain. More strategic efforts need to be made to address these challenges presented below.

Table 4: Challenges impeding efforts to combat TIP in Uganda

No.	Classification of challenges	Detailed challenges
1	**Political factors**	▪ Weak law enforcement: corruption and official complicity in trafficking crimes remain significant concerns, hindering effective law enforcement action. ▪ Inadequate funding: the Coordination office to Prevent Trafficking in Persons (COPTIP) lacks sufficient staffing and funding to fulfil its mandate. ▪ Policy framework: the government has a National Action Plan (NAP) for the prevention of TIP, but its implementation faces challenges.
2	**Economic factors**	▪ Poverty: economic difficulties, particularly in the Karamoja region, make individuals vulnerable to trafficking due to a lack of opportunities. ▪ Labour exploitation: traffickers exploit Ugandans in forced labour in various industries, including agriculture, fishing, and domestic work. ▪ Migrant worker exploitation: Ugandan migrant workers are vulnerable to exploitation in countries like Saudi Arabia, Qatar, and the UAE.
3	**Social factors**	▪ Cultural and social norms: some parents knowingly send their children to exploitative situations for financial gain. ▪ Lack of education and awareness: Limited awareness about human trafficking and its risks contributes to vulnerability. ▪ Vulnerable populations: Refugees, children, and women are particularly susceptible to trafficking.
4	**Environmental factors**	▪ Climate change: slow-onset climate change events, such as drought and rising temperatures, increase poverty and vulnerability to trafficking in regions like Karamoja.
5	**Labour factors**	▪ Lack of labour protections: insufficient labour protections and oversight contribute to labour trafficking. ▪ Migrant worker vulnerability: Ugandan migrant workers are vulnerable to exploitation due to a lack of support and protection. ▪ Refugees' vulnerability: refugees have become a newly recognised at-risk group, requiring tailored interventions. Persistent gaps include the lack of a centralised TIP database, irregular. NTF functioning, inconsistent inter-agency data sharing, and limited services for male victims.
6	**Technological factors**	▪ Social media recruitment: traffickers use local radio and social media to advertise fraudulent job opportunities.

		▪ Online exploitation: Traffickers exploit victims through online platforms.

1.6 Trafficking in Persons Risk Factors and Indicators

There are several risk factors and indicators of vulnerability to human trafficking. Human trafficking vulnerability stems from a complex interplay of individual, family, and structural factors. Key risk factors include;[14]

1.6.1 Demographic vulnerability

- Age: youth are most at risk of being trafficked, particularly those experiencing homelessness or instability. Children from broken families or institutional care also face heightened risk.

1.6.2 Economic vulnerability

- Poverty and economic inequality: limited employment opportunities, under employment and financial desperation increase vulnerability.
- Debt bondage: financial difficulties can lead individuals to accept loans or advances that trap them in exploitative situations.

1.6.3 Social and cultural vulnerability

- Family dysfunction and violence: domestic violence, substance abuse, and parental addiction issues increase children's vulnerability.
- Discrimination and inequality: gender-based discrimination, racial discrimination, caste-based marginalization, and ethnic prejudice limit opportunities and increase vulnerability.

1.6.4 Migration and displacement

- Irregular migration channels: reliance on intermediaries and document confiscation creates vulnerability.
- Refuges and internally displaced persons: precarious legal status and immediate survival needs heighten risk.

1.6.5 Other factors

- Substance use dependency: traffickers often exploit dependency to coerce victims.
- Limited education and awareness: illiteracy, limited education, and lack of awareness about trafficking increase vulnerability.

[14] See https://thelaw.institute/understanding-human-trafficking/key-vulnerability-factors-human-trafficking/

1.7 Intersectionality and intersectional vulnerabilities[15]

1.7.1 TIP and conflict

- **Displacement and instability**: conflict in neighbouring countries or within Uganda can lead to displacement, making individuals more vulnerable to trafficking.
- **Breakdown of social structures**: conflict can disrupt social structures, leaving individuals without protection or support, and increasing their vulnerability to trafficking.

1.7.2 TIP and poverty

- **Economic desperation**: poverty can drive individuals to seek risky opportunities, making them more vulnerable to traffickers' promises of employment or better living conditions.
- **Limited access to resources**: poverty can limit access to resources, including education, healthcare, and employment opportunities, increasing vulnerability to trafficking.

1.7.3 Lack of access to education

- **Limited opportunities:** lack of access to education can limit opportunities for individuals, making them more vulnerable to traffickers' promises of employment or better living conditions.
- **Increased vulnerability**: education can provide individuals with critical thinking skills and awareness about trafficking risks, reducing their vulnerability.

1.7.4 Lack of access to employment

- **Limited economic opportunities:** lack of access to employment opportunities can drive individuals to seek risky or exploitative work, increasing their vulnerability to trafficking.
- **Vulnerability to labour exploitation**: without access to formal employment, individuals may be more vulnerable to labour exploitation and trafficking.

1.8 Demographic Characteristics (Population Size, Life Expectancy and Literacy Levels)

Uganda's demographic profile is both a defining feature and a structural challenge in its development trajectory. According to the Uganda Bureau of Statistics (UBOS 2024), the country's total population stood at 45.9 million as of May 2024, representing an average annual growth rate of 2.9 percent since 2014. This growth is driven by persistently high fertility rates averaging around five children per woman and steadily declining mortality rates, resulting in one of the youngest populations globally. The United Nations Population Fund (UNFPA 2023) stresses that Uganda's 'youth bulge' is especially significant, with over 75% of the population below the age of 30.

[15] Understanding these factors can help inform strategies to support trafficked individuals, including providing targeted services, addressing root causes of vulnerability, and promoting safe migration practices. Multiple forms of vulnerability can intersect to increase the risk of human trafficking in several ways.

This demographic structure has been described as a potential 'demographic dividend,' capable of spurring economic transformation if young people are adequately educated, skilled, and integrated into productive employment. However, without sufficient investment in education, health, and job creation, the youth bulge risks exacerbating poverty, unemployment, and social unrest.

Life expectancy in Uganda continues to improve, reflecting gains in healthcare access, maternal health, and disease control. The National Population and Housing Census (UBOS 2024) estimates the average life expectancy at birth at 64 years, marking a steady rise from 58 years recorded in 2014. This improvement is largely attributed to expanded immunization programs, greater access to antiretroviral therapy, malaria prevention campaigns, and improved maternal and child health interventions. However, disparities remain marked across regions: urban and better-resourced districts report higher life expectancy compared to rural and post-conflict areas.

The World Health Organization (WHO 2022) notes that despite progress, disparities remain stark. Urban areas tend to benefit disproportionately from health investments, while rural populations face structural barriers such as understaffed health centers, inadequate equipment, and poor road infrastructure. Women and marginalized communities also bear the brunt of health inequalities, particularly due to gender-based violence, limited reproductive health services, and social norms that restrict access to care. WHO (2023) cautions that the growing burden of non-communicable diseases, coupled with climate-induced health risks, could undermine recent progress.[16]

In education and literacy, Uganda has made notable but uneven progress. The UBOS 2024 Census reports that 74% of persons aged 10 years and above can read and write meaningfully in any language, a rise from 70% in 2014. Literacy levels are higher among men (77%) than women (71%), reflecting persistent gender disparities in access to education. Urban areas record substantially higher literacy rates compared to rural communities, correlating with access to schools, learning materials, and adult literacy programs.

The introduction of Universal Primary Education dramatically expanded access, but questions of quality persist. A UWEZO (2023) study revealed that a significant proportion of children in primary schools cannot read or perform basic numeracy tasks appropriate to their grade level. High dropout rates driven by early marriage, teenage pregnancy, child labor, and poverty, further compromise literacy gains, especially among girls. Civil society groups such as FIDA Uganda and UWEZO highlight that without deliberate reforms in teaching quality, infrastructure, and gender-sensitive interventions, Uganda risks producing a generation that is literate but unskilled, limiting competitiveness in the global economy.[17]

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[16] World Health Organization, "Uganda Country Data, Life Expectancy 2022," WHO Global Health Observatory (accessed 2025).

[17] UWEZO Uganda. 2023. *Learning Assessment Report on Foundational Literacy and Numeracy*. Kampala. Available at https://uwezouganda.org/wp-content/uploads/2023/05/Uwezo-2021-National_Assessment-Report_FINAL.pdf

The combination of rapid population growth, increasing life expectancy, and modest improvements in literacy underscores both opportunity and vulnerability in Uganda's human development landscape. On one hand, a youthful and increasingly literate population offers a pathway to economic transformation through innovation and productivity. On the other hand, if structural inequalities, such as regional gaps in education and healthcare, gender disparities, and underemployment, remain unaddressed, the demographic dividend could instead become a demographic burden. Achieving inclusive growth, therefore, depends on targeted investments in education quality, youth skilling, reproductive health, and equitable access to economic opportunities. These measures are essential if Uganda is to realize the goals set out in Vision 2040 and the National Development Plan IV, which envision transforming the country from a peasant to a modern, prosperous society within a generation.[18]

1.8.1 Political Economy

Centralised state power, uneven governance reforms, and persistent accountability deficits shape Uganda's political economy. The World Bank (2024) observes that while external aid dependency has decreased over the past decade, Uganda's governance challenges continue to undermine development outcomes.[19] Centralised decision-making often overshadows local governments, weakening service delivery and stifling inclusive participation. Although the government has introduced reforms in public financial management, resource misallocation and corruption remain prevalent. Transparency International (2023) ranks Uganda poorly on its Corruption Perceptions Index,[20] Highlighting persistent governance bottlenecks that deter investment and erode public trust.

The United Nations Development Programme (UNDP 2023) emphasizes that weak governance institutions constrain Uganda's progress towards the Sustainable Development Goals (SDG), particularly Goal 16 on peace, justice, and strong institutions.[21] The SDG progress report for Uganda identifies political exclusion, corruption, and limited civic space as significant obstacles. Civil society organizations have been vocal in pushing for governance reforms, particularly in areas of transparency, electoral reforms, and human rights. However, restrictions on civic space and legislation limiting civil society operations have constrained their ability to operate effectively.

Regional and global dynamics also shape the political economy. Uganda's strategic role in regional peace and security, particularly in South Sudan, the Democratic Republic of Congo, and Somalia, has at times strengthened its international standing, attracting external support.

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[18] National Planning Authority (NPA), *Uganda Vision 2040 and National Development Plan IV Framework* (Kampala: NPA, 2023). Available at https://www.npa.go.ug/national-development-plan/

[19] World Bank. 2024. *Uganda Country Economic Memorandum*. Washington, DC. Available at https://documents1.worldbank.org/curated/en/099350101122340031/pdf/P1748881fb923f01e1988311c26b55e05f1.pdf

[20] Transparency International. 2023. *Corruption Perceptions Index Report: Uganda*. Available at https://tiuganda.org/index.php/corruption-perception-index-2023/

[21] United Nations Development Programme (UNDP). 2023. *Uganda SDG Progress Report*. New York. Available at https://www.undp.org/uganda/publications/undp-uganda-annual-report-2023

Yet domestically, political tensions between the central government and opposition groups reflect broader struggles over democratic space and governance reform. The Uganda Human Rights Commission (2023) notes an increase in reports of violations of civil liberties, including restrictions on assembly and media freedoms, further eroding democratic legitimacy.[22] Critically, Uganda's political economy illustrates a contradiction: while external actors often recognise the state's role in regional stability, internal governance challenges undermine sustainable development and inclusive growth. This duality highlights the importance of strengthening accountability mechanisms, ensuring equitable resource distribution, and promoting inclusive governance if Uganda is to realise its long-term development objectives.

1.8.2 Economic Situation

Uganda's economy has exhibited resilience in the face of external and domestic shocks. The Ministry of Finance, Planning and Economic Development (MoFPED 2023) reports that GDP growth has averaged around 5% over the past five years, a commendable performance given global disruptions caused by the COVID-19 pandemic and rising commodity prices.[23] Growth has been driven by agriculture, construction, and services, with notable contributions from information technology and financial services. The African Development Bank (AfDB 2024) attributes Uganda's economic resilience to fiscal reforms and infrastructural investments, but warns that the country is still far from achieving structural transformation.[24]

Despite these positive trends, Uganda remains vulnerable to economic fragility. The UN Economic Commission for Africa (UNECA 2023) highlights that the economy remains heavily dependent on agriculture, which employs over 70% of the labor force yet contributes only about 24% of GDP. Productivity in the agricultural sector is constrained by low mechanization, limited access to markets, and vulnerability to climate shocks. Droughts and floods increasingly undermine food security and household incomes, illustrating the deep link between climate change and economic stability. Inflationary pressures, partly driven by global fuel and food prices, have further eroded household purchasing power, disproportionately affecting poor and rural households.

The World Bank (2024) argues that Uganda's economic stability masks underlying structural weaknesses, including a narrow tax base, high informal sector dominance, and persistent trade deficits. Informality remains a barrier to productivity, with 85% of the labor force engaged in informal and low-wage employment. Civil society organizations contend that unless Uganda invests more aggressively in value addition, industrialization, and human capital, the country risks being locked in a cycle of low productivity and dependency. Overall, Uganda's economy demonstrates resilience but remains vulnerable. Without structural transformation, particularly

[22] Uganda Human Rights Commission (UHRC). 2023. *State of Human Rights Report in Uganda*. Kampala. Available at https://uhrc.ug/download/uhrc-26th-annual-report-2023/

[23] Ministry of Finance, Planning and Economic Development (MoFPED). 2023. *National Budget Framework Paper*. Kampala. Available at https://www.finance.go.ug/sites/default/files/2023-02/Final%20National%20Budget%20Framework%20Paper%20FY%202023-24.pdf

[24] African Development Bank (AfDB). 2024. *African Economic Outlook: Uganda*. Abidjan. Available at https://www.afdb.org/en/countries/east-africa/uganda/uganda-economic-outlook

investments in manufacturing, technology, and sustainable agriculture, growth will not translate into inclusive development or meaningful poverty reduction.

1.8.3 Poverty Levels and Employment

Poverty reduction remains a key development priority in Uganda, but progress has slowed in recent years. According to UBOS (2023), 30% of Ugandans live below the national poverty line, with poverty concentrated in rural areas and disproportionately affecting women, children, and persons with disabilities.[25] The regional distribution of poverty reveals stark inequalities, with northern and eastern Uganda experiencing higher poverty rates compared to central and western regions. The persistence of poverty is partly explained by high population growth, which offsets the gains of economic expansion, and the concentration of employment in low-productivity sectors.

Employment data paints an equally concerning picture. The International Labour Organization (ILO 2023) reports that vulnerable employment accounts for approximately 85% of Uganda's workforce, with underemployment and informal work dominating the labor market. Youth unemployment is particularly acute: with more than 700,000 young people entering the labor market annually, only a fraction secure formal employment. Women face structural barriers to decent work, including limited access to land, credit, and productive assets, as well as cultural expectations that restrict their participation in economic activities.[26]

Oxfam Uganda (2022) emphasizes that rising inequality compounds poverty reduction challenges, with the benefits of growth disproportionately accruing to wealthier households.[27] Social protection systems remain underdeveloped, leaving vulnerable groups exposed to shocks such as illness, unemployment, and climate-related disasters. While government programs such as the Parish Development Model aim to increase financial inclusion and productivity, their effectiveness is still under evaluation.

Uganda's poverty and employment challenges are deeply interconnected. High levels of informal and vulnerable employment, combined with persistent inequalities, undermine poverty reduction efforts. Addressing these challenges requires comprehensive labour market reforms, expansion of social protection systems, and targeted policies that address gender and regional disparities.

1.8.4 Social Cultural Context

Uganda's social and cultural landscape is shaped by diversity and tradition, with more than 56 recognized ethnic groups contributing to its rich cultural fabric. Cultural institutions play a significant role in shaping social values, norms, and practices, particularly in rural areas. The Uganda Human Rights Commission (UHRC 2023) notes that cultural leaders continue to

[25] Ibid.

[26] International Labour Organization (ILO). 2023. *World Employment and Social Outlook: Uganda Country Brief*. Geneva: ILO. Available at https://www.ilo.org/publications/ilo-youth-country-briefs-uganda

[27] Oxfam Uganda. 2022. *Inequality Report: Leaving No One Behind*. Kampala: Oxfam Uganda. Available at https://uganda.oxfam.org/latest/press-release/oxfam-uganda-launches-10-year-2021-30-country-strategy-towards-ending

influence community governance and conflict resolution, often serving as intermediaries between the state and citizens.[28] However, while culture contributes to cohesion and identity, it also perpetuates practices that reinforce inequality.

Gender roles remain heavily influenced by patriarchal traditions, which restrict women's participation in decision-making and access to resources. UN Women (2023) highlights that such cultural norms limit girls' education, contribute to early marriage, and perpetuate gender-based violence. For instance, customary land tenure systems often disadvantage women by denying them ownership or inheritance rights, undermining their economic empowerment.[29]

Civil society organizations, such as FIDA Uganda (2023), have been at the forefront of advocating for the reform of discriminatory cultural practices. These organizations stress that achieving gender equality requires dismantling harmful norms while building on positive cultural traditions that foster social cohesion. For example, while certain cultural values encourage community solidarity and collective responsibility, others entrench gender hierarchies and limit women's rights.[30] The challenge, therefore, lies in reconciling cultural preservation with progressive reforms. Uganda's cultural context is both a source of resilience and a barrier to transformation. Ensuring inclusive development requires harnessing the positive aspects of culture while addressing discriminatory practices that undermine human rights.

1.8.4.1 Cultural Practices that Perpetuate Trafficking in Persons

Human trafficking in Uganda is sustained by a combination of several push and pull factors including poverty, weak enforcement, and harmful cultural practices. The U.S. Department of State report (2024) categorizes Uganda as a source, transit, and destination country for trafficking, with victims subjected to forced labour, domestic servitude, and sexual exploitation.[31] Cultural practices such as child labour, early marriage, and the sending of children to live with wealthier relatives increase vulnerability to exploitation.

The International Organization for Migration (IOM 2023) underscores that weak enforcement of anti-trafficking legislation allows such practices to persist.[32] Despite the existence of legal frameworks, enforcement is undermined by corruption, limited resources, and lack of awareness at community level. Civil society organizations, including the Coalition Against Trafficking in Persons -Uganda (CATIP-U 2023), highlight that stigma against survivors,

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[28] Ibid.

[29] United Nations Women (UN Women). 2023. *Gender Equality in Uganda Report*. New York: UN Women. Available at https://africa.unwomen.org/sites/default/files/202407/un_women_uganda_2nd_quarter_newsletter_2024_0.pdf

[30] FIDA Uganda. 2023. *Annual Report on Women's Rights Advocacy*. Kampala: FIDA Uganda. Available at https://fidauganda.or.ug/post?read=fida-uganda%20annual%20report%202023

[31] U.S. Department of State. 2024. *Trafficking in Persons Report: Uganda*. Washington, DC: U.S. Department of State. Available at https://www.state.gov/reports/2024-trafficking-in-persons-report/uganda

[32] International Organization for Migration (IOM). 2023. *Counter-Trafficking in Persons in Uganda*. Geneva: IOM. Available at https://uganda.iom.int/sites/g/files/tmzbdl1376/files/documents/2024-08/iom-uganda-annual-report-2023-web_0.pdf

coupled with silence around trafficking, perpetuates abuse.[33] Survivors are often marginalized or blamed, deterring reporting and hindering reintegration.

The government has taken steps to strengthen its response, including the establishment of the Coordination Office for Prevention of Trafficking in Persons. However, gaps remain in victim protection and community-level prevention. Addressing trafficking therefore, requires not only legal reform but also socio-cultural transformation, including the dismantling of harmful practices that normalize exploitation.

1.8.4.2 Sexual and Gender Based Violence

Sexual and gender-based violence (SGBV) remains pervasive in Uganda, cutting across socio-economic, cultural, and regional divides. The Uganda Demographic and Health Survey (UDHS 2022) found that 56% of ever-married women aged 15–49 had experienced physical, sexual, or emotional violence from an intimate partner. UNFPA (2023) warns that rates are even higher in conflict-affected districts, where displacement and insecurity exacerbate vulnerabilities.[34] The persistence of SGBV reflects a combination of entrenched patriarchal norms, weak enforcement of laws, and limited survivor services. Survivors often lack access to medical, psychosocial, and legal support, particularly in rural areas.

The Government of Uganda's National Policy on Elimination of Gender-Based Violence (2022) signals official recognition of the issue, outlining strategies for prevention, protection, and prosecution.[35] However, implementation gaps persist, particularly in resource allocation and coordination between agencies. Civil society organizations play a critical role in bridging these gaps, providing community-based services, and advocating for survivor-centered responses. Ultimately, addressing SGBV requires a multi-sectoral approach that combines legal frameworks, cultural transformation, and survivor empowerment. Unless these efforts are prioritized, SGBV will continue to undermine human rights, development, and gender equality in Uganda.

SECTION TWO

[33] Uganda Coalition Against Trafficking. 2023. *Civil Society Monitoring Report on Trafficking in Persons*. Kampala: UCAT. Available at https://www.ucatip.org/collaborative-efforts-to-combat-human-trafficking-insights-from-the-2023-u-s-tip report/#:~:text=The%202023%20report's%20recommendations%20provided,to%20global%20anti%2Dtrafficking%20initiat ives

[34] United Nations Population Fund (UNFPA). 2023. *State of World Population Report*. New York: UNFPA. Available at https://www.unfpa.org/publications/state-world-population-2023-8-billion-lives-infinite-possibilities

[35] Government of Uganda. 2022. *National Policy on Elimination of Gender-Based Violence*. Kampala: Ministry of Gender, Labour and Social Development. Available at https://library.health.go.ug/sites/default/files/resources/National%20Plan%20of%20Action%20for%20SGBV_V AC.pdfprioritised

VISION, MISSION, STRATEGIC OBJECTIVES

2.1 Vision

A Uganda free from all forms of Human Trafficking.

2.2 Mission

To protect the dignity and rights of all individuals through effective response to preventing human trafficking in Uganda.

2.3 Strategic Objectives

The National Action Plan is anchored on the 4-Pillar framework for effective response to human trafficking. It builds on gains made during the previous period and reorients strategic efforts towards more effective prevention and response interventions. The six strategic objectives provided below support each pillar as shown below;

Table 5: NAP Intervention Framework

4-Pillar Framework	Strategic Objectives
Prevention	1. To strengthen institutional capacity to prevent and respond to human trafficking. 2. To strengthen the legal and policy framework, with specific focus on emerging trends on human trafficking. 3. To foster stronger community engagement and participation in preventing human trafficking.
Protection	4. To enhance protection and support services for victims of human trafficking.
Prosecution	5. To enhance access to justice and remedies for victims of human trafficking.
Partnership	6. To strengthen strategic partnerships for better responses to combat human trafficking.

2.4 Guiding Principles

Implementation of the National Action Plan will be grounded in the following guiding principles. The guiding principles emphasize a rights-based approach and aim to prevent human trafficking while protecting victims and survivors and strengthening the capacity of institutions and actors for effective responses. These guiding principles include the following: (i) protection of human rights, (ii) gender-sensitive approaches, (iii) non-discrimination, (iv) respect for the rights of children, (v) participation and inclusion, (vi) non-refoulement, and (vii) regional and international cooperation.

2.4.1 Protection of Human Rights

All anti-human trafficking in person measures shall not adversely affect the human rights and dignity of persons, in particular the rights of victims and survivors of TIP. All rights recognized under the Constitution shall be during implementation of the National Action Plan.

2.4.2 Gender Sensitive Approaches

Data indicates that women, girls and children are most vulnerable to TIP. Strategic efforts will also be made to strengthen responses to address risks and vulnerability of men and boys to TIP. A gender-sensitive approach should be applied when adopting and implementing human trafficking measures, including provision of gender-sensitive information and services.

2.4.3 Non-Discrimination

Preventing TiP requires a holistic approach that upholds the principle of non-discrimination, recognizing the unique vulnerability faced by different individuals and communities. Effective implementation of the National Action Plan will require that all interventions are carried out without bias and prejudice, ensuring equal treatment for all victims and survivors of TiP regardless of their background and circumstances.

2.4.4 Respect for the Rights of Children

All actions undertaken during implementation of the National Action Plan concerning children at risk of being trafficked or as victims of TiP should be guided by human rights standards and the best interests of the child principle should be a primary consideration.

2.4.5 Participation and Inclusion

Effective implementation of efforts to prevent TiP require the participation and inclusion of diverse stakeholders. Engaging rights-holders (particularly victims and survivors of TIP and vulnerable groups) and key stakeholders such as civil society, academia and the media in active and meaningful participation in the implementation of TiP activities is a key consideration during implementation of this National Action Plan.

2.4.6 Non-Refoulement

All victims and survivors of TiP shall be accorded the required protection and measures will be taken to ensure that victims and survivors of TiP shall not be transferred or removed from their jurisdiction or effective control when there are substantial grounds for believing that the person would be at risk of irreparable harm upon return, including persecution, torture, ill-treatment or other serious human rights violations.

2.4.7 Regional and International Cooperation

Enhancing bilateral, regional and international cooperation will be essential in combating TiP and specifically in areas of exchange of data on criminal enterprises, gathering evidence on cross-border TiP, supporting in investigation and prosecuting TiP perpetrators, and benefiting from various international initiatives and exchange of best practices.

2.5 Primary Implementing Partners

2.5.1 State Actors

- Ministry of Internal Affairs: develops and implements national strategies to counter human trafficking, and houses the Coordination Office for Prevention of Trafficking in Persons (COPTIP).
- COPTIP: coordinates, monitors, and oversees the implementation of the Prevention of Trafficking in Persons Act, develops measures and policies to protect victims, and formulates comprehensive programs to prevent trafficking.
- Directorate of Public Prosecutions: prosecutes trafficking cases, working to hold traffickers accountable.
- Law enforcement agencies: gather intelligence and investigate cases of trafficking, working to rescue victims and disrupt traffickers.
- Ministry of Gender, Labour and Social Development: monitor labour exportation, develop protection mechanisms for those most vulnerable to TIP, including youth, women and children.
- Ministry of Education: develop protection mechanisms for learners from human trafficking.
- Ministry of Foreign Affairs: support Ugandans abroad who are victims/ survivors of TIP.

2.5.2 Non-State Actors

- International organizations: including UN agencies.
- Civil Society Organisations: provide support services to victims, raise awareness, and advocate for anti-trafficking policies.
- Media: critical in conducting investigative pieces about TIP trends.
- Academia: research and analysis on TIP trends and context analysis.

2.5.3 Other Stakeholders

- Local leaders and elders: engage communities in preventing trafficking and support awareness-raising campaigns.
- Private sector organisations: participate in anti-trafficking efforts, including labour recruitment and employment practices.

SECTION THREE

IMPLEMENTATION AND FUNDING OF THE NATIONAL ACTION PLAN

3.1 Implementation Framework and Funding

The successful implementation of the National Action Plan for the Prevention of Trafficking in Persons in Uganda depends on a collaborative framework involving government agencies, civil society organisations, international partners, and community members. The government, through its ministries, will coordinate the action plan, ensuring alignment with both national policies and international standards.

3.1.1 Government Leadership and Coordination

The Ministry of Internal Affairs will lead coordination efforts through COPTIP and a dedicated Task Force comprising representatives from essential sectors, including law enforcement, social services, health, and education. This Task Force shall be responsible for monitoring the implementation progress and resolving any challenges that may arise.

3.1.2 Multi-Agency Approach

The role of various ministries, departments and agencies, including local governments (MDAs/LGs)—such as the Ministry of Gender, Labour and Social Development, the Ministry of Foreign Affairs, and the Ministry of Justice and Constitutional Affairs—is critical. Each ministry will be tasked with specific roles related to their expertise, including victim support, legislative frameworks, and international cooperation.

3.1.3 Community Engagement

Grassroots organisations and local communities will be encouraged to participate actively in awareness campaigns and training programs. Community leaders will be pivotal in identifying and supporting at-risk individuals, as they can better understand the local context and foster a sense of shared responsibility.

3.1.4 Capacity Building

Regular training programs will be held for law enforcement personnel, judicial officers, and social workers to enhance their capacity to recognise and respond effectively to cases of trafficking. These programs will also include support mechanisms for victims to ensure their humane treatment during rescue and rehabilitation efforts.

3.2 Funding of the NAP

3.2.1 Government Budget Allocations

The Ugandan government will allocate a dedicated budget to implement the National Action Plan. This funding will cover administrative costs, training programs, community outreach initiatives, and the establishment of shelters for victims.

3.2.2 International Partnerships and Grants

To supplement national funding, Uganda will seek financial support from international organisations, non-governmental organisations (NGOs), and donor countries. Collaborative efforts with entities such as the United Nations and the International Organisation for Migration will be explored to secure additional resources.

3.2.3 Corporate Sponsorship and Social Responsibility

Engaging the private sector through initiatives that promote corporate social responsibility can provide additional financial support. Businesses can contribute through sponsorship of awareness campaigns or funding specific projects aimed at combating trafficking.

3.2.4 Accountability and Transparency

A transparent mechanism will be established to track the utilisation of funds, ensuring that resources are allocated efficiently and effectively. Regular audits and public reports will be essential in maintaining accountability and building public trust in the implementation process. The combined efforts of all stakeholders, underpinned by adequate funding and resources, will be pivotal in achieving the objectives of the National Action Plan for the Prevention of Trafficking in Persons in Uganda. Through commitment and collaboration, Uganda can make significant strides in combating trafficking and protecting its vulnerable populations.

3.2 Detailed Implementation Action Plan (2026-2031)

Outcomes	Strategic Activities	Outcome Indicator(s)	Means of Verification	Implementing Entity	Proposed Budget (UGX)	Timeframe	Assumptions
PREVENTION PILLAR							
Strategic Objective 1: To Strengthen Institutional Capacity to Prevent and Respond to Human Trafficking.							
Institutional capacity of critical stakeholders strengthened to prevent and respond to human trafficking.	Specialised capacity assessment at the national level. - assess internal capacity to conduct training. Development of specialised training modules. Specialised capacity building training on TiP response.	Improved response to TiP in terms of. - Identification. - Investigation. - Prosecution. - Adjudication. - VoTs support.	Capacity assessment reports. Developed specialised training modules. Training reports.	Government (Police, Immigration, Prosecution, Judiciary, Ministry of Labour, Ministry of Gender, Ministry of Education, Ministry of Foreign Affairs, Ministry of Local Government), Civil Society Actors, the Media, the Private Sector and Community Structures.	UGX 300 Million	2026-2031	Willingness to apply the acquired knowledge and skill to respond to TiP.
Improved operations of TiP specialised structures (units, desks, departments, divisions and taskforces).	Strengthen the capacity of TiP specialised structures at MDAs and local government.	Improved efficiency of specialised structures in TiP response.	Reports.	Police, Immigration, Prosecution, Judiciary, Local government.	UGX 150 Million	2026-2031	Specialised officers are retained in their roles.

	Enhance vertical and horizontal coordination at MDAs and local government.	Number of votes created for the specialised structures. Improved retention of TiP specialised staff.	Staff retention period.	MDAs and Local government.			
The capacity of CoPTIP is strengthened to coordinate the implementation of the National Action Plan effectively.	Increase funding and fill up the CoPTIP structure to meet Department requirements. - Staffing, - Retooling, - Technical capacity. Popularize the National Action Plan to support implementation.	Increased budget allocation. Filled up the Departmental structure. Dissemination of the National Action Plan.	Budget releases. Positions filled. Reports of dissemination of the National Action Plan.	Ministry of Internal Affairs/ CoPTIP, MDAs and Local government.	UGX 200 Million	2026-2031	Availability of funds to operationalise CoPTIP as a fully functional department.
Strategic Objective 2: To Strengthen the Legal and Policy framework, with specific focus on emerging trends on Human Trafficking.							
National Policy on TiP developed and rolled out.	Policy development; - Consultations, - Drafting and approval, - Roll out.	A national policy on TiP is in place and being implemented.	National Policy on TiP. National Employment Policy.	Ministry of Internal Affairs, Ministry of Justice and Constitutional Affairs, Ministry of Gender, Labour and Social Development,	UGX 100 Million	2026-2031	Availability of funds to develop the National Policy on TiP. Prioritisation by CoPTIP to address

	Revision of the National Employment Policy. Passing of the National Legal Aid Policy.	National Employment Policy passed. National Legal Aid Policy passed.	National Legal Aid Policy.	Executive/ Cabinet, Parliament, Uganda Law Society, Civil Society Actors.			existing legal and policy gaps.
Improved legal framework on TiP.	Amend the Prevention of Trafficking in Persons Act and align it to the Palermo Protocol and Revision of the Employment Act. Enact the Witness Protection law. Enact the Legal Aid Bill. Enact the Employment (Domestic Workers) Regulations 2020.	Amended Prevention of Trafficking in Persons Act. Enacted the Witness Protection law. Enacted Legal Aid Law. Enacted Employment (Domestic Workers) Regulations 2020.	Amended and enacted laws. Enacted Regulations.	Ministry of Internal Affairs, Ministry of Justice and Constitutional Affairs, Ministry of Gender, Labour and Social Development, Parliament, Executive/ Cabinet, Civil Society Actors.	UGX 50 Million	2026-2031	Government commitment to support amendment and enactment of the laws and Regulations.

Strategic Objective 3: To Strengthen Community Engagement and Participation in Preventing Human Trafficking.							
Improved community capacity to detect and identify TiP incidences.	Community outreach and awareness on early warning signs, dangers, and reporting channels.	Improved understanding of TiP and response mechanisms.	Outreach reports. Community response rates.	Government (Police, Immigration, Prosecution, Judiciary, Ministry of Internal Affairs/COPTIP, Ministry of Gender, Labour and Social Development, Ministry of Education, Ministry of Foreign Affairs, Ministry of Local Government), Civil Society Actors, the Private Sector and Community Structures.	UGX 200 Million	2026-2031	Attitude and mindset change to act/respond to TiP.
	Integrate TiP into higher and lower local government frameworks.	Inclusion of TiP in the district and sub-county development plans, budgeted for, and implemented.	District development plans. Sub-county development plans.	Ministry of Internal Affairs/COPTIP, Ministry of Local Government, District and Sub-county Local governments, the Private Sector and Community Structures.	UGX 100 Million	2026-2031	Attitude and mindset change to act/ respond to TiP.
Improved knowledge and understanding of dimensions of TiP through effective media engagements.	Increased awareness and dissemination of accurate TiP	Accuracy of information disseminated.	Media reporting, IEC materials and posts on TiP.	Ministry of Internal Affairs/ COPTIP, Ministry of Information and Media, Media	UGX 200 Million	2026-2031	Stringent government regulation on media use.

	information using; - Broadcast media - Social media - Outreach materials Standardize information on TiP through implementation of the National Communication Strategy.	Consistency in dissemination of accurate information. Rightful targeting of information recipients.		Houses, Social Media Influencers, Civil Society Actors.			Public understanding of TiP information as disseminated.
Outcomes	**Strategic Activities**	**Outcome Indicator(s)**	**Means of Verification**	**Implementing Entity**	**Proposed Budget (UGX)**	**Timeframe**	**Assumptions**
PROTECTION PILLAR							
Strategic Objective 1: To Enhance Protection and Support Services for Victims of Human Trafficking.							
Strengthened National Referral Mechanism (NRM) to support responses to TiP.	Integrate the National Referral Mechanism with existing standard operating procedures on TiP response. Popularise the National Referral	Improved access to referral services VoTs		Government (Police, Immigration, Prosecution, Judiciary, Ministry of Labour, Ministry of Gender, Ministry of Education, Ministry of Foreign Affairs, Ministry of Local Government),	UGX 150 Million	2026-2031	Actors coordinate efforts to support implement the NRM.

	Mechanism to ensure effective implementation and use.	Quickened response to support VoTs.		Civil Society Actors, the Private Sector and Community Structures.			
	Operationalize a central integrated system-based data repository for all MDAs.	Centralised integrated system based database for TiP referrals in place and utilised. Improved evidence based planning and decision making.	Integrated system-based database in place.	Government (Police, Immigration, Prosecution, Ministry of Labour, Ministry of Gender, Ministry of Foreign Affairs, Ministry of Local Government), Civil Society Actors, the Private Sector and Community Structures.	UGX 50 Million	2026-2031	Attitudes towards use of the centralised database system.
Increased delivery of and access to comprehensive trauma informed victim support services.	Provision of comprehensive trauma informed services for VoTs. Explore public-private partnership to establish a VoTs protection fund. Establish government run shelters for VoTs.	Sustainable range of services provided and accessed by VoTs.	Reports on referrals. VoT protection fund operational. TiP shelters operational.	Ministry of Internal Affairs, Ministry of Gender, Labour and Social Development, Ministry of Local Government, Ministry of Foreign Affairs, Civil Society Actors, the Private Sector and Community Structures.	UGX 100 Million	2026-2031	Willingness of VoTs to access the different services. Overreliance on external donor support for provision of comprehensive services.

Increased social safety nets for VoTs through access to knowledge on empowerment and livelihood programs.	Linkages to government livelihood programs e.g. PDM, youth skilling etc. Establish structured follow-up and case tracking systems for VoTs who receive services.	Improved social welfare of VoTs accessing the programs.	Assessment reports. Reports.	Ministry of Internal Affairs, Ministry of Gender, Labour and Social Development, Ministry of Local Government, Office of the President, Development Partners, Civil Society Actors.	UGX 150 Million	2026-2031	The criteria is favourable to allow access to the programs. Political will to provide funding for the different programs.
Outcomes	**Strategic Activities**	**Outcome Indicator(s)**	**Means of Verification**	**Implementing Entity**	**Proposed Budget (UGX)**	**Timeframe**	**Assumptions**
PROSEUCTION PILLAR							
Strategic Objective 1: To Enhance Access to Justice and Remedies for Victims of Human Trafficking.							
Increased investigations and prosecution of TiP cases.	Strengthen TiP specialized units/ departments through resource allocation. Increase joint investigations between investigators and prosecution officers.	Improved prosecution led investigations.	Reports on investigations and prosecutions.	Government (Police, Immigration, Financial Intelligence Authority, ODPP, the Judiciary.	UGX 200 Million	2026-2031	Political will to fund the specialized units/ departments.

	Increasing staffing for law and justice actors [prosecutors/ judicial officers]						
Improved capacity of law and justice actors to respond to and handle TiP cases.	Conduct specialized capacity building trainings for law and justice actors. Standardize specialized training modules for law and justice actors. Procure specialized tools and equipment to support investigations and prosecution of TiP cases. Socialize use of the international crimes division to handle transnational TiP cases.	Improved response to TiP in terms of. - Investigation. - Prosecution. - Adjudication. - VoTs support.	Reports on specialized trainings. Standardized specialized training modules. Specialized investigation tools and equipment.	Government (Police, Immigration, Financial Intelligence Authority, ODPP, the Judiciary.	UGX 200 Million	2026-2031	Available resources to support investigations and prosecution.
Outcomes	**Strategic Activities**	**Outcome Indicator(s)**	**Means of Verification**	**Implementing Entity**	**Proposed Budget (UGX)**	**Timeframe**	**Assumptions**

PARTNERSHIP PILLAR							
Strategic Objective 1: To Strengthen Strategic Partnerships for better Responses to Combat Human Trafficking.							
Improved international and regional cooperation on TiP response.	Negotiate MoUs with key transit and destination countries to improve protection for VoTs. Negotiate extradition treaties with countries of origin for perpetrators. Improve regional collaboration on TiP response.	Harmonised MoUs between transit and destination countries. Signed extradition treaties. Joint response, information and data sharing on TiP.	Signed MoUs Signed and adopted extradition agreements. Joint review reports	Ministry of Internal Affairs, Ministry of Foreign Affairs, Ministry of Justice and Constitutional Affairs, Ministry of Gender, Labour and Social Development, Cooperating States, Parliament.	UGX 50 Million	2026-2031	Willingness of the cooperating states to respect the signed MoUs/ extradition treaties. Cooperating states prioritise TiP responses.
Improved cooperation and coordination at national and local level for effective response.	Increase inter-agency collaboration, networking and coordination on TiP response. Increase collaboration with Civil Society Actors, Development Partners, UN	Coordination meetings on TiP. Joint review and follow-up actions among partners.	Review and meeting reports Resources allocated from the private sector.	Ministry of Foreign Affairs, Ministry of Justice, Ministry of Gender, Labour and Social Development, Development Partners, UN agencies and International Organisations, the Private Sector.	UGX 50 Million	2026-2031	Enabling environment for cooperation and coordination.

	agencies and International Organisations. Engage with the Private Sector to support anti-TiP interventions under CSR or company foundations.	Resources mobilised and channelled for TiP response from private sector.					
	Replicate the National Taskforce Committee on TiP at district level through district security committees. Joint quarterly feedback meetings between the National Taskforce Committee and District based taskforces.	Functional taskforce committees on TiP at district levels. Quarterly review meetings conducted, and issues documented for actions	Terms of reference and composition. Review meeting reports	Government (Police, Immigration, Prosecution, Ministry of Labour, Ministry of Gender, Ministry of Foreign Affairs, Ministry of Justice, Ministry of Local Government, Ministry of Education), Civil Society Actors.	UGX 50 Million	2026-2031	Availability of resources to support taskforce meetings.

SECTION FOUR

MONITORING AND EVALUATION

4.1 Monitoring and Evaluation of the NAP

Monitoring and evaluation of the NAP will be used to track implementation, monitor progress and evaluate impact of implementation of the NAP. The Monitoring and evaluation (M&E) framework will prescribe, *"how M&E should be done"* and provide guidance by describing the processes that are involved. Monitoring and Evaluation of the NAP will be carried out at two levels namely national and sub-national level. At the national level, a macro M&E approach will be deployed, while at sub-national level, a meso M&E approach will be used to assess progress being made on implementation of the NAP. A detailed Monitoring and Evaluation Plan shall be developed to guide the monitoring and evaluation function of the NAP and will include; (i) reporting templates, (ii) indicator tracking table to track progress on implementation of the NAP, among others.

4.1.1 Annual Workplans

In order to effectively implement the NAP, the NAP should be reduced into annual plans with achievable targets, which will be measured annually. The Annual Progress Review will be the basis on which the annual reports on trends on TiP and shall provide a results-based narrative and financial financials on progress made in achieving the objectives outlined in the annual work plan and budget.

4.1.2 Monitoring Meetings

Regular meetings facilitated by COPTIP will be used to monitor progress on implementation of the NAP. Monitoring results will feed into ministerial management meetings such that decisions are made based on evidence. The monthly National Taskforce meetings should be used to monitor implementation of activities and progress on the NAP. The National Taskforce members will use a standard reporting template that will be used to report on activities implemented and progress being made on implementation of the NAP.

4.2 TIP Reports

COPTIP should develop monthly progress reports. Consolidation of the reports will be compiled in the annual TIP reports. The annual reports should assess progress made against the NAP's outputs and annual work plan.

4.3 Mid-Term Review of the NAP

A Mid-Term review of the NAP will be conducted mid-way during implementation of the NAP (2026-2031). The Mid-Term review will assess progress towards implementation of the NAP and determine any measures for course correction to quicken implementation of the NAP. In order to achieve this activity, COPTIP can adopt a cost-effective approach to ensure that this activity is undertaken.

4.4 National Action Plan Evaluation

During the final cycle of the NAP implementation, an end line evaluation should be carried out to determine overall implementation. The final evaluation will determine the impact of implementation of the NAP against set objectives and efforts to combat TIP in Uganda. The recommendations and lessons learned from the evaluation will be used to feed into the development of the follow on NAP.

4.5 Detailed Monitoring and Evaluation Plan (2026-2031)

PREVENTION PILLAR							
Strategic Objective 1: To Strengthen Institutional Capacity to Prevent and Respond to Human Trafficking.							
Outcomes	**Outcome Indicator(s)**	**Means of Verification**	**Source of Data**	**Freq of Data collection**	**Data Analysis**	**Responsible Entity**	**Learning Questions**
Institutional capacity of critical stakeholders strengthened to prevent and respond to human trafficking.	▪ Improved response to TiP in terms of. - Identification. - Investigation. - Prosecution. - Adjudication. - VoTs support.	▪ Capacity assessment reports. ▪ Developed specialised training modules. ▪ Training reports.	▪ Capacity building data base	Quarterly	Annually	TBD	What impact or change has the capacity building engagements created on response to TiP?
Improved operations of TiP specialised structures (units, desks, departments, divisions and taskforces).	▪ Improved efficiency of specialised structures in TiP response. ▪ Number of votes created for the specialised structures. ▪ Improved retention of TiP specialised staff.	▪ Analysis of Reports. ▪ Budget allocations ▪ Staff retention records.	▪ Quarterly reports. ▪ Quarterly Financial releases ▪ HR records	▪ Quarterly ▪ Quarterly ▪ Quarterly	▪ Annually ▪ Annually ▪ Annually	TBD TBD TBD	How effective and efficient is the response to TiP as a result of improvement in the operations of TiP response structures?
The capacity of CoPTIP is strengthened to coordinate the	Filled up Departmental structure.	Budget releases.	HR records	Quarterly	Annually	TBD	How effective and sustainable is the coordination of

implementation of the National Action Plan effectively.							NAP implementation?

Strategic Objective 2: To Strengthen the Legal and Policy framework, with specific focus on emerging trends on Human Trafficking.							
Outcomes	**Outcome Indicator(s)**	**Means of Verification**	**Source of Data**	**Freq of Data collection**	**Data Analysis**	**Responsible Entity**	**Learning Questions**
National Policy on TiP developed and rolled out.	▪ A national policy on TiP is in place and being implemented. ▪ National Employment Policy passed. ▪ National Legal Aid Policy passed.	▪ Developed National Policy on TiP and commissioned. ▪ National Employment Policy. ▪ National Legal Aid Policy.	▪ Report of launch of National policies	▪ Once on the event	▪ Once on the event	▪ TBD	What policies issues are documented during the policy implementation that can inform the policy review process?
Improved legal framework on TiP.	▪ Amended Prevention of Trafficking in Persons Act. ▪ Enacted the Witness Protection law. ▪ Enacted Legal Aid Law.	▪ Amended and enacted laws.	▪ Policy amendment process report	▪ Once on the event	▪ Once on the event	▪ TBD	

Strategic Objective 3: To Strengthen Community Engagement and Participation in Preventing Human Trafficking.							
Outcomes	**Outcome Indicator(s)**	**Means of Verification**	**Source of Data**	**Freq of Data collection**	**Data Analysis**	**Responsible Entity**	**Learning Questions**
Improved community capacity to detect and identify TiP incidences.	▪ Improved understanding of TiP and response mechanisms.	▪ Outreach reports. ▪ Community response rates.	▪ Assessment reports	▪ Quarterly	▪ Annually	TBD	What capacity gaps still exists that requires specific attention?

	▪ Inclusion of TiP in the district and sub-county development plans, budgeted for, and implemented.	▪ District development plans. ▪ Sub-county development plans.	▪ Quarterly reports	▪ Quarterly	▪ Annually	TBD	
Improved knowledge and understanding of dimensions of TiP through effective media engagements.	▪ Accuracy of information disseminated. ▪ Consistency in dissemination of accurate information. ▪ Rightful targeting of information recipients.	▪ Media reporting and posts on TiP.	▪ Media analysis reports	▪ Quarterly	▪ Annually	▪ TBD	How have the media ensured accurate and effective relay of information without distortion? What changes have emerged from each targeted information recipients?
PROTECTION PILLAR							
Strategic Objective 1: To Enhance Protection and Support Services for Victims of Human Trafficking.							
Outcomes	**Outcome Indicator(s)**	**Means of Verification**	**Source of Data**	**Freq of Data collection**	**Data Analysis**	**Responsible Entity**	**Learning Questions**
Strengthened National Referral Mechanism (NRM) to support responses to TiP.	▪ Improved access to referral services VoTs ▪ Quickened response to support VoTs.	▪ Service provision reports	▪ Services access data.	▪ Quarterly	▪ Annually	TBD	How effective is the national referral mechanism in enhancing effective TiP data management and planning?
	▪ Centralised integrated system-based database for TiP referrals in place and utilised.	▪ Integrated system-based database in place.	▪ TiP referrals database	▪ Quarterly	▪ Annually	▪ TBD	

	▪ Improved evidence-based planning and decision making.						
Increased delivery of and access to comprehensive trauma informed victim support services.	▪ Sustainable range of services provided and accessed by VoTs.	▪ Reports on referrals. ▪ VoT protection fund operational. ▪ TiP shelters operational.	▪ TiP referrals database	▪ Quarterly	▪ Annually	▪ TBD	How comprehensive is trauma informed victim support services being delivered?
Increased social safety nets for VoTs through access to knowledge on empowerment and livelihood programs.	▪ Improved social welfare of VoTs accessing the programs.	▪ Assessment reports. ▪ Reports.	▪ TiP referrals database	▪ Quarterly	▪ Annually	▪ TBD	What livelihood activities enhance community social safety nets support systems for VoT?
PROSEUCTION PILLAR							
Strategic Objective 1: To Enhance Access to Justice and Remedies for Victims of Human Trafficking.							
Outcomes	**Outcome Indicator(s)**	**Means of Verification**	**Source of Data**	**Freq of Data collection**	**Data Analysis**	**Responsible Entity**	**Learning Questions**
Increased investigations and prosecution of TiP cases.	▪ Improved prosecution led investigations.	▪ Reports on investigations and prosecutions.	▪ Court records	▪ Quarterly	▪ Annually	TBD	
Improved capacity of law and justice actors to respond to and handle TiP cases.	▪ Improved response to TiP in terms of. - Investigation. - Prosecution. - Adjudication. - VoTs support.	▪ Reports on specialized training. ▪ Standardized specialized training modules. ▪ Specialized investigation tools and equipment.	▪ Capacity building training reports	▪ Quarterly	▪ Annually	▪ TBD	What capacity gaps requires redress?

PARTNERSHIP PILLAR							
Strategic Objective 1: To Strengthen Strategic Partnerships for better Responses to Combat Human Trafficking.							
Outcomes	**Outcome Indicator(s)**	**Means of Verification**	**Source of Data**	**Freq of Data collection**	**Data Analysis**	**Responsible Entity**	**Learning Questions**
Improved international and regional cooperation on TiP response.	▪ Harmonised MoUs between transit and destination countries. ▪ Signed extradition treaties. ▪ Joint response, information and data sharing on TiP.	▪ Signed MoUs ▪ Signed and adopted extradition agreements. ▪ Joint review reports	▪ MoU document ▪ Review reports	▪ Quarterly	▪ Annually	▪ TBD	What coordination sustainability parameters can be documented and rolled-out, unique to TiP response?
Improved cooperation and coordination at national and local level for effective response.	▪ Coordination meetings on TiP. ▪ Joint review and follow-up actions among partners. ▪ Resources mobilised and channelled for TiP response from private sector.	▪ Review and meeting reports ▪ Resources allocated from the private sector.	▪ Coordination meeting reports ▪ Resource accountability reports	▪ Quarterly	▪ Annually	▪ TBD	
	▪ Functional taskforce committees on TiP at district levels. ▪ Quarterly review meetings conducted, and issues documented for actions.	▪ Terms of reference and composition. ▪ Review meeting reports	▪ Meeting minutes and reports	▪ Quarterly	▪ Annually	▪ TBD	

Annex 1: Reporting Templates

1: Activity Reporting Template:

Reporting Entity:	
Pilar: ▪ Prevention ▪ Protection ▪ Prosecution ▪ Partnership	
Result line (Objective)	
Reporting Date:	
Reporting Quarter:	
Submitted by:	
Submitted to:	

a) Progress Achievements:

Outcomes	**Planned target**	**Achieved target**	**Gaps**	**Comments on reasons for variance (+/-)**
Outcome 1.1				
Outcome 1.2				
Outcome 1.3				
Etc				

b) Challenges being encountered:

Challenges	**Proposed remedies/Actions:**
Institutional/departmental Challenges	
Implementation Challenges	

c) Priorities for next Reporting:

Pilar:	**Planned Interventions**	**Planned Target**
Objectives:		
Outcomes:		

Signing Officer

2: Quarterly Reporting Template:

Reporting Entity:	
Pilar: ▪ Prevention ▪ Protection ▪ Prosecution ▪ Partnership	
Result line (Objective)	
Reporting Date:	
Reporting Quarter:	
Submitted by:	
Submitted to:	

a) Quarterly Achievements:

Pilar 1: Prevention	**Planned Target**	**Achieved Target**	**Gaps**	**Comments on reasons for variance (+/-)**
Strategic Objective 1:				
Outcome 1.1				
Outcome 1.2				
Outcome 1.3				
Strategic Objective 2:				
Outcome 2.1				
Outcome 2.2				
Strategic Objective 3:				
Outcome 3.1				
Outcome 3.2				
Strategic Objective 4:				

Outcome 4.1				
Outcome 4.2				
Etc.				

a) Challenges encountered:

Challenges		***Proposed remedies/Actions:***
Institutional/Departmental Challenges		
Implementation Challenges		
Partnership Challenges		

b) Priorities for next Quarter:

Pilar 1:	**Planned Interventions (Activities)**	**Planned Targets**
Objective 1:		
Outcome 1.1		
Outcome 1.2		
Pilar 2:		
Objective 2:		
Outcome: 2.1		
Outcome: 2.2		

Signing Officer