



Government
of Malaysia

NATIONAL ACTION PLAN

ON ANTI-TRAFFICKING IN PERSONS

(2021-2025)





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**COUNCIL FOR ANTI-TRAFFICKING IN PERSONS
AND ANTI-SMUGGLING OF MIGRANTS**



MESSAGE FROM THE HONOURABLE MINISTER OF HOME AFFAIRS

Assalamualaikum Warahmatullahi Wabarakatuh

I would like to congratulate the Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (MAPO) led by the Secretary General, Ministry of Home Affairs and all the Non-Governmental Organisations (NGOs), Civil Society Organisations (CSOs) as well as International Organisations (IOs) that tirelessly collaborated and provided various input and support in producing this comprehensive document which is our 3rd National Action Plan on Anti-Trafficking in Persons 2021-2025 (NAPTIP 3.0). This is indeed another esteemed milestone for Malaysia.



NAPTIP 3.0 is an explicit indication from the Government in acknowledging the existence and complexity of this modern day's slavery practice. I reckon, NAPTIP 3.0 which sets the bar for the next 5 years outlines four (4) Pillars, nine (9) Strategic Goals and numerous specific objectives and activities to tackle the challenges of combating trafficking in persons. Again, I really appreciate all the efforts and thank all parties involved in developing NAPTIP 3.0.

As a Cabinet member of the Government, I take this opportunity to encourage and remind all civil servants of our duty to serve the nation beyond mere adoption of laws, regulations and policies. NAPTIP 3.0 is a guiding reminder, shaped and supported through the whole-of-nation strategy to drive a more agile, responsive and collaborative implementation of laws and policies for a progressive, safe, secure and orderly future in line with Malaysia's broader Security and Public Order Policy (DKKA).

The Government's key priority for NAPTIP 3.0 is to ensure that we are effective and efficient as well as focused on delivering the Government's strategic agenda and meeting community needs, with the agility to deliver consistently, responsively and sustainably in collaboration with our partner NGOs, CSOs and International Community as we work to eradicate all forms of trafficking in persons. The Government also will not condone any complicity amongst officials and will ensure that all officials deliver their job with integrity. I wish you all the best in your continued dedication in vigorously delivering NAPTIP 3.0.

DATO' SERI HAMZAH BIN ZAINUDIN

Minister of Home Affairs
Chairman
High Level Committee

FOREWORD BY THE CHAIRMAN OF MAPO

Against the backdrop of globalisation and transnational activities, Malaysia is not unscathed by crimes related to trafficking in persons (TIP) as it is a phenomenon that practically affects every part of the world. In Malaysia, we have seen cases of trafficking for labour and sexual exploitation. We have seen Malaysian as well as foreign men, women, and children become victims of trafficking. It is for this reason that the Government of Malaysia continues to accord priority in the implementation of relevant and suitable programmes as well as initiatives to combat trafficking in persons.



As part of the Government's persistent effort and commitment to protect the vulnerable, to prosecute the perpetrators, and to create awareness among the general public, we conscientiously present our 3rd National Action Plan on Anti-Trafficking in Persons 2021-2025 (NAPTIP 3.0). It was improvised and strengthened by incorporating inputs from various stakeholders including Non-Governmental Organisations (NGOs), Civil Society Organisations (CSOs) and International Organisations (IOs) to combine with the Government's aspiration of a whole-of-nation approach in fighting this crime. Thank you to all who are involved in the development of NAPTIP 3.0.

NAPTIP 3.0 details the programmes and initiatives to be implemented by the various government agencies under the Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (MAPO) together with NGOs, CSOs, and IOs to combat trafficking in persons in Malaysia. Fundamentally, it sets the strategic direction and focus on efforts towards achieving the national aspiration to prevent and suppress the crime over the next five years. I sincerely hope that the NAPTIP 3.0 will steer Malaysia in the right direction in eliminating this heinous crime that has caused great suffering and injustice to the victims of trafficking in persons.

DATUK WAN AHMAD DAHLAN BIN HAJI ABDUL AZIZ

Secretary General, Ministry of Home Affairs

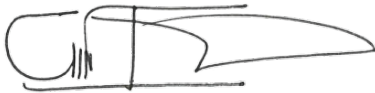
Chairman

Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants

HIGH LEVEL COMMITTEE (HLC) COUNCIL FOR ANTI-TRAFFICKING IN PERSONS AND ANTI-SMUGGLING OF MIGRANTS (MAPO)

NATIONAL ACTION PLAN ON ANTI-TRAFFICKING IN PERSONS (2021-2025): HLC MEMBERS SIGN OFF

We hereby affirm our support to fulfilling the efforts of the Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (MAPO) to combat trafficking in persons and endorse the National Action Plan on Anti-Trafficking in Persons (2021-2025) known as NAPTIP 3.0. We also hereby pledge the commitment of our respective Ministries to achieve the objectives and targets as underlined in the NAPTIP 3.0.



YB Dato' Seri Mohamed Azmin bin Ali
Senior Minister of International Trade and
Industry



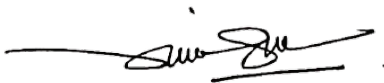
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Senior Minister of Defence



YB Datuk Seri Ir. Dr. Wee Ka Siong
Minister of Transport



**YB Datuk Seri Saravanan A/L
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YB Datuk Seri Rina binti Mohd Harun
Minister of Women, Family and
Community Development



YB Dato' Saifuddin bin Abdullah
Minister of Multimedia and
Communication



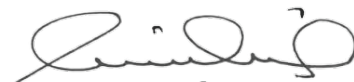
**YB Dato' Sri Reezal Merican bin
Naina Merican**
Minister of Youth and Sports



**YB Dato' Seri Hishammuddin bin Tun
Hussein**
Minister of Foreign Affairs



YB Datuk Seri Dr. Adham bin Baba
Minister of Health



YB Datuk Seri Takiyuddin bin Hassan
Minister in the Prime Minister's
Department (Parliament and Law)



YB Dato' Dr. Mohd Khairuddin bin Aman Razali
Minister for Plantation Industries and Commodities

ACKNOWLEDGEMENTS

The National Action Plan on Anti-Trafficking in Persons or NAPTIP 3.0 was developed through a collaborative, inclusive and consultative process, with the involvement of a wide range of stakeholders and individuals who have provided valuable input, comments and recommendations, resulting in a NAPTIP that is comprehensive, relevant and aligned with the country's collective commitment to combat trafficking in persons.

The Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (MAPO) would like to express its sincere appreciation to all parties who have contributed their efforts and provided support and guidance throughout the process of development and finalisation of the NAPTIP 3.0:

1.

The Technical Working Group for the NAPTIP 3.0 comprising of members from NSO MAPO, relevant government agencies, and representatives from local NGOs and international organisations that was responsible for conducting consultation sessions among various stakeholders, the development, review and finalisation of this document:

NSO MAPO > Syuhaida binti Abdul Wahab Zen, Ezwin Mizra bin Mahamad Zabri, Mohd. Fadhley bin Ali, Mohd Zahirie bin Mohd Dzahid, Aznee Salmie binti Ahmad, DSP Mohd Hadzwan bin Zulkefle, Dr. Ravi A/L Mahalingam, Nazuha binti Yusof, Lazuli Nambiar A/P Madavan, Diana Sim Siew Geok, Nadia Aimi binti Ab Wahab, Mohd Hafiz Lo bin Abdullah, Muhammad Fakrol Azwan bin Mohd Zin, Wan Nursuzila binti Wan Nordin, Nur Syahirah binti Mat Nain

MOHR > Norazian binti Jamaludin, Noor Haryantie binti Noor Sidin

MFWCD > Ajanis Anak Ba-i

Global Shepherds Bhd > Karen Tai Li Yen

Project Liber8 > New Su Shern

International Labour Organization (ILO) > Jodelen Mitra, Foo Yen Ne, Hairudin Masnin

United Nations Children's Fund (UNICEF) Malaysia > Lee Su-Anne

International Organization for Migration (IOM) > Hezrina Ibrahim, Joanne Chua

2.

Members from the MAPO Committees (Legislative Committee, Enforcement Committee, Victim Care and Protection Committee, Media and Publicity Committee, Special Committee to Oversee Forced Labour Issues) led by the Attorney General's Chambers (AGC); Royal Malaysia Police (RMP); Ministry of Women, Family and Community Development (MWFC); Ministry of Communications and Multimedia (KKMM); and Ministry of Human Resources (MOHR), for sharing of their technical knowledge and expertise.

3.

Participants from the NAPTIP consultation sessions who have provided constructive feedback and recommendations. Special thanks to those who have provided written feedback for the NAPTIP, namely, SUHAKAM; NGOs from the network called Joining Hands Against Modern Slavery (JHAMS) that includes Global Shepherds Bhd, Project Liber8, National Council of Women's Organisations (NCWO), Engender Consultancy, Stop Human Trafficking (SHUT), SUKA Society, Be My Protector, Yayasan Chow Kit (YCK); Tenaganita; and Earthworm Foundation.

4.

Sincere appreciation to the EU-UN Spotlight Initiative programme Safe and Fair: Realising Women Migrant Workers' Rights and Opportunities in the ASEAN Region (a joint programme of ILO, UN Women, UNODC), International Labour Organization (ILO), United Nations Children's Fund (UNICEF) Malaysia, and ASEAN-Australia Counter-Trafficking (ASEAN-ACT) for their extensive input and recommendations.

5.

Special thanks to the United States Department of Labor for their funding support which was provided through the ILO's *From Protocol to Practice: A Bridge to Global Action on Forced Labour* project.

6.

Special thanks to the European Union and UNICEF for their funding support which was provided through the *Protecting children affected by migration in South East, South, and Central Asia* project.

Last but not least, a wholehearted appreciation to all stakeholders from the government ministries, CSOs, international organisations and all parties who share the common goal in combating trafficking in persons, for the utmost commitment and continued support to work together towards seeing an end to trafficking in persons. NAPTIP 3.0 provides the platform for the stakeholders to come together and work collaboratively in a whole-of-nation approach in reaching the milestones which have been set over the coming five years.

ABBREVIATIONS

ACTIP ASEAN Convention Against Trafficking in Persons, Especially Women and Children	JIM Immigration Department of Malaysia (<i>Jabatan Imigresen Malaysia</i>)	NGHTI National Guidelines on Human Trafficking Indicators
AGC Attorney General's Chambers	JTK Department of Labour (<i>Jabatan Tenaga Kerja</i>)	NGO Non-Governmental Organisations
ASEAN Association of South East Asian Nations	KKMM Ministry of Communications and Multimedia (<i>Kementerian Komunikasi dan Multimedia Malaysia</i>)	NRM National Referral Mechanism
ATIP Anti-Trafficking in Persons	MAPO Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (<i>Majlis Antipemerdagangan Orang dan Antipenyeludupan Migran</i>)	NSO MAPO National Strategic Office to the Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants
ATIPSOM ACT Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act (Act 670)	MAPO Task Force MAPO Inter-Agency Task Force	PO Protection Order
BALI PROCESS Bali Process on People Smuggling, Trafficking in Persons and Related Transnational Crime	MITI Ministry of International Trade and Industry	RMP Royal Malaysia Police
CEDAW United Nations Convention on the Elimination of Discrimination against Women	MMEA Malaysian Maritime Enforcement Agency	SDG Sustainable Development Goals
CRC United Nations Convention on the Rights of the Child	MOE Ministry of Education	SOP Standard Operating Procedures
CSO Civil Society Organisations	MOH Ministry of Health	SUHAKAM Human Rights Commission of Malaysia
DPP Deputy Public Prosecutor	MOHA Ministry of Home Affairs	TIA Trauma-Informed Approach
HLC High Level Committee	MOHR Ministry of Human Resources	TIP Trafficking in Persons
IEC Information, Education, Communication	MOTAC Ministry of Tourism, Arts and Culture	TVET Technical and Vocational Educational Training
ILKAP Judicial and Legal Training Institute	MOU Memorandum of Understanding	UNICEF United Nations Children's Fund
ILO International Labour Organization	MOYS Ministry of Youth and Sports	UNODC United Nations Office on Drugs and Crime
IT Information Technology	MPIC Ministry of Plantation Industries and Commodities	UNTOC United Nations Convention Against Transnational Organised Crime
IOM International Organization for Migration	MWFCD Ministry of Women, Family and Community Development	UN Women United Nations Entity for Gender Equality and the Empowerment of Women
IPO Interim Protection Order	NAPTIP National Action Plan on Anti-Trafficking in Persons	VAS Victim Assistance Specialist

GLOSSARY

**MIGRANT
WORKER**

A person who migrates from one country to another (or who has migrated from one country to another) with a view of being employed other than on his or her own account, and includes any person regularly admitted as a migrant for employment. In the Malaysian context, the term covers both foreign temporary workers and Malaysian citizens working abroad.

**NATIONAL
REFERRAL
MECHANISM
(NRM)**

The National Referral Mechanism (NRM) for TIP is a mechanism for identifying and referring victims of TIP to protection and assistance accorded under the ATIPSOM Act to ensure that they receive the appropriate support. The NRM involves relevant public authorities, with support from civil society and other relevant parties particularly in victim care and protection.

**RESCUED
PERSONS**

Persons who have been rescued or removed from the suspected TIP situation but have yet to be officially identified as TIP victims.

**TRAUMA-
INFORMED
APPROACH
(TIA)**

In a trauma-informed approach, any person who interacts with a victim of violence takes into consideration that the victim may have experienced trauma and may be impacted as a result. This approach keeps an awareness of the prevalence and impact of trauma at the forefront of victim interaction and provision of support services, and integrates trauma knowledge into policies, procedures and practices to prevent the re-traumatisation of the victims.

**TRAFFICKED PERSONS /
TRAFFICKED VICTIMS /
VICTIMS OF TIP**

Used interchangeably to refer to persons who have been officially identified as victims of trafficking in persons.

**VICTIM-
CENTRED
APPROACH**

In a victim-centred approach, the needs and well-being of the victims of violence are at the forefront of any response or measures to ensure that victims are treated in a compassionate, non-discriminatory and non-judgmental manner. This approach seeks to minimise harm or re-victimisation that could potentially be experienced by the victims as they go through the criminal justice process by providing victim support and assistance, including measures to empower the victims as engaged participants in their case management and recovery process.

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SECTION 1.

INTRODUCTION

1.1 Background

Trafficking in persons (TIP) is one of the most serious crimes that denies people their human rights, dignity and freedom. It is a global crime from which criminals profit at the expense of their victims. Although more people are becoming aware of TIP, the crime persists. TIP is a complex crime and Malaysia is committed to protecting the vulnerable and taking action against traffickers. Effectively combating this issue will require the involvement of not only the federal government, but the states and federal territories as well. Cooperation between government and civil society, business, industries, and unions will also be the key to preventing TIP, investigating and prosecuting perpetrators, and protecting victims.

At the national level, Malaysia is guided by the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act known as the ATIPSOM Act (Act 670), which was established by the Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants, more commonly referred to in its Bahasa Malaysia acronym MAPO. Led by the Ministry of Home Affairs (MOHA), MAPO is responsible for preventing and combating TIP through the implementation of the ATIPSOM Act. The ATIPSOM Act is also in accordance with the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children (TIP Protocol), which seeks to prevent TIP, protect and assist TIP victims, and hold traffickers to account by strengthening cooperation both domestically and internationally.

The Government of Malaysia is committed to preventing and deterring TIP, investigating and prosecuting traffickers, and providing support to trafficked persons by protecting their human rights. This National Action Plan on Anti-Trafficking in Persons (2021-2025) (NAPTIP 3.0) builds on our past and current responses and commitment to ending this heinous crime. It sets out the strategic vision of Malaysia's response to TIP over the next five years, including its programme areas, objectives and activities. NAPTIP 3.0 is the third five-year national action plan and is a continuation of our efforts to strengthen the Government's anti-trafficking response from its previous two national action plans, which spanned over a period of ten years from 2010-2015 and 2016-2020. Recognising that a whole-of-nation approach is essential in eradicating TIP, this NAPTIP 3.0 was developed through a collaborative, inclusive and consultative process with various stakeholders, including government agencies, civil society organisations (CSOs) and international organisations.

1.2 Situation Analysis

Malaysia is known mainly as a transit and destination country for victims of TIP who are predominantly migrants, although locals are also trafficked internally and to some extent, abroad. Official data from the Immigration Department of Malaysia (JIM) shows that there were 1.98 million documented migrant workers employed in Malaysia as of September 2019. According to the World Bank, the unofficial estimate for the total of migrant workers in Malaysia is 5.5 million. The country's strategic geographical location and continued economic development are some of the key pull factors for the influx of migrant workers due to the huge demand for labour, particularly in labour intensive sectors such as plantations, construction, manufacturing and agriculture. There is also strong demand in the informal sectors, especially for domestic workers. These migrant workers are mainly from existing source countries within Asia, such as Bangladesh, Indonesia, Philippines, Nepal, Thailand, Viet Nam and India. Poverty and lack of economic opportunities in source countries are generally the primary push factors for migration. Although many migrate from their home countries voluntarily, migrants can become vulnerable to TIP and exploitation by means of fraud, deception, coercion, and abuse of positions of vulnerability. Many are trapped through a range of practices, such as restricted movement, contract violations, wage fraud, assault, threats of deportation, passport retention, and debt bondage often as a result of coercive or deceptive recruitment practices.

Although adults and children are vulnerable to TIP, the majority of the victims in Malaysia are adults who have been trafficked for labour and/or sexual exploitation. The most common forms of exploitation of women are sexual exploitation and forced labour such as for domestic work and other service sectors. Men are most commonly trafficked for forced labour to fill the demand in the labour intensive sectors, especially in the 3D jobs (dangerous, dirty and difficult) that are normally shunned by locals due to low wages and poor working environments. There have also been a few reported incidents of exploitation of children for street begging and street hawking. The clandestine nature of TIP makes it challenging to understand the true nature and extent of TIP both domestically and globally.

1.3 EXISTING NATIONAL RESPONSE

The current national responses against TIP where the Government has made significant efforts include, amongst others, the review and strengthening of legal and policy frameworks, establishment and improvement of certain structures and systems, strengthening of collaborative partnerships, and the implementation of a number of capacity building programmes and prevention activities, all of which are in line with the objectives and goals of the corresponding NAPTIP (2016–2020). Some of the key measures undertaken to date are highlighted below.

1.3.1 Review And Strengthening Of Legal And Policy Frameworks

The Government remains committed to review and strengthen the ATIPSOM Act to ensure the effectiveness of the legal and regulatory framework to counter TIP and protect the victims of the crime. During the previous amendment of the ATIPSOM Act, there were three major regulations that had been introduced. Firstly was the permission to move freely and also to work (on 4 May 2016), secondly, the release of trafficked persons (with effect on 4 May 2016) and finally, the payment of allowances to trafficked persons (with effect on 1 March 2017).

The Standard Operating Procedures (SOPs) for enforcement and prosecution were developed in 2013. These SOPs have been reviewed, endorsed and circulated to relevant agencies. The SOP for enforcement also includes the indicators based on the National Guidelines on Human Trafficking Indicators (NGHTI). NSO MAPO and related agencies are currently harmonising the SOP for prosecution and SOP for protection which also incorporate the NGHTI as an important element in the victim identification process.

In 2019, MAPO convened a review of the ATIPSOM Act and held consultation sessions with various stakeholders to address gaps and areas for improvement in the legislation. Following the review process, MAPO produced a bill for the amendments to the ATIPSOM Act. During the same period, the Ministry of Human Resources (MOHR) revealed plans for the review of the Employment Act of 1955 to stay relevant to the current needs of the labour market. One of the main considerations for updating the existing Employment Act is to address some issues relating to forced labour as a measure to reduce the number of cases. The MOHR also engaged the ILO to provide technical support in the development of the National Action Plan on Forced Labour and the National Action Plan on Child Labour. In December 2019, through a consultative process led by MAPO with government agencies, CSOs and international organisations, the National Guidelines on Human Trafficking Indicators (NGHTI) was developed to provide a standard set of definitions and indicators.

This is in line with Article 14 of the ASEAN Convention Against Trafficking in Persons, Especially Women and Children (ACTIP), which Malaysia ratified in 2017. ACTIP calls for each Party “to establish national guidelines or procedures for the proper identification of victims of trafficking in persons, and where appropriate, may collaborate with relevant non-governmental victim assistance organisations.” The NGHTI forms part of the enforcement agencies’ SOP and will assist them in their victim identification efforts. The NGHTI will also provide more clarity for NGOs working on TIP issues and the general public in helping to identify and report on suspected TIP activities.

1.3.2 Establishment And Improvement Of Structures And Systems

The amendments to the ATIPSOM Act in 2015, which enhanced the benefits available to victims by giving them the permission to move freely and work as well as to receive compensation, came into force in May 2016. The amended ATIPSOM Act widened the roles for NGOs in the protection of trafficked persons where they can be appointed as Protection Officers and provide shelter services to trafficked victims. In March 2017, MAPO with the support of the Ministry of Women, Family and Community Development (MWFCDD) conducted a recruitment process and subsequently appointed and trained 12 NGO Protection Officers from five NGOs. In July 2017, the Minister of Home Affairs declared three NGO shelters as places of refuge for trafficked victims and provided funding support. A new government shelter was opened in Kelantan in April 2019 for female TIP victims in the eastern region. The Government intends to support greater NGO involvement, particularly in the provision of shelter services for TIP victims.

A major milestone in the country's fight against TIP was the establishment of the Anti-Trafficking in Persons Sessions Court in Klang, Selangor in March 2018. This was a positive step undertaken by the Government to ensure that TIP cases are expedited and that victims are able to seek justice. To ensure the quality of justice for TIP cases at the special court, judges appointed to preside over the cases must have more than 25 years' of experience. In addition, there are two designated Deputy Public Prosecutors (DPP) in each state to specifically prosecute TIP cases.

In 2017, to further strengthen its enforcement efforts to curb TIP, the Government established the MAPO Inter-Agency Task Force (MAPO Task Force). The MAPO Task Force is further enhanced with the inclusion of the Victim Assistance Specialist (VAS) unit to provide a more comprehensive multi-disciplinary response to TIP cases. As a response to the allegations of forced labour in various sectors, beginning from 2019, the MOHR and Department of Labour (JTK) established six task force committees in law compliance and labour policy. The targeted sectors were the rubber industry, construction, furniture, restaurants and cleaning, plantations as well as electrics and electronics to eradicate forced labour throughout the supply chains. The membership of these task force committees are composed of representatives of government agencies, employers and industries.

1.3.3 Improvement Of Protection Mechanisms

One of the more significant improvements in victim support services was the establishment of the Victim Assistance Specialist (VAS) 12-month pilot project in March 2019. Two VASs were appointed for the pilot project, with one VAS from the Policy and Strategic Planning Division, MWFCDD, and the other from an NGO that runs a shelter for TIP victims. The main objectives of the VAS programme were to improve support services by assisting victims from the point of rescue, through the process of the criminal justice system and right up to repatriation, as well as to assist the enforcement officers and prosecutors in victim engagement and communication. During the 12-month pilot project, the two VASs provided support services to a total of 72 victims. The pilot project received positive responses from the enforcement officers and prosecution. Feedback from victims was also positive as they found that having the VAS engaging with them regularly and providing them with updates on their cases gave them a sense of assurance and comfort. With the positive responses, the VAS programme has been

extended by another two years until March 2022. MAPO is committed to expanding the VAS programme by increasing the number of VASs, aiming to put a VAS in each geographical zone to provide support to victims as well as to enforcement officers and prosecutors over the next five years.

In March 2019, the Government collaborated with the Manpower Department, MOHR and Ministry of Youth and Sports (MOYS) to pilot a Technical and Vocational Educational Training (TVET) project for TIP victims. This project offers TIP victims the opportunity to take up courses in nine programme areas offering basic skills training in the English language, computing, handphone repairing, photography, multimedia applications, printing, automotive and car servicing, air condition servicing and makeup classes. These courses are offered either in the shelters or at the nearest government training institute, where available. Upon completion of the programme, victims receive a certificate of completion.

Another significant effort taken by the Victim Care and Protection Committee is the pilot project on the segregation of victims according to their court order, that is Interim Protection Order (IPO) and Protection Order (PO) in a separate shelter. This is aimed for a more centric and focused intervention according to the group. Child victims below 18 years old are now allowed to stay with the mother in the same shelter.

1.3.4 Strengthening Of Collaborative Partnerships

It was a historical moment for MAPO and for government-CSO partnerships when MAPO collaborated with a network of Malaysian CSOs called JHAMS (Joining Hands Against Modern Slavery) to organise the inaugural national conference on anti-trafficking in persons in August 2019. The two-day conference saw a total of almost 400 participants from across various sectors actively engaged in rich conversations and in-depth discussions on TIP issues. From the outcome of the national conference came concrete recommendations and inputs for the third NAPTIP. The national conference also opened up opportunities for networking and for further partnerships and collaboration on anti-TIP projects and initiatives, which included the NGHTI, amendments to the ATIPSOM Act, and the drafting of the third NAPTIP.

Besides domestic collaboration and partnerships, the Government consistently engages with other governments such as Australia and the United States on anti-trafficking issues especially regarding victim protection, enforcement and prosecution. The Government also engages with international organisations such as the International Labour Organization (ILO), International Organization for Migration (IOM), United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), United Nations Office on Drugs and Crime (UNODC) and United Nations Children's Fund (UNICEF) in aspects of victim identification, victim care and protection, and capacity building programmes involving law enforcement, prosecutors, judges, and protection officers. The Government is also an active member in the Bali Process which it uses as one of the platforms to guide policies on addressing TIP.

Further cementing the country's stance on partnership and collaboration in fighting against TIP, Malaysia ratified the ASEAN Convention Against Trafficking in Persons, Especially Women and Children (ACTIP) in September 2017. This ratification also signifies Malaysia's solidarity with its ASEAN neighbours and commitment to its international obligations on anti-TIP.

The Government also continues to strengthen bilateral cooperation with source countries particularly in protecting the rights of workers, areas of enforcement, prosecuting trafficking cases, and victim protection. The Government has entered into bilateral agreements with source countries such as Nepal, Sri Lanka, Cambodia and Viet Nam to protect the rights of workers. The Government will continue to explore government-to-government partnerships and explore possibilities with source countries on anti-TIP measures and structured framework.

1.3.5 Implementation Of Capacity Building Programmes And Prevention Activities

The Government is steadfast in its commitment to enhance the capacity of its frontline officials, including police, immigration, labour inspectors, and prosecutors to respond effectively to TIP cases. Besides internal capacity building sessions by the respective agencies, training sessions are also organised annually in collaboration with international agencies and relevant NGOs on topics such as victim identification, investigation methods on TIP, and Trauma-Informed Approach (TIA). For example, one of the more significant capacity building projects in 2019 was the Judicial and Legal Training Institute (ILKAP) collaboration with the ILO on a project named “From Protocol to Practice: A Bridge to Global Action on Forced Labour” to develop the Facilitator and Training of Trainer (ToT) manuals on Forced Labour Training for judges, prosecutors and legal aid practitioners to build their knowledge and skills in hearing forced labour cases. With the assistance from the United States Department of Justice, two judicial dialogue sessions on anti-TIP were organised involving 18 judges to improve their skills on hearing TIP cases and to deepen their knowledge on trauma and the impact on TIP victims. MAPO and ILO have also produced a training manual for Malaysian law enforcers on TIP and forced labour, to be delivered via e-learning format in 2021. MOHR and ILO also collaborated on a training programme for the labour inspectors on “Forced Labour, Child Labour and Gender-Based Violence and Harassment at the Workplace”.

The MWFCF regularly organises capacity building sessions for support personnel, including NGOs involved in victim care and protection. The Ministry also collaborates with international organisations and NGOs in providing training on victim care and protection as well as in organising awareness-raising events on TIP. IOM provided capacity building on Victim Identification and Interviewing Skills for enforcement officers and training on Sensitisation for Protection Officers.

MAPO, through its Media and Publicity Committee, has been actively producing and airing numerous public service radio broadcasts, television segments, Information On Wheels (IOW), billboards and banners to raise awareness on TIP issues and to promote the Government's collective efforts in combating this crime. The Government continued to provide banners and other signages at the airports in several languages to help raise awareness and educate migrant workers about TIP and their rights in Malaysia.

1.4 The Need for NAPTIP 3.0

TIP is a complex phenomenon which requires the concerted efforts of multiple stakeholders including the government, CSOs, international organisations and civil society at large. A comprehensive national action plan is necessary for a shared understanding and a coordinated response among the various stakeholders in the implementation of anti-TIP measures.

The NAPTIP 3.0 provides a strategic framework for Malaysia's response to TIP over the five years from 2021 to 2025. It is envisaged to be a platform for national dialogue and multi-stakeholder collaboration. It is a means to demonstrate the country's commitment to the elimination of TIP as a national priority. As a strategic planning tool, it acts as a mechanism for priority setting, policy decisions and resource allocation. The NAPTIP 3.0 is essential for a stronger implementation of laws and policies and is also a mechanism for prevention. It provides guidance on the roles and responsibilities for all stakeholders, promoting a cooperative and integrated response among stakeholders. It stimulates improved performance and “learning by doing”.

Central to the NAPTIP 3.0 is the foundational principle that each person is entitled to their freedom, dignity and human rights. All are obligated to work together collectively as a nation to prevent TIP, which robs the victims of their dignity and basic rights as a human being. The NAPTIP 3.0 was developed to set a clear direction towards preventing TIP and protecting and restoring the rights of the victims.

SECTION 2.

INSTITUTIONAL FRAMEWORK

2.1 Council for Anti-Trafficking in Persons and Anti-Smuggling Of Migrants (MAPO)

The ATIPSOM Act places the responsibility for coordinating the implementation of the Act and formulating policies on anti-TIP on the Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (MAPO), which is headed by the Minister of Home Affairs. The Council is commonly referred to by its acronym in Bahasa Malaysia which is MAPO (*Majlis Antipemerdagangan Orang dan Antipenyeludupan Migran*).

2.1.1 Establishment And Membership Of MAPO

MAPO was established in 2008 with the enactment of the ATIPSOM Act in 2007. Following the amendments of the ATIPSOM Act in 2015, the membership of MAPO has expanded to include representatives from more ministries. MAPO consists of senior officials from various government ministries and agencies that are responsible for combating TIP and the smuggling of migrants, and also includes representatives from the NGOs and other relevant organisations with expertise related to anti-TIP issues.

MAPO is responsible for the development and implementation of the NAPTIP. To support MAPO in this, it has formed several committees to focus on particular issues, namely the Legislative Committee led by the Attorney-General's Chambers (AGC); the Enforcement Committee led by the Royal Malaysia Police (RMP); the Victim Care and Protection Committee led by the Ministry of Women, Family and Community Development (MWFCD); the Special Committee to Oversee Forced Labour Issues led by the Ministry of Human Resources (MOHR); and the Media and Publicity Committee led by the Ministry of Communications and Multimedia (KKMM). For NAPTIP 3.0, an additional committee on Monitoring and Evaluation will be formed.

The National Strategic Office to MAPO (NSO MAPO) will lead the Monitoring and Evaluation Committee on behalf of MAPO. The existing national set-up to address TIP has been strengthened with the inclusion of new ministries and agencies as members. The ongoing commitment of MAPO, as well as the High Level Committee (HLC) MAPO comprising of relevant Ministers, is demonstrated by the regular meetings held for discussions and decision making in regards to the country's anti-TIP responses and policies.

Diagram for the Structure of MAPO

COUNCIL FOR ANTI-TRAFFICKING IN PERSONS AND ANTI-SMUGGLING OF MIGRANTS Membership Structure



2.1.2 Roles and Functions of MAPO

Section 7 of the ATIPSOM Act provides for the functions and powers of MAPO. Among the key roles and functions of MAPO are:

i)

Formulate and oversee the implementation of a national action plan on the prevention and suppression of trafficking in persons including the support and protection of trafficked persons;

ii)

Make recommendations to the Minister on all aspects of prevention and suppression of trafficking in persons;

iii)

Monitor the immigration and emigration patterns in Malaysia for evidence of trafficking and to secure the prompt response of the relevant government agencies or bodies and non-governmental organisations to problems on trafficking in persons brought to their attention;

iv)

Coordinate the formulation of policies and monitor its implementation on issues of trafficking in persons with relevant government agencies or bodies and non-governmental organisations;

v)

Formulate and coordinate measures to inform and educate the public, including potential trafficked persons, on the causes and consequences of trafficking in persons;

vi)

Cooperate and coordinate with international bodies and other similar regional bodies or committees in relation to the problems and issues of trafficking in persons including support and protection of trafficked persons;

vii)

Advise the government on issues of trafficking in persons including developments at the international level against the act and offence of trafficking in persons;

viii)

Collect and collate data and information, and authorise research, in relation to the prevention and suppression of trafficking in persons; and

ix)

Perform any other functions as directed by the Minister for the proper implementation of the Act.

2.1.3 High Level Committee (HLC) MAPO

The 2015 amendment in the ATIPSOM Act (Act 670) included a provision for the establishment of a High Level Committee (HLC) MAPO consisting of the Ministers of the Ministries who are represented on MAPO. The HLC is chaired by the Minister of Home Affairs. The function of the HLC is to deliberate and decide on the recommendations made by MAPO.

2.2 National Strategic Office to the Council for Anti-Trafficking in Persons and Anti-Smuggling of Migrants (NSO MAPO)

The NSO MAPO is administrated within the Ministry of Home Affairs (MOHA) in performing the functions and powers as described in Section 7 of the ATIPSOM Act and to assist MAPO as the coordinator for the implementation of the Act.

NSO MAPO's main objectives are to lead and coordinate continuous improvement of the Government's initiatives in combating the crimes of TIP and smuggling of migrants at the domestic and international levels and to implement and coordinate national security policies and programmes relating to TIP and smuggling of migrants on behalf of the HLC and MAPO.

NSO MAPO also acts as the secretariat for MAPO meetings and other meetings related to MAPO as well as to coordinate capacity building programmes or trainings for the committees under MAPO. In addition, it also coordinates international cooperation and issues related to TIP and smuggling of migrants. This international cooperation includes multilateral, bilateral and regional cooperation in the South East Asian region.

2.3 MAPO Inter-Agency Task Force (MAPO Task Force)

To galvanise coordinated anti-TIP operations, the MAPO Inter-Agency Task Force (MAPO Task Force) was established in 2017 with the support from the UNODC, the United States Department of Justice (DOJ), the United States Department of State and the United States embassy in Kuala Lumpur. The MAPO Task Force is currently comprised of personnel from the Royal Malaysia Police (RMP), Immigration Department of Malaysia (JIM), Royal Malaysian Customs Department, Malaysian Maritime Enforcement Agency (MMEA), the Department of Labour Peninsular Malaysia (JTKSM) under the Ministry of Human Resources (MOHR), Attorney-General's Chambers (AGC) and the Victim Assistance Specialist (VAS) unit. Its main objective is to eradicate TIP and the smuggling of migrants as well as to strengthen coordination and cooperation amongst the enforcement agencies for a more integrated and effective approach in combating TIP. The MAPO Task Force initially had a six-month mandate but has since been extended until 2022.

SECTION 3.

LEGISLATIVE FRAMEWORK

3.1 National Level

The Federal Constitution is the supreme law of the land in Malaysia. While it prohibits slavery and forced labour, there is no specific provision relating to TIP. Malaysia enacted the Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007 (Act 670) (ATIPSOM Act) in July 2007, pursuant to the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention Against Transnational Organized Crime (TIP Protocol). The ATIPSOM Act came into force in February 2008 and is the specific legislation that addresses TIP. Since coming into force, the Act was amended twice in 2010 and in 2015 to further strengthen the legal mechanism relating to TIP.

The constitutive elements of the crime of TIP i.e. the acts, means and purpose are provided in the ATIPSOM Act. Exploitation is defined in ATIPSOM Act as:

“all forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude, any illegal activity or the removal of human organs.”

The ATIPSOM Act provides for the powers of the enforcement officers in investigation and arrest and makes provision for the care and protection of trafficked persons, including the appointment of Protection Officers and declaration of place of refuge. The 2015 amendment to the ATIPSOM Act allows for NGOs to be involved in victim care and protection as Protection Officers and to run shelter homes for TIP victims. A new provision added in 2015 also enables trafficked persons to be given the permission by MAPO to move freely or to work. In 2019 until early 2020, MAPO initiated and participated in several consultation sessions with various stakeholders including government agencies, CSOs, international organisations, representatives from the legal fraternity, and the human rights statutory body, to review the ATIPSOM Act to identify and address gaps in the legislative framework. Following several rounds of consultation and taking in the feedback from the stakeholders, MAPO proposed a bill for the third amendment to the ATIPSOM Act. At the date of writing, the bill has yet to be approved. Amongst the key amendments proposed are in the redefinition of “trafficking in persons”, the removal of the definition of “coercion” as the only critical element in determining TIP cases, providing stiffer penalties including aggravating factors and increasing the number of NGO representatives.

While the ATIPSOM Act is the primary piece of legislation that governs the issues pertaining to TIP, there are also various other domestic legal frameworks which are relevant to TIP and need to be considered, including, inter alia, the following:

i) Penal Code (Act 574)

The Penal Code has provisions which may be invoked to prosecute TIP or TIP-related offences. Sections 359 to 374 of the Penal Code deal with the criminal activities of kidnapping, abduction, slavery and forced labour. Sections 359 to 369 impose penalties of imprisonment and/or fine for acts such as kidnapping of a person, woman or child for the purposes of murder, confinement, forced marriage, causing grievous hurt, slavery, illicit intercourse or prostitution. Section 370 prohibits the buying or disposing of any persons as a slave which carries a penalty of up to seven years imprisonment and fine, while Section 371 imposes a higher penalty of up to 20 years imprisonment and fine for habitual dealing in slaves. Section 372 criminalises the exploitation of any person for the purposes of prostitution and prohibits the living on or trading in prostitution. Section 374, imposes penalties of imprisonment and/or fine for anyone who unlawfully compels any person to labour against the will of that person.

ii) Employment Act 1955 (Act 265)

The Employment Act 1955 is the fundamental employment legislation in Malaysia. It contains minimum labour protection standards in relation to matters such as working conditions, hours, wages, holidays and retrenchment benefits. There are provisions in the Employment Act which deal with issues that are considered as indicators of forced labour such as contract substitution, excessive work hours, unlawful deductions and withholding of wages. It is under the purview of the MOHR and confers enforcement powers to the Director General of Labour, Department of Labour. Section 65 provides for the powers of inspection and inquiry whereby the Director General has the power to enter any place of employment at any time without prior notice where he has reasonable grounds for believing that employees are employed and to inspect any premises and make any inquiry which he considers necessary.

MOHR has embarked on a review process in collaboration with international agencies, industry stakeholders, CSOs and other interested parties to amend the Employment Act to ensure better protection to all workers and address issues of forced labour.

iii) Private Employment Agencies Act 1981 (Act 246)

Private recruitment agencies are regulated under the Private Employment Agencies Act. This Act was amended in 2017 which provides strict liability to employment agencies to adhere to the laws by imposing bonds according to their respective license of recruitment. The past convictions of middlemen or agents on TIP or forced labour will be considered when granting licenses. If the private employment agencies are found to be involved in trafficking in persons and forced labour activities, their license will be revoked or suspended. A cap is also imposed on allowable placement fees imposed on migrant workers at no more than one month of basic wages.

iv) The Workers' Minimum Standard of Housing and Amenities Act 1990 (Act 446)

The Workers' Minimum Standards of Housing and Amenities Act 1990 (Act 446) which was previously only applicable to the plantation and mining sector was amended in 2019 to expand coverage to all employment sectors providing housing and accommodation for workers. The amendment of the Act 446 was enforced beginning 1 June 2020 and its enforcement activities was carried out from 1 September 2020 which is applicable to Peninsular Malaysia and Federal Territory of Labuan. In February 2021, the application of this Act is extended to Sabah and Sarawak.

The regulations under the Act outline the very minimum standards that must be met in the employer-provided accommodation or accommodation provided by centralised accommodation providers, whether the employees are housed in a dormitory or not, such as a single bed, a mattress at least four inches thick, a pillow and a blanket as well as a personal locker for each employee. The Government stressed that these are not to be shared among the employees.

The Act also stipulates the need for the employers to obtain a Certificate of Accommodation from the Director General of Labour, Department of Labour to accommodate the employees in the premises. Providing accommodation to employees without a Certificate for Accommodation is an offence, for which an employer who does so, can be punished with a maximum fine of RM50,000 while a centralised accommodation provider who commits the offence faces a maximum RM50,000 fine or maximum one-year jail term or both.

v) The Minimum Wage Order 2020

The Minimum Wage Order 2020 was gazetted on 10 January 2020 and came into operation on 1 February 2020. The 2020 Order stipulates two different sets of minimum wage rates based on place of employment in line with the cost of living.

For an employee whose place of employment is in any of the 16 City Council areas or the 40 Municipal Council areas specified in the Schedule to the 2020 Order, the minimum wage is 1,200 Malaysian Ringgit per month and in other locations it is 1,100 Malaysian Ringgit per month.

The minimum wage rates specified in the 2020 order do not apply to a 'domestic servant' as defined in subsection 2(1) of the Employment Act 1955, subsection 2(1) of the Sabah Labour Ordinance (Cap. 67) or subsection 2(1) of the Sarawak Labour Ordinance (Cap. 76).

vi) Immigration Act 1959 / 1963 (Act 155)

The main legislation governing Malaysia's border control and security is the Immigration Act 1959/1963. The law governs the admission into and departure from Malaysia, the procedures of entry and removal, entry permits and renewals, determination of legal status, offenses and special provisions for East Malaysia. The Act penalises foreigners for illegal entry into the country. It also covers the issuance of employment passes for migrant workers, hence, enforcement and offences thereof are dealt under the Immigration Act. Under Section 55B, employing a person who is not in possession of a valid pass and 56(1)(d) any person harbouring illegal immigrants could be subjected to a fine and/or imprisonment, and could be subjected to whipping if found to have employed more than five illegal immigrants. Section 55E imposes a fine and/or imprisonment on a company supervisor or manager who has direct interest or control in allowing illegal immigrants to enter or stay in the premises of the company.

vii) Passports Act 1966 (Act 150)

Section 12 of the Passports Act criminalises the withholding of passports. It provides that any persons who withholds the passport or internal travel document of another person without lawful authority may be sentenced to a fine of not more than 10,000 Malaysian Ringgit and/or imprisonment of a maximum of five years.

viii) Child Act 2001 (Act 611) and Other Relevant Laws Relating to Children

The Child Act 2001 protects children's rights and defines a child as anyone below 18 years of age in line with the Convention on the Rights of Children (CRC) by the United Nations. The Child Act 2001 is the primary Act that governs care, protection, and rehabilitation of all children in Malaysia, and has mechanisms that allow for the State to intervene and provide care and protection for children who are in need and at-risk. Section 43 sets out offences relating to the sexual exploitation of children. Part VIII of the Act relates to trafficking in and abduction of children and outlines offences such as the unlawful transfer of possession, custody or control of a child (Section 48) and importation of a child by false pretences (Section 49) and the respective penalties.

Other relevant laws supporting the Child Act 2001 include: (a) the Age of Majority Act 1971 (Act 21) which identifies the age of majority as 18; (b) the Sexual Offences Against Children Act 2017 (Act 792) which criminalises grooming and other sexual offences and (c) the Evidence of Child Witness Act 2007 (Act 676) which makes provisions relating to the giving of evidence by child witnesses and other related matters. Specific regulations pertaining to child labour are found in the labour laws at the state level which provide for limited employment of children in certain sectors and under certain conditions. In Peninsular Malaysia, the employment of children and young persons is governed by the Children and Young Persons (Employment) Act 1966 (Act 350) whilst in Sabah and Sarawak, it is governed by the Sabah Labour Ordinance (Cap. 67) and Sarawak Labour Ordinance (Cap. 76), respectively.

ix) Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001 (Act 613)

The inclusion of offences under the ATIPSOM Act as predicate offences under the Second Schedule of the Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001 (AMLATFPUAA) in 2009 enables the reporting institutions (RIs) under the AMLATFPUAA to report suspicious transactions related to the activities of TIP.



3.2

INTERNATIONAL AND REGIONAL LEVEL

3.2.1 International Level

Malaysia is a Party to the two main international instruments directly related to TIP:

i) United Nations Convention against Transnational Organized Crime (UNTOC)

This is the main international instrument in the fight against transnational organised crime. Malaysia signed the Organized Crime Convention on 26 September 2002 and ratified it on 24 September 2004. UNTOC recognises that organised criminal groups behind various forms and manifestations of crime, including TIP, should be the target of criminal justice systems. Its purpose is to promote cooperation to prevent and combat transnational organised crime more effectively.

ii) Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (TIP Protocol)

This is the primary and most influential international instrument on TIP. Malaysia acceded to the TIP Protocol on 26 February 2009. The TIP Protocol requires States Parties to criminalise TIP as defined in that instrument.

The term “trafficking in persons” is defined by Article 3(a) of the TIP Protocol:

“Trafficking in Persons” shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.

Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

Malaysia’s ATIPSOM Act adopts a similar TIP definition. The provisions in the ATIPSOM Act are guided by the requirements as set out in the TIP Protocol, or what it is commonly known as the Palermo Protocol.

Malaysia’s anti-TIP responses are also guided by other international instruments which are relevant to TIP, which include the following:

i) Sustainable Development Goals (SDGs)

Malaysia adopted the Sustainable Development Goals (SDGs) as a response to the universal call to action to address the global challenges faced such as poverty, inequality, peace and justice to achieve a better and more sustainable future for all. The SDGs have therefore been aligned to the New Economic Model and the Eleventh Malaysia Plan 2016-2020 which aimed to ensure that no section of society is left behind in the country’s development. The following SDG targets are relevant to the country’s efforts in combating TIP:

- Target 5.2** > Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
- Target 8.7** > Take immediate and effective measures to eradicate forced labour, end modern slavery and TIP and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.
- Target 10.7** > Facilitate orderly, safe, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies;
- Target 16.2** > End abuse, exploitation, trafficking and all forms of violence against and torture of children.

ii) United Nations Convention on the Elimination of Discrimination against Women (CEDAW)

Malaysia is a State Party to the Convention on the Elimination of Discrimination against Women (CEDAW) which it acceded to in 1995. Under Article 6 of CEDAW, "States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women."

iii) United Nations Convention on the Rights of the Child (CRC)

Malaysia is a State Party to the Convention on the Rights of the Child (CRC), ratified in 1995. The Child Act was founded on the principles of the CRC, and underscores Malaysia's commitment in providing for care, protection and rehabilitation of every child without discrimination as to race, colour, sex, language, religion, social origin or physical, mental or emotional disabilities or any other status. Articles 32, 34, 35 and 36 of the CRC require States Parties to protect children from economic, sexual exploitation and other forms of exploitation that will harm the child's welfare and to take appropriate measures to prevent such exploitations including the abduction, sale of or traffic in children.

iv) United Nations Optional Protocol to the CRC on the Sale of Children, Child Prostitution and Child Pornography

Malaysia is also a State Party to the Optional Protocol to the CRC on the sale of children, child prostitution and child pornography, ratified in 2012. The Optional Protocol on the sale of children, child prostitution and child pornography draws attention to the criminalisation of these grave violations of children's rights and highlights the importance of increased public awareness and international cooperation to combat these crimes. It aims to strengthen implementation of the CRC by enhancing efforts to end the sexual exploitation and abuse of children and also protects children from being sold for non-sexual purposes, including other forms of forced labour, illegal adoption and organ donation.

v) International Labour Organization (ILO) Convention 29 on Forced Labour (1930), Forced Labour Protocol and International Labour Organization (ILO) Convention 182 on the Worst Forms of Child Labour (1999)

Malaysia ratified the International Labour Organization (ILO) Convention 29 on Forced Labour (1930) in November 1957. A specific definition of forced labour is contained in ILO convention 29 on Forced Labour (1930) (art. 2) as all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily. This definition was adopted in 1930 and still constitutes the most widely accepted definition. It was reaffirmed through the adoption of the Forced Labour Protocol to Convention 29 (P29) in 2014.

Malaysia ratified the International Labour Organization (ILO) Convention 182 on the Worst Forms of Child Labour (1999) in November 2000. Using children for the purpose of forced labour and/or child trafficking for labour exploitation, is, in addition to being forced labour and/or TIP in and of itself, also defined as a worst form of child labour under ILO Convention 182. Other worst forms of child labour include the use of children for illicit activities, for armed conflict, commercial sexual exploitation of children and engaging children below 18 years of age in hazardous work.

The Forced Labour Protocol reaffirms the definition of forced labour contained in Convention No. 29 and provides clear link between TIP and forced labour. It sets out means to prevent forced labour, protect victims and provide access to legal remedies, punish perpetrators, and strengthen partnerships among key stakeholders. The elimination of forced labour and child labour is integral in the response to combat TIP.

The NAP TIP 3.0 sets as one of its strategic goals to specifically focus on combating labour trafficking and child trafficking. Measures will be implemented to address labour trafficking and child trafficking, including related issues of forced labour and hazardous child labour.

3.2.2 Regional Level

At the regional level, Malaysia is a signatory to the ASEAN Convention Against Trafficking in Persons, Especially Women and Children (ACTIP) and is actively involved in the Bali Process.

i) ASEAN Convention Against Trafficking in Persons, Especially Women and Children (ACTIP)

The ACTIP was signed in November 2015 in Kuala Lumpur during Malaysia's ASEAN chairmanship and entered into force in six ASEAN Member States, including Malaysia, in 2017. Prior to the ratification of the legally-binding ACTIP, a regional approach to TIP within ASEAN had already been established as a result of the adoption of the ASEAN Declaration Against Trafficking in Persons, Especially Women and Children (ASEAN Trafficking Declaration) in November 2004, the ASEAN Charter in November 2007 and the ASEAN Human Rights Declaration in November 2012. The ACTIP is a manifestation of ASEAN's continued resolve to combat TIP, provide effective safeguards and protection to TIP victims, and further strengthen cooperation and collaboration among the ASEAN Member States.

ii) ASEAN Declaration on the Protection and Promotion on the Rights of Migrant Workers

At a regional level, the ASEAN Declaration on the Protection and Promotion on the Rights of Migrant Workers was inked during the 12th ASEAN Summit on 13th January 2007 in Cebu, the Philippines by the ASEAN Leaders. The Declaration mandates ASEAN countries to promote fair and appropriate employment protection, payment of wages, and adequate access to decent working and living conditions for migrant workers. Pursuant to this Declaration, the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers was adopted in 14th November 2017, calling for a greater regional cooperation to enhance the protection and promotion of rights of migrant workers. By adopting this consensus, Malaysia recognises the rights of migrant workers, subject to national laws, regulations, and policies in terms of safe and fair recruitment, access to justice, freedom of association and rights at work.

iii) ASEAN Roadmap for the Elimination of the Worst Forms of Child Labour

At the regional level, the ASEAN Member States through the Senior Labour Officials have developed and revised "ASEAN Roadmap for the Elimination of the Worst Forms of Child Labour by 2025". The Roadmap aims to guide ASEAN to collectively support its Member States in its effort, as well as the global movement against child labour. The Roadmap consists of specific measures with timeframe and a checklist for self-monitoring of progress.

iv) ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC)

Malaysia will continue to strengthen its capacity and contribute actively to the work of ASEAN sectoral bodies such as the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC) and the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW). Malaysia is also a strong proponent for anti-TIP through its involvement in the ASEAN Ministerial Meeting on Transnational Crimes.

The ACWC has developed the Practitioners' Model Implementation Toolkit for the ACWC Regional Guidelines and Procedures to Address the Needs of Victims of Trafficking in Persons (Model Toolkit), which was launched in 2019. The Model Toolkit is explicitly aimed at supporting progression in the response to TIP from 'principle' to 'practice'.

v) ASEAN Intergovernmental Commission on Human Rights (AICHR)

Malaysia has always been at the forefront in efforts to promote and protect human rights at the regional level, particularly within ASEAN. Malaysia participates actively at the ASEAN Intergovernmental Commission on Human Rights (AICHR) that promotes and protects human rights and fundamental freedoms in ASEAN. Malaysia will continue to deepen its efforts in mainstreaming human rights across AICHR's sectoral bodies and the three pillars of ASEAN.

vi) Bali Process on People Smuggling, Trafficking in Persons and Related Transnational Crime (Bali Process)

The Bali Process on People Smuggling, Trafficking in Persons and Related Transnational Crime (Bali Process) was established in 2002. It is a voluntary and non-binding process co-chaired by Indonesia and Australia and led at ministerial level by the Foreign Ministers of both countries, in consultation with the Steering Group and the Ad Hoc Group (AHG). It is primarily a forum for policy dialogue, information-sharing and capacity building. Malaysia plays an active role within the Bali Process by making positive contributions, including through its various Working Groups, such as the Task Force on Planning and Preparedness (TFPP), the Technical Experts Group on Returns and Reintegration (TEGRR), the Working Group on the Disruption of People Smuggling and Trafficking in Persons Networks, and the Working Group on Trafficking in Persons.

SECTION 4.

THE NATIONAL ACTION PLAN ON ANTI-TRAFFICKING IN PERSONS

4.1 Vision

The vision is a collective national commitment to eliminate trafficking in persons in Malaysia where justice, dignity and rights for all will prevail and no one is subjected to this heinous crime.

4.2 Guiding Principles

Five principles serve as the fundamental guide for the National Action Plan on Anti-Trafficking in Persons (NAPTIP).

4.2.1 Government Commitment and Ownership

The Government of Malaysia is committed to address the problem of TIP, which is high on the national agenda. The Government, through MAPO, bears the overall responsibility, participation and accountability for the design, coordination, implementation and meeting the outcomes of the national anti-TIP response. In reflecting this commitment and ownership, the modalities of the NAPTIP, the ATIPSOM Act and MAPO will ensure the effective implementation of the measures outlined in accordance with relevant international instruments while preserving and upholding the principles of human rights. The Government of Malaysia will mobilise, increase, and allocate the budget necessary to achieve the goals of the NAPTIP.

4.2.2 Civil Society Participation and Partnership

The effort to combat and prevent TIP requires the support and cooperation from all sectors, including the participation of, and inclusive partnership with, civil society. Civil society, as defined in this NAPTIP, includes civil society organisations (CSOs), the private sector, trade unions, academic institutions, faith-based organisations, foreign diplomatic missions and relevant statutory bodies. Recognising the importance of civil society in the national anti-TIP response, the Government of Malaysia actively involves civil society in the design and implementation of the national anti-TIP strategy and the NAPTIP as well as in the monitoring and evaluation process. Civil society representatives are involved in the consultation process and working groups, and play an active role in the decision-making process where their views and opinions are taken into consideration in the design and implementation of the national anti-TIP response, including amendments to relevant legislations and policies. Civil society participation and inclusive partnership, particularly in victim care and protection, are important as they complement the Government's efforts to ensure adequate assistance to the victims. Civil society's involvement in prevention efforts, including public awareness and education campaigns, is instrumental in supporting the Government's efforts to disseminate information to a wider audience. The Government of Malaysia endeavours to strengthen its partnership with civil society and work together towards achieving the goals of the NAPTIP.

4.2.3 Human Rights-Based and Gender-Responsive Approach

The Government of Malaysia, as duty bearer, takes a human rights-based approach to ensure its national anti-TIP response and measures to adhere with international human rights standards and are operationally directed to promoting and protecting human rights, especially those of the victims. This includes the principle of non-discrimination, where all victims are treated equally before the law without any discrimination on any grounds such as race, gender, religion, nationality, age, disability, immigration and other status, culture and language, and integrates a gender perspective, where due considerations are made with regards to vulnerabilities and existing inequalities driven by gender differences. In all actions concerning children, the best interests of the child should be given primary consideration in full compliance with relevant national law and international standards, ensuring the protection of the child.

4.2.4 Interdisciplinary and Cross-Sectoral Approach

TIP is a complex and multi-faceted phenomenon, which involves issues relating to migration, organised crime, corruption, labour, prostitution, human rights, gender, and supply chains. This complexity calls for an interdisciplinary and cross-sectoral approach to tackle the different aspects of TIP simultaneously. An interdisciplinary approach requires that the knowledge and expertise of different disciplines, as well as their respective methods, should be combined to develop measures to prevent and combat TIP (e.g. legal instruments, education methods, social research, economic empowerment, and psychological assistance). Cross-sectoral approach means that interventions should be designed and implemented in a way that they cover all sectors of society (e.g. judiciary, education, and labour market). It is pertinent to establish close cooperation and coordination among relevant ministries and agencies, including State Governments and local authorities, as well as with NGOs, the private sector, interested parties, and international organisations, to achieve positive results in the nation's anti-TIP response.

4.2.5 Systematic Monitoring, Evaluation and Sustainability

The structure and system to be implemented through the NAPTIP should be sustainable and adaptive to evolving conditions. Sustainability ensures that the national response will address TIP for as long as the problem persists, and that resources are regularly allocated and are being utilised effectively. In ensuring sustainability of the measures outlined, specific parameters are established and a systematic monitoring and evaluation approach is established to assess the effectiveness of the efforts made in combating TIP and to implement adjustments as necessary.

4.3 The Pillars of Anti-Trafficking in Persons (ATIP) Strategies

The strategy for the NAPTIP is based on the four pillars of anti-TIP responses, commonly referred to as the 4Ps, namely, Prevention, Protection, Prosecution & Enforcement and Partnership. For the purposes of this NAPTIP, the strategic goals are clustered into the following headings.

Table 1. Four Pillars of Anti-TIP Responses

<div>P1</div> <div>Prevention</div> <div>Prevent people from becoming victims of TIP and deter people from committing the offence of TIP. This includes measures such as awareness campaigns amongst the general community or targeted communications to vulnerable groups, or other activities to reduce the potential of people becoming involved in or inadvertently supporting TIP and exploitation.</div>	<div>P2</div> <div>Prosecution & Enforcement</div> <div>Effective law enforcement action and successful prosecution of traffickers are indispensable element of government efforts to fight TIP. Enhanced enforcement efforts will increase the likelihood that perpetrators are punished and traffickers are brought to justice and to end the cycle of exploitation. In doing so, the rights of the victims will be fully respected. The strengthening of the legal and regulatory framework will promote a more consistent and effective implementation of the Act, thereby improving the country’s anti-TIP response.</div>
<div>P3</div> <div>Protection</div> <div>TIP victims must be accorded with protection measures which are based on human rights principles and appropriate care and support for rehabilitation, recovery and reintegration. Prioritising the rights and needs of victims is the cornerstone of a victim-centred approach, which aims to restore victims’ dignity, reduce vulnerabilities, and empower them to build productive lives.</div>	<div>P4</div> <div>Partnership</div> <div>Appropriate coordination and cooperation structures, at the national, regional and international levels, are essential elements of anti-TIP strategies, given the nature of the transnational crime which cuts across borders. Working in partnership and collaboration amongst multi-stakeholders such as government, civil society, private sector, trade unions, international organisations, and other governments will ensure sustainable efforts.</div>

Overall, the measures under the four pillars address the full cycle of TIP from recruitment to recovery, return and reintegration. Each pillar carries equal weight in terms of priority and efforts, and contributes to the nation’s efforts in addressing TIP.

4.4 Strategic Goals

There are nine strategic goals to ensure the effective implementation of the NAPTIP and lead to the realisation of the national vision of eliminating TIP. These goals are aligned to the respective pillars of ATIP strategies. Table 2 below displays the strategic goals of the NAPTIP.

Table 2. Strategic Goals of the NAPTIP

<div><div>G1</div><div>Improve the nation’s response to trafficking in persons (TIP) by strengthening existing legal and regulatory frameworks.</div><div><div>P2</div><div>P3</div></div><div>Related Strategic Pillars</div></div>	<div><div>G2</div><div>Implement coordinated, strategic and integrated action among enforcement agencies which supports prosecution.</div><div><div>P2</div><div>P4</div></div><div>Related Strategic Pillars</div></div>	<div><div>G3</div><div>Raise public awareness and prevent TIP through educating and disseminating information to the public and other preventative measures.</div><div><div>P1</div><div>P3</div><div>P4</div></div><div>Related Strategic Pillars</div></div>
<div><div>G4</div><div>Provide victim-centred protection, assistance and recovery services that conform to international standards in collaboration with NGOs and other organisations.</div><div><div>P3</div><div>P4</div></div><div>Related Strategic Pillars</div></div>	<div><div>G5</div><div>Combating labour trafficking and child trafficking including relevant provisions of forced labour and child labour.</div><div><div>P1</div><div>P2</div></div><div>Related Strategic Pillars</div></div>	<div><div>G6</div><div>Strengthen the technical and institutional capacity in implementing the ATIPSOM Act (Act 670).</div><div><div>P2</div><div>P3</div><div>P4</div></div><div>Related Strategic Pillars</div></div>
<div><div>G7</div><div>Establish and maintain an effective information and knowledge management system for government agencies and other relevant end-users involved in combating TIP.</div><div><div>P2</div><div>P3</div><div>P4</div></div><div>Related Strategic Pillars</div></div>	<div><div>G8</div><div>Enhance local, regional and international smart partnerships.</div><div><div>P1</div><div>P2</div><div>P3</div><div>P4</div></div><div>Related Strategic Pillars</div></div>	<div><div>G9</div><div>Strengthen governance and sustainability.</div><div><div>P4</div></div><div>Related Strategic Pillars</div></div>

4.5 Programme Areas and Specific Objectives

Nine programme areas, relating to the respective strategic goals, are key focus areas over the life of the NAPTIP 3.0. The specific objectives for each programme are presented below.

Programme Area A1: Strengthening the Legal and Regulatory Mechanism

G1

Improve the nation’s response to trafficking in persons (TIP) by strengthening existing legal and regulatory frameworks.

SPECIFIC OBJECTIVE 1	To conduct periodic review and amendment of the necessary legislation and regulatory frameworks to ensure they meet international obligations.	PRIMARY PILLAR P2
SPECIFIC OBJECTIVE 2	To ensure policy coherence in line with the broader national sustainable development agenda.	PRIMARY PILLAR P2
SPECIFIC OBJECTIVE 3	To ensure legal and regulatory frameworks relating to TIP are responsive to emerging trends.	PRIMARY PILLAR P2

To effectively combat TIP, one of the crucial factors is to ensure that there is adequate legislation. As a Party to the TIP Protocol, Malaysia is obligated to “adopt such legislative and other measures as may be necessary to establish as criminal offences the conduct set forth as human trafficking under Article 3 of the Protocol” (Article 5).

It is imperative that policy makers and relevant authorities regularly review legislation and undertake legislative reforms to bring it in line with international conventions, standards and norms and ensure harmony with other relevant national legislation. In 2019, MAPO held and was involved in several multi-stakeholder consultation sessions to review and deliberate on further amendments in the ATIPSOM Act to strengthen the legislation on TIP. These sessions allowed various parties ranging from government agencies, international organisations, CSOs, legal representatives, employer associations, and trade unions to contribute their opinions and recommendations in the legislation review process.

Programme Area A2: Integrated Action Among Enforcement Agencies Which Supports Prosecution

G2

Implement coordinated, strategic and integrated action among enforcement agencies which supports prosecution.

SPECIFIC OBJECTIVE 4	To improve the efficiency and effectiveness of the victim identification process by enforcement officers to detect and investigate TIP cases and respond in a victim-centred approach to TIP victims during rescue and investigations.	PRIMARY PILLAR P2
SPECIFIC OBJECTIVE 5	To ensure effective enforcement of relevant laws and policies.	PRIMARY PILLAR P2
SPECIFIC OBJECTIVE 6	To ensure effective prosecution and conviction of offenders under ATIPSOM Act and when necessary, provide access to other legal remedies.	PRIMARY PILLAR P2
SPECIFIC OBJECTIVE 7	To strengthen coordination and cooperation involving all relevant enforcement agencies for an integrated approach to combat TIP at state and national levels.	PRIMARY PILLAR P2
SPECIFIC OBJECTIVE 8	To enhance coordination and cooperation between enforcement and prosecution to ensure high quality investigations which enable and support prosecution.	PRIMARY PILLAR P2

The Government of Malaysia commits to build on its current efforts to investigate and prosecute offenders and to strengthen the criminal justice system in effectively bringing traffickers to justice whilst respecting and restoring the human rights of the TIP victims.

In order to increase the likelihood of successful investigations and prosecution, it is not only necessary to improve cooperation amongst the enforcement agencies, but also between investigators and prosecutors for stronger and more strategic investigations leading to better victim identification and gathering and corroboration of evidence/intelligence. Significant efforts have been made and will continue to be pursued to train law enforcement and prosecutors on TIP offences and indicators, special investigation methods, and the interpretation and implementation of the ATIPSOM Act to increase the number of successful convictions. Efforts will be made to increase the number of specialised investigators and prosecutors in TIP cases over the course of this NAPTIP 3.0.

To ensure that enforcement agencies have clear and coherent guidelines, the Standard Operating Procedures (SOP) on enforcement will be continually reviewed and enhanced to facilitate effective investigations on TIP cases. In 2020, the National Guidelines on Human Trafficking Indicators (NGHTI) was developed by MAPO through a collaborative process with government agencies, CSOs, international organisations and other related parties. The NGHTI has been appended to the SOP on enforcement to facilitate the improvement in the victim identification process.

Programme Area A3: Public Awareness and Prevention

G3 Raise public awareness and prevent TIP through educating and disseminating information to the public and other preventative measures.

SPECIFIC OBJECTIVE 9	To enhance knowledge of the general public on TIP and the reporting and referral process.	PRIMARY PILLAR P1
SPECIFIC OBJECTIVE 10	To prevent trafficking of vulnerable or at risk groups and re-trafficking of victims.	PRIMARY PILLAR P1
SPECIFIC OBJECTIVE 11	To integrate awareness-raising and other anti-TIP initiatives amongst students and youth.	PRIMARY PILLAR P1
SPECIFIC OBJECTIVE 12	To improve awareness of consumers, public and private sectors on ethical procurement.	PRIMARY PILLAR P1
SPECIFIC OBJECTIVE 13	To mainstream anti-corruption efforts in combating TIP.	PRIMARY PILLAR P1

In any national anti-TIP response, prevention is a key element to reduce the prevalence of the crime. Article 9 of the TIP Protocol requires States Parties to “establish comprehensive policies, programmes and other measures to prevent and combat trafficking in persons and to protect victims of trafficking in persons, especially women and children, from re-victimization.” The preventative measures include “undertaking research, information and mass media campaigns and social and economic initiatives to prevent and combat trafficking in persons.” States Parties are also obligated to address the vulnerability factors and to discourage the demand that fosters the exploitation and TIP.

This NAPTIP 3.0 seeks to adopt the respective preventative measures and strategies in accordance with the country’s obligations and will include awareness raising, education, reduction of vulnerability, administrative controls and anti-corruption measures. A well-informed society and awareness of the crime of TIP can be nurtured through continuous awareness and prevention campaigns. To be effective, prevention efforts will require a multi-disciplinary approach with the involvement of different anti-TIP stakeholders to address root causes and risk factors that contribute to TIP and related forms of exploitation.

Public awareness and educational activities will be targeted at specific audiences or sectors more vulnerable or affected by concerns or issues relating to TIP and related forms of exploitation including deceptive and abusive recruitment practices. Measures will be taken to prevent the trafficking and re-trafficking of those who are vulnerable or at risk. Prevention measures designed will also address the

issues of forced labour in supply chains and discourage the demand and supply of products or services which foster the trafficking and exploitation of vulnerable persons. Awareness-raising and educational programmes will further be introduced throughout the country, involving the students and youth communities to enhance their knowledge on TIP issues. Different forms of media available such as printed material, electronic media, mainstream broadcasting and social media, will be used in the awareness-raising and dissemination of information on TIP.

The Government of Malaysia recognises that corruption is one of the contributing factors to TIP. TIP often involves organised crime networks and corruption within the system to conduct their criminal activities. Therefore, as an important element of Malaysia’s anti-TIP strategies, the Government is determined to strengthen anti-corruption measures to counter complicity and eliminate corruption in TIP.

Programme Area A4: Victim Care and Protection

G4

Provide victim-centred protection, assistance and recovery services that conform to international standards in collaboration with NGOs and other organisations.

SPECIFIC OBJECTIVE 14	To establish and maintain an effective national referral mechanism (NRM) for TIP so that victims and/or possible victims are able to access justice, receive protection and assistance.	PRIMARY PILLAR P3
SPECIFIC OBJECTIVE 15	To ensure that rescued persons/trafficked victims are informed and have access to comprehensive assistance and support services that are trauma-informed, non-discriminatory and gender and age-responsive.	PRIMARY PILLAR P3
SPECIFIC OBJECTIVE 16	To develop new or improve existing models of protective and service delivery mechanisms for trafficked persons (e.g. shelters, transit-houses, community-based living) in accordance with international standards.	PRIMARY PILLAR P3
SPECIFIC OBJECTIVE 17	To facilitate safe reintegration in the community for victims who choose to work and safe repatriation for victims who choose to return to their home country.	PRIMARY PILLAR P3
SPECIFIC OBJECTIVE 18	To support specialist NGOs working on TIP initiatives, including victim shelter and support services and prevention efforts.	PRIMARY PILLAR P3

Article 6 of the TIP Protocol obligates States Parties to provide assistance and protection to TIP victims and to ensure their physical safety. Assistance includes ensuring the individual’s privacy and identity is protected, relevant information provided and the person’s views and concerns are considered. States Parties are encouraged to work with NGOs and other relevant stakeholders to provide appropriate housing, counselling, medical attention, and employment, educational and training opportunities. Article 8 of the TIP Protocol obligates States Parties to facilitate the safe repatriation of TIP victims to their home country.

To ensure that trafficked victims receive protection and assistance, an effective national referral mechanism (NRM) is necessary. It is also imperative to identify victims’ needs and service delivery gaps, and to analyse and adopt good practices, to improve on the overall victim support and assistance system and facilitate the healing and recovery process of the trafficked victims through interventions and psychosocial support.

TIP victims often suffer from severe physical and psychological consequences as a result of their exploitation and traumatisation. It is important that they receive adequate support and care, which is trauma-informed and non-discriminatory to promote their recovery and reintegration into society. Adequate support and care encompass not only ensuring the safety of the trafficked persons from their traffickers and access to shelter and health care needs, but also additional support and services such as legal redress, participation in legal proceedings, compensation, and safe repatriation to origin country. These efforts would also encourage victims to participate and cooperate in the criminal justice process, which would in turn contribute to the likelihood of successful convictions of the crime.

The Government recognises that providing adequate victim protection and assistance based on human rights principles and a victim-centred approach must be a crucial part of the country’s anti-TIP strategies. To this end, the Government will continue to assist TIP victims and to work collaboratively

with NGOs and other relevant parties to deliver services responsive to the needs of TIP victims. The significant role that NGOs play in victim care and protection is acknowledged by the Government, which can be seen in the 2015 amendments to the ATIPSOM Act where the role of NGOs in victim care and protection was expanded to allow for NGOs to provide shelter services for trafficked victims and NGO personnel to be appointed as Protection Officers. The Government-NGO collaboration and NGOs' involvement in victim care and protection will be strengthened further during the course of this NAPTIP in order to enhance the protective and service delivery mechanisms for trafficked victims.

Programme Area A5: Combating Labour Trafficking and Child Trafficking

G5 Combating labour trafficking and child trafficking including relevant provisions of forced labour and child labour.		
SPECIFIC OBJECTIVE 19	To strengthen legislation and regulatory frameworks that address trafficking for labour and child exploitation.	PRIMARY PILLAR P2
SPECIFIC OBJECTIVE 20	To strengthen relevant labour migration and domestic work legislation and policies to prevent TIP.	PRIMARY PILLAR P2
SPECIFIC OBJECTIVE 21	To continuously improve anti-TIP responses targeted at combating labour trafficking and child trafficking in all sectors, particularly in the supply chains of goods and services.	PRIMARY PILLAR P2

The Government of Malaysia is resolute in eliminating labour trafficking and child trafficking as reflected in the establishment of a special committee to focus on combating labour trafficking and child trafficking under MAPO. In addition, under this NAPTIP 3.0, there will be an increased focus in combating labour trafficking and child trafficking which encompass trafficking for the exploitation of forced labour and child labour. The Government recognises the need to enhance its anti-TIP responses to detect and prevent trafficking for labour exploitation that affects not only adults, but also children. This will include the strengthening of the existing legal framework and policies, building capacities of enforcement, and increased attention in investigating labour trafficking and child trafficking cases.

Malaysia, being one of the more vibrant economies in the region, is an attractive destination country for migrant workers. The strong demand for foreign labour in labour intensive sectors such as plantations, construction, manufacturing and domestic work has fuelled not only regular migration of documented migrant workers but also criminal activities of smuggling and TIP. The undocumented status of these migrant workers leaves them vulnerable and susceptible to exploitation. In addition, recruitment violations leading to debt bondage due to charging illegal recruitment fees and other violations such as threats, retention of documents and contract substitution, also occur in the formal sector, increasing the vulnerability of documented workers as well. It should be addressed as part of the Government's efforts to curb forced labour and labour exploitation. In this regard, the Government views that dealing with labour migration in an orderly and humane manner and addressing exploitation during the recruitment process are essential measures in tackling trafficking for labour exploitation.

Numerous reports by international organisations and governments in recent years have alleged that there are elements of forced labour and child labour in certain sectors of industry in the country, namely, garment, plantations and manufacturing of rubber gloves and electronics. In 2020, the United States banned the import of surgical gloves from several Malaysian companies over forced labour concerns. In addition, it also banned the imports of palm oil from a Malaysian company following an investigation into allegations of forced labour and concerns that forced child labour was potentially being used. The Government recognises that trafficking for labour exploitation happens in both the formal and informal sectors of the economy. Increased efforts will be poured into designing and implementing effective responses to fight labour trafficking and child trafficking in all sectors of the economy, both in the formal and informal sectors, on documented and undocumented workers.

It is recognised that gaps in enforcement of relevant legislation, often due to resource and capacity constraints, generate an environment conducive to perpetuation of both trafficking for forced labour and child labour. This is exacerbated further by limitations in the systems available to monitor, report

and provide redress to victims of both forced labour and child labour. All of this is underpinned by limited awareness on what constitutes child labour and forced labour and practices that lead to forced labour, such as the withholding of personal papers by employers for “safe keeping”. Hence, raising awareness, especially with employers is a key strategy. In addition, a key component across all outcomes is the strengthening of national, state and local capacity to tackle labour trafficking, including for forced labour and child labour, through awareness raising, training and mentoring. Sharing experiences among government staff, young people, employers, NGOs, labour intermediaries (e.g. labour recruiters, employment agencies) and other key stakeholders is built into activities under all outcomes. This plan intends to reach significant numbers of people who are in positions of authority or who may become change agents in their communities to mainstream the elimination of labour trafficking, including for forced labour and the worst forms of child labour into action in multiple places throughout Malaysia.

Programme Area A6: Capacity Building

G6

Strengthen the technical and institutional capacity in implementing the ATIPSOM Act (Act 670).

<div>SPECIFIC OBJECTIVE</div> 22	To enhance the capacity of front-line personnel and agencies involved in victim protection/assistance/support to respond in a victim-centred approach, especially when working with children, and gender-responsive approach.	<div>PRIMARY PILLAR</div> P3
<div>SPECIFIC OBJECTIVE</div> 23	To enhance the capacity to detect, investigate and prosecute cases of trafficking for forced labour and child exploitation, including online child sex trafficking.	<div>PRIMARY PILLAR</div> P2
<div>NOTE :</div>	Capacity building activities are also addressed in the activities under the other following specific objectives:	
<div><div><div>i)</div><div>Specific Objective #5</div><div>> P2</div></div><div><div>ii)</div><div>Specific Objective #6</div><div>> P2</div></div><div><div>iii)</div><div>Specific Objective #7</div><div>> P2</div></div><div><div>iv)</div><div>Specific Objective #8</div><div>> P2</div></div><div><div>v)</div><div>Specific Objective #14</div><div>> P3</div></div><div><div>vi)</div><div>Specific Objective #18</div><div>> P3</div></div><div><div>vii)</div><div>Specific Objective #19</div><div>> P2</div></div><div><div>viii)</div><div>Specific Objective #26</div><div>> P4</div></div><div><div>ix)</div><div>Specific Objective #30</div><div>> P4</div></div><div><div>x)</div><div>Specific Objective #32</div><div>> P4</div></div></div>		

Article 10, paragraph 2 of the TIP Protocol requires States Parties to provide or strengthen training for law enforcement, immigration and other relevant officials in the prevention of TIP. It also stipulates that “the training should focus on methods used in preventing such trafficking, prosecuting the traffickers and protecting the rights of the victims, including protecting the victims from the traffickers. The training should also take into account the need to consider human rights and child- and gender-sensitive issues and it should encourage cooperation with non-governmental organisations, other relevant organisations and other elements of civil society”.

Capacity building is a critical component of the country’s anti-trafficking measures in ensuring that government officials and other relevant stakeholders including NGOs are equipped with the relevant knowledge and expertise required to perform their anti-trafficking efforts effectively. In the past five years under the previous NAPTIP (2016-2020), the relevant government agencies such as the Ministry of Home Affairs (MOHA), Ministry of Women, Family and Community Development (MWFCDD), Attorney General’s Chambers (AGC) and Royal Malaysia Police (RMP) have conducted their own capacity building programmes to deepen and enhance the knowledge of their officers on TIP, particularly on policy, prevention, protection and prosecution. In the forthcoming phase of this NAPTIP 3.0, measures are included to build upon this knowledge through sustained capacity building programmes. To further strengthen cooperation among key players, it is necessary to institutionalise multi-disciplinary training on TIP in existing curricula for all law enforcement agencies, criminal justice practitioners, personnel involved in victim care and protection, and other relevant stakeholders.

The Government will continue to collaborate with international organisations and CSOs to develop and implement the necessary training modules and/or enhance existing training approaches to focus on the technical matters relating to TIP such as detection, statutory inspection, investigation and prosecution techniques, as well as on best practices in victim response that are rights-based, gender-responsive and victim-centred.

Programme Area A7: Information Management

G7 Establish and maintain an effective information and knowledge management system for government agencies and other relevant end-users involved in combating TIP.

SPECIFIC OBJECTIVE 24	To implement a victim service and case management system with adequate protection of personal data of trafficked victims.	PRIMARY PILLAR P3
SPECIFIC OBJECTIVE 25	To develop and further improve on an integrated user-friendly information management system that facilitates timely and comprehensive collection and analyses of statistical and disaggregated data on TIP at state and national level.	PRIMARY PILLAR P4
SPECIFIC OBJECTIVE 26	To improve use of data in developing evidence-based policy relating to anti-TIP issues and ensure information management system is user-friendly for regular utilisation and information exchange among all relevant stakeholders involved.	PRIMARY PILLAR P4
SPECIFIC OBJECTIVE 27	To initiate the development of knowledge management system for government agencies and other relevant stakeholders.	PRIMARY PILLAR P4

TIP is a complex crime that commonly involves crime syndicates that operate in organised, structured and well-established networks. It is an ever-evolving phenomenon where the modus operandi of the traffickers is continuously evolving as they are quick to adapt to new technology and new ways of exploiting people for profit. Despite efforts to address TIP, one of the major obstacles faced by anti-TIP stakeholders which hinders their efforts is a lack of timely and systematically collected statistical and disaggregated data on TIP. The Government recognises the importance of a systematic and integrated information management system to ensure faster and better collection and analysis of data relevant to TIP. This will enable a better understanding of the trends and prevalence of TIP to design effective responses as well as facilitate the sharing of information for a better coordination and cooperation among all relevant stakeholders. This NAPTIP 3.0 will include measures to improve the Government's information and knowledge management on TIP issues.

Evidence-based data on TIP issues is crucial to improve measures, particularly in the design of legislation, policies and practices to prevent and combat TIP and to provide victim care and protection more effectively. Research is one of the main keys to advance understanding of TIP and in improving the country's response to it. The Government will encourage more TIP related research to be commissioned by government agencies, including research conducted in collaboration with academic institutions and NGOs researching in the anti-TIP field. Research findings will provide evidence-based data to design or improve upon the existing measures towards achieving the goals of the NAPTIP 3.0.

An effective information management system coupled with research on the efficacy of anti-TIP measures by leveraging technology would also be instrumental in the monitoring and evaluation process of the implementation of the NAPTIP 3.0.

Programme Area A8: Smart Partnerships

G8 Enhance local, regional and international smart partnerships.

SPECIFIC OBJECTIVE 28	To encourage the participation of all relevant institutions, civil society organisations and the private sector in the nation's anti-TIP efforts and response.	PRIMARY PILLAR P4
SPECIFIC OBJECTIVE 29	To encourage and collaborate in evidence-based research on issues related to TIP to promote an evidence-based response to TIP and inform policy and regulatory development.	PRIMARY PILLAR P4
SPECIFIC OBJECTIVE 30	To actively engage with governments, law enforcement and judiciary counterparts at ASEAN and international levels on TIP issues.	PRIMARY PILLAR P4
SPECIFIC OBJECTIVE 31	To mainstream anti-TIP efforts in bilateral and multilateral agreements and cooperation.	PRIMARY PILLAR P4

Partnership as envisioned in this Strategic Goal encompasses partnerships involving the Government with other parties at the local, regional and international levels. To combat TIP effectively, the Government's effort alone is not enough. A comprehensive anti-TIP response requires a cross-sector, coordinated approach where multi-disciplinary parties work together in synergy, leveraging on each other's strengths and capacities, for maximum results in eradicating this crime.

The Government will continue to strengthen its partnership with CSOs, the private sector, embassies and other related parties in its anti-TIP efforts, particularly in the areas of prevention and protection. Regional and international organisations are important partners for the technical assistance and expertise they provide towards enhancing the capacity of local stakeholders, particularly in the areas of enforcement, prosecution and protection, as well as in policy development and formulation.

Given the complexity and transnational nature of the crime, TIP crimes require cooperation and coordinated efforts across borders in order to counter it effectively. To date, Malaysia has signed eight Agreements/Memorandum of Understandings (MOUs) with the United Kingdom, United States of America, Saudi Arabia, People's Republic of China, Canada, Bangladesh, Australia and Viet Nam on security cooperation or cooperation in combating transnational crime, including TIP. Malaysia will continue to forge cooperation including supporting working groups, bilateral agreements and MOUs with other strategic foreign partners to enhance coordination efforts, particularly in judicial cooperation through mutual legal assistance and law enforcement cooperation through use of joint investigative teams or joint capacity building programmes, and in ensuring safe and fair migration.

Programme Area A9: Measuring Performance and Sustainability

G9

Strengthen governance and sustainability.

SPECIFIC OBJECTIVE 32	To strengthen relevant anti-TIP institutional structures and capacity to monitor implementation of related tasks, roles and responsibilities relating to anti-TIP efforts in the country.	PRIMARY PILLAR P4
SPECIFIC OBJECTIVE 33	To optimise and mobilise necessary resources required (i.e. personnel, technical, financial) to implement anti-TIP and other related efforts.	PRIMARY PILLAR P4
SPECIFIC OBJECTIVE 34	To ensure regular monitoring and evaluation of all activities and measures undertaken within the NAPTIP.	PRIMARY PILLAR P4

Monitoring, evaluation and review of the NAPTIP 3.0 are important in order to know whether the activities and programmes as planned are implemented successfully, whether the expected outputs are met, and whether these outputs contribute to achieving the related specific objectives and strategic goals. Based on the results of the monitoring, evaluation and review process, the activities and anti-TIP strategies can be improved upon or adapted accordingly. This will in turn ensure the relevance and sustainability of the anti-TIP measures undertaken as they are able to adjust and adapt to changing trends and demands as needed over time. The Government is committed towards the sustainability of the measures under this NAPTIP 3.0 and will mobilise the necessary resources required for successful implementation.

The Government recognises the importance of measuring and monitoring the progress of the implementation of the NAPTIP 3.0 to inform further actions or future policy development. In this NAPTIP 3.0, an additional NAPTIP Committee is created to specifically focus on monitoring and evaluation. The Monitoring and Evaluation Committee will be instrumental in facilitating the collection and analysis of data to regularly review and report on the progress made and to facilitate consultations with the NAPTIP Committees and other relevant stakeholders on what further actions may be necessary to improve the implementation of projects and measures.

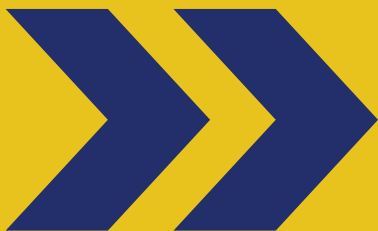
4.6 NAPTIP Matrix Structure

For the purposes of presentation in the NAPTIP 3.0, the measures under the nine programme areas relating to the respective strategic goals will be categorised according to the four strategic pillars i.e. Prevention, Prosecution & Enforcement, Protection, and Partnership.

The NAPTIP matrix illustrated in Appendix I shows four separate tables relating to each of the strategic pillars. In each strategic pillar, the specific objectives relevant to the pillar, how they are linked to the related strategic goals, the outputs expected, activities undertaken, indicators for monitoring and evaluation, expected timeline for implementation and the agencies responsible for the respective activities are indicated.

An implementation plan for the use of MAPO NAPTIP Committees is to be developed, providing more details on the indicators, targets, and related activities.

SECTION 5. MONITORING AND EVALUATION



5.1 NAPTIP Committees under MAPO

In NAPTIP (2016–2020), MAPO established five NAPTIP committees to oversee the implementation of the various anti-TIP measures and activities relating to the action plan. The five NAPTIP Committees were the Legislative Committee, Enforcement Committee, Victim Protection and Rehabilitation Committee, Media and Publicity Committee, and Committee on Labour Trafficking.

For NAPTIP 3.0, an additional NAPTIP Committee is established to focus on monitoring and evaluation of the NAPTIP.

The six NAPTIP Committees responsible for the implementation of the action plan and reporting to MAPO are as follows:

NAPTIP Committee	Led by	Function	Pillars
Legislative Committee	Attorney General’s Chambers (AGC)	Implementation & Operational	Prosecution & Enforcement
Enforcement Committee	Royal Malaysia Police (RMP)		Prosecution & Enforcement
Victim Care and Protection Committee	Ministry of Women, Family and Community Development (MWFCD)		Protection
Media and Publicity Committee	Ministry of Communications and Multimedia (KKMM)		Prevention
Special Committee to Oversee Forced Labour Issues	Ministry of Human Resources (MOHR)		Prosecution & Enforcement / Prevention
Monitoring and Evaluation Committee	NSO MAPO	Monitoring & Evaluation	Partnership

The Committee members are appointed by MAPO and will consist of public officers and any person that MAPO deems fit and necessary to assist in the implementation of the activities as outlined in the NAPTIP 3.0. Whilst the successful execution of the action plan is a shared responsibility among all relevant stakeholders, each of the NAPTIP committee has the responsibility over the actions primarily assigned to them in the action plan.

The NAPTIP Committees No. 1 to No. 5 as shown in the table above will be responsible for implementing the activities and measures of the action plan to ensure the achievement of the objectives over the five-year period. The NAPTIP Committee No. 6 will be responsible for facilitating the monitoring and evaluation process as well as for the necessary reporting requirements of the NAPTIP 3.0.

5.2 Monitoring and Evaluation Process

Monitoring and evaluation of the progress of the action plan are necessary to determine the success of the national anti-TIP response and to ensure its adaption to emerging trends. The NAPTIP 3.0 sets as a strategic goal to strengthen governance and sustainability. Continuous monitoring and periodic evaluation of the measures in place as well as update of the current situation and trends are essential for the NAPTIP Committees to keep track of the implementation of the activities if they are progressing as scheduled and to assess the extent that the objectives set forth in the NAPTIP 3.0 have been achieved.

A robust monitoring and evaluation system will be able to highlight the need for modification of targeted actions if current measures are found to be inadequate in achieving the results expected, thus ensuring prudence in the utilisation of resources. Such a system will be able to collect and analyse sex-disaggregated data. It will provide decision makers with the necessary performance information to strategise and plan for the sustainability of the action plan and guidance for future plans.

A participatory monitoring and evaluation process will be adopted whereby the relevant stakeholders will be engaged in monitoring or evaluating a particular activity, project or programme and in identifying and implementing corrective measures. This approach is essential as the anti-TIP responses outlined in the action plan require the participation and cooperation of multiple stakeholders. This process will encourage stakeholders to take ownership of the activities and enhance their motivation and empowerment towards achieving the objectives of the action plan.

Each of the NAPTIP Committees involved will be responsible for leading the monitoring and evaluation of activities or projects which are under their purview based on the indicators set in place. The Monitoring and Evaluation Committee will be responsible to facilitate the overall periodic reporting and annual evaluation of the NAPTIP 3.0 as a whole, including the final evaluation of the NAPTIP in 2025. The progress and achievements of the NAPTIP 3.0 will be reported periodically at the related meetings. In addition, as part of the monitoring and evaluation process, MAPO will convene dialogue and consultation sessions between the Government, CSOs, international organisations, business and industry players, unions and other relevant stakeholders involved in anti-TIP issues. Capacity building for the Monitoring and Evaluation Committee will be conducted in collaboration with different agencies and organisations.

Appendix I:

NAPTIP Matrix – By Strategic Pillars

(The implementation plan for operationalising this action plan will be developed based on this matrix).

STRATEGIC PILLAR 1 (P1): PREVENTION

- 1
- SPECIFIC OBJECTIVE:**
To enhance knowledge of the general public on TIP and the reporting and referral process.
- S9

OUTPUT 1
An effective and operational National Public Awareness Raising strategy in place.

**LINKED TO
STRATEGIC
GOAL**

G3

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Develop appropriate annual programmes or events in conjunction with World Day Against Trafficking in Persons.	1 programme/event in conjunction with World Day Against Trafficking in Persons	Media & Publicity Committee, NSO MAPO, CSOs, International Organisations	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
ii) Develop an annual work plan for implementation of public awareness programmes.	1 work plan	Media & Publicity Committee	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Design and develop nationwide public campaigns, community/religious engagement events and communication strategies to increase awareness of TIP e.g. : a. Print/online campaigns; b. TV/radio programmes; c. Websites and social media; d. Friday sermons at mosques nationwide; e. Theatre performance; and f. Town-hall meetings with communities.	Number of people reached	Media & Publicity Committee (with input from other committees)	2021-2025

ACTIVITIES iv) Assess awareness campaigns and activities for effectiveness and improvement.	INDICATORS Effectiveness of the campaign/activity	ASSIGNED RESPONSIBILITIES Media & Publicity Committee, Monitoring & Evaluation Committee, MAPO Members, other relevant government agencies	TIMELINE 2022-2025
ACTIVITIES v) Publicise successful prosecution of TIP cases in Malaysia on mainstream media and national television programmes with due measures taken to protect the identity of the victims.	INDICATORS Minimum of 2 stories of successful TIP prosecution in Malaysia	ASSIGNED RESPONSIBILITIES Media & Publicity Committee	TIMELINE 2021-2025
ACTIVITIES vi) Support and collaborate with other government agencies, CSOs and international organisations in prevention and awareness raising efforts.	INDICATORS Number of collaborations	ASSIGNED RESPONSIBILITIES Media & Publicity Committee, MAPO Members, other relevant government agencies, CSOs, International Organisations	TIMELINE 2021-2025



OUTPUT 2

An effective and operational National ATIP Hotline or reporting system in place and promoted.

LINKED TO
STRATEGIC
GOAL

G3

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Enhance dedicated channel for general public and potential victims to report their concerns or seek information and advice through developing and promoting: a. ATIP Hotline	ATIP Hotline operational during office hours	NSO MAPO, MAPO Members, other relevant government agencies	2021-2025
b. Chatbot	Number of users for Chatbot	NSO MAPO, MAPO Members, CSOs	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
ii) Enhance existing web page/ social media that includes updates on the efforts, resources, awareness materials on TIP.	Number of postings	Media & Publicity Committee, NSO MAPO	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Advertise MAPO's ATIP Hotline/email for complaints/reporting.	Number of advertisements	Media & Publicity Committee	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iv) To provide media platform for NGOs to align prevention strategies.	Number of media platforms	Media & Publicity Committee	2021-2025

OUTPUT 3

Local media are sensitised on TIP issues and responsible reporting.

LINKED TO
STRATEGIC
GOAL

G3

ACTIVITIES

- i) Orient media to report trafficking stories in a sensitive and responsible manner and call for their support to create greater public awareness on TIP, with informed messages about child trafficking.

INDICATORS

- Number of sessions
- Number of media institutions engaged

ASSIGNED RESPONSIBILITIES

- Media & Publicity Committee
- Media & Publicity Committee

TIMELINE

2021-2025

OUTPUT 4

Increased awareness of TIP amongst vulnerable groups (men and women migrant workers, refugees, women and children).

LINKED TO
STRATEGIC
GOAL

G3

ACTIVITIES

- i) Focus/targeted awareness programmes to increase awareness of TIP:
 - a. Broadcasts on TV/radio programmes;
 - b. Publications of pamphlets in various languages;
 - c. Websites, social media, SMS Blast;
 - d. Friday sermons at mosques nationwide;
 - e. Town-hall meetings with communities; and
 - f. Display notice in hostels, work places and business premises.

INDICATORS

- Number of people reached

ASSIGNED RESPONSIBILITIES

- Media & Publicity Committee, MAPO Members, other relevant government agencies

TIMELINE

2021-2025

OUTPUT 5

Increased awareness on TIP among the general public.

LINKED TO
STRATEGIC
GOAL

G3

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Hold regular public engagement sessions led by the state government, relevant government agencies and CSOs.	Number of sessions	Media & Publicity Committee, other relevant government agencies, CSOs	2021-2025

2

SPECIFIC OBJECTIVE:

To prevent trafficking of vulnerable or at risk groups and re-trafficking of victims.

S10

OUTPUT 1

Reduced vulnerability of at risk groups (e.g. men and women migrant workers, refugees, women and children) to trafficking and re-trafficking.

LINKED TO
STRATEGIC
GOAL

G3

related
to G5

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Conduct mapping of targeted vulnerable groups, including children, by type of vulnerabilities, risk profile and social background.	1 mapping report	Media & Publicity Committee, CSOs, MAPO Members, other relevant government agencies	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
ii) Conduct outreach and awareness activities aimed at rural population to prevent trafficking in the rural level.	Number of outreach programmes	Media & Publicity Committee, CSOs, MAPO Members, other relevant government agencies	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Increase collaborative outreach efforts to children in street situation, unaccompanied and stateless children who are exploited for begging or other forms of employment.	Number of communities reached – at least 30% women and girls	Media & Publicity Committee, CSOs, MAPO Members, other relevant government agencies	2021-2025

<div>ACTIVITIES</div> <div>iv) Form partnerships with related government agencies, Rukun Tetangga, building managements, employers associations, trade unions, supermarkets and other areas where workers may be able to access information to help in reaching out to the migrant worker communities.</div>	<div>INDICATORS</div> <div>Number of implementing partners</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Media & Publicity Committee, CSOs, MAPO Members, other relevant government agencies</div>	<div>TIMELINE</div> <div>2021-2025</div>
<div>ACTIVITIES</div> <div>v) Engage businesses to only employ young workers in safe work and protect them from hazardous work.</div>	<div>INDICATORS</div> <div>Number of participating businesses</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Special Committee to Oversee Forced Labour (FL) Issues, CSOs, MAPO Members, other relevant government agencies</div>	<div>TIMELINE</div> <div>2021-2025</div>
<div>ACTIVITIES</div> <div>vi) Develop a no child labour/ safe work for young people certification scheme for businesses.</div>	<div>INDICATORS</div> <div>1 certification scheme</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Special Committee to Oversee FL Issues</div>	<div>TIMELINE</div> <div>2021-2025</div>
<div>ACTIVITIES</div> <div>vii) Develop incentive scheme for businesses to take extra steps beyond legal compliance to eliminate child labour and protect young workers (e.g. workplace-based child-care or Non-Formal Education classes).</div>	<div>INDICATORS</div> <div>1 incentive scheme for businesses</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Special Committee to Oversee FL Issues</div>	<div>TIMELINE</div> <div>2022-2025</div>

OUTPUT 2

Men and women migrant workers are informed of legal migration pathways, their workplace rights and entitlements and key relevant legislation relating to forced labour and TIP.

LINKED TO
STRATEGIC
GOAL **G3** related
to G5

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Develop a mandatory pre-departure orientation programme with a rights based framework targeted at migrant workers to inform them of their rights, the relevant laws relating to forced labour, child labour and TIP.	1 pre-departure orientation programme	Special Committee to Oversee FL Issues, (with input from other committees)	2021-2022
ii) Pilot a programme to provide men and women migrant workers with information on rights, access to essential services and complaints mechanism through Information, Education and Communication (IEC) materials in multiple languages provided by immigration/customs officials upon entry to the country.	Number of modules	Special Committee to Oversee FL Issues, other relevant government agencies	2021-2025

3

SPECIFIC OBJECTIVE:

To integrate awareness-raising and other anti-TIP initiatives amongst students and youths.

S11

OUTPUT 1

Prevention efforts mainstreamed in the Malaysian education system.

LINKED TO
STRATEGIC
GOAL **G3** related
to G8

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Conduct educational workshops and programmes in schools and higher learning institutions focusing on TIP issues to raise awareness amongst students and academic staff.	Number of schools and high learning institutions	NSO MAPO, CSOs, MAPO Members, other relevant government agencies	2021-2025
ii) Develop a toolkit to raise awareness in schools and higher learning institutions relevant to TIP.	1 toolkit on TIP	NSO MAPO, CSOs, MAPO Members, other relevant government agencies	2021

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Conduct specific awareness programmes to academic staff to identify and report suspected TIP cases, including all forms of child abuse, labour and sex exploitation.	Number of academic staff reached	NSO MAPO, CSOs, MAPO Members, other relevant government agencies	2021-2022
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iv) Engage with academics and researchers to utilise their expertise in developing more effective strategies to address TIP issues.	Number of sessions	NSO MAPO, CSOs, MAPO Members, other relevant government agencies	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
v) Promote engagement with MOE to review and revise education ordinances and other relevant legislation to make basic education free and compulsory for all children.	Number of sessions	NSO MAPO, CSOs, MAPO Members, other relevant government agencies	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
vi) Disseminate information materials to workers and employers about ATIPSOM Act and labour laws relating to forced labour and child labour.	Number of workers and employers reached	Media & Publicity Committee, Special Committee to Review FL Issues, Employer Organisations, Trade Unions	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
vii) Enhance implementation of relevant media campaigns (i.e. ads in public transport systems) targeting children, young persons, parents, men and women migrant workers and the general public on forced labour and child labour.	Number of media campaigns	Media & Publicity Committee, other relevant government agencies	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
viii) Hold engagement sessions with the Malaysian Youth Association to conduct anti-TIP programmes.	Number of collaborated programmes	NSO MAPO, CSOs, MAPO Members, other relevant government agencies	2021-2025

4

SPECIFIC OBJECTIVE:

To improve awareness of consumers, public and private sectors on ethical procurement.

S12

OUTPUT 1

Consumers and businesses make informed decisions when purchasing goods and services with increased awareness on TIP and exploitation issues in supply chains.

LINKED TO
STRATEGIC
GOAL

G3 related
to G5

	<div><div>ACTIVITIES</div><div>i) Design awareness and communication materials designed to educate consumers on responsible purchasing behaviours e.g.: a. Advertorials; b. News articles; and c. PSAs with support of celebrities.</div></div>	<div><div>INDICATORS</div><div>Number of materials produced</div></div>	<div><div>ASSIGNED RESPONSIBILITIES</div><div>Media & Publicity Committee, Special Committee to Oversee FL Issue, other relevant government agencies</div></div>	<div><div>TIMELINE</div><div>2021-2025</div></div>
	<div><div>ACTIVITIES</div><div>ii) Organise dialogue sessions with businesses to encourage fair recruitment and labour practices.</div></div>	<div><div>INDICATORS</div><div>Number of sessions</div></div>	<div><div>ASSIGNED RESPONSIBILITIES</div><div>Special Committee to Oversee FL Issues, Media & Publicity Committee</div></div>	<div><div>TIMELINE</div><div>2021-2025</div></div>
	<div><div>ACTIVITIES</div><div>iii) Identify good practices and develop methods to reduce demand for labour and sexual exploitation in consultation with CSOs, trade unions and businesses.</div></div>	<div><div>INDICATORS</div><div>1 report on good practices and methods</div></div>	<div><div>ASSIGNED RESPONSIBILITIES</div><div>Special Committee to Oversee FL Issues, Media & Publicity Committee</div></div>	<div><div>TIMELINE</div><div>2021-2025</div></div>
	<div><div>ACTIVITIES</div><div>iv) Support anti-TIP and child labour programmes within the private sector, including the tourism industry and in other at-risk industries.</div></div>	<div><div>INDICATORS</div><div>Number of programmes supported</div></div>	<div><div>ASSIGNED RESPONSIBILITIES</div><div>Special Committee to Oversee FL Issues, Media & Publicity Committee</div></div>	<div><div>TIMELINE</div><div>2021-2025</div></div>

OUTPUT 2 Increased awareness of employers and recruiters on labour standards, forced labour issues, legislations and penalties associated with trafficking offences.		LINKED TO STRATEGIC GOAL G3 related to G5	
ACTIVITIES i) Awareness programmes to target sectors known for TIP and forced labour such as domestic work, hospitality, fisheries, plantation, manufacturing and construction.	INDICATORS Number of programmes	ASSIGNED RESPONSIBILITIES Special Committee to Oversee FL Issues, Committee, Media & Publicity Committee	TIMELINE 2021-2025
ACTIVITIES ii) Engagement with employers/identified industry players/labour recruiters to raise awareness on issues such as: a. Relevant legislation relating to employment of migrant workers, including minimum wage, passport retention and penalties for offences; b. Ethical recruitment practices; c. Forced labour indicators; and d. Combating labour trafficking.	INDICATORS Number of engagements	ASSIGNED RESPONSIBILITIES Special Committee to Oversee FL Issues, Committee, Media & Publicity Committee	TIMELINE 2021-2025
ACTIVITIES iii) Widely publicise government's efforts to tackle TIP and details of successes in convicting traffickers (e.g. details of sentences and assets confiscated).	INDICATORS When necessary	ASSIGNED RESPONSIBILITIES Media & Publicity Committee	TIMELINE 2021-2025

OUTPUT 3

Increase adoption of processes and internal policies to identify and address TIP and labour exploitation in supply chains and recruitment process among government agencies and businesses.

LINKED TO
 STRATEGIC
 GOAL

G3

 related
 to G5

ACTIVITIES

i) Implement incentives/requirement for businesses to adopt practices leading to fair trade and clean supply chain (e.g. including issuing commitment statement and regular reporting on how they are preventing TIP and exploitation in their supply chains.)

INDICATORS

Number of government agencies involved

Number of businesses involved

ASSIGNED RESPONSIBILITIES

Special Committee to Oversee FL Issues, Committee, Media & Publicity Committee, other relevant government agencies, Employer Organisations

TIMELINE

2021-2025

OUTPUT 4

Increased monitoring of work premises.

LINKED TO
 STRATEGIC
 GOAL

G3

 related
 to G5

ACTIVITIES

i) Conduct inspections/investigations at work premises.

INDICATORS

Number of inspections/ investigations conducted

ASSIGNED RESPONSIBILITIES

Special Committee to Oversee FL Issues

TIMELINE

2021-2025

OUTPUT 5

Efforts on human rights based due diligence on ethical recruitment supported by government agencies.

LINKED TO
 STRATEGIC
 GOAL

G3

 related
 to G5

ACTIVITIES

i) Increase and enhance awareness activities and campaigns about businesses' due diligence responsibilities on ethical recruitment and labour practices.

INDICATORS

Number of businesses

ASSIGNED RESPONSIBILITIES

Special Committee to Oversee FL Issues, Media & Publicity Committee, other relevant government agencies, Employer Organisations

TIMELINE

2021-2025

5 **SPECIFIC OBJECTIVE:**

To mainstream anti-corruption efforts in combating TIP.

S13

OUTPUT 1

Increased efforts to raise awareness on anti-corruption initiatives in combating TIP.

**LINKED TO
STRATEGIC
GOAL**

G3

ACTIVITIES

i) Strengthen collaboration with MACC pertaining to anti-corruption efforts on TIP cases.

INDICATORS

Number of joint actions

**ASSIGNED
RESPONSIBILITIES**

NSO MAPO, MAPO Members, other relevant government agencies

TIMELINE

2021-2025

ACTIVITIES

ii) Deliver anti-corruption training for law enforcement officers, DPPs and judicial officials, with consideration for gender representation.

INDICATORS

Number of law enforcement officers, DPPs and judicial official trained

**ASSIGNED
RESPONSIBILITIES**

NSO MAPO, MAPO Members, other relevant government agencies, International Organisations

TIMELINE

2021-2025

ACTIVITIES

iii) Conducting a zero-tolerance campaign on TIP corruption aimed at public officials.

INDICATORS

Number of campaigns

**ASSIGNED
RESPONSIBILITIES**

NSO MAPO, MAPO Members, other relevant government agencies

TIMELINE

2021-2025

OUTPUT 2

Increased awareness among the public, civil servants and employers on anti-corruption measures relating to TIP.

**LINKED TO
STRATEGIC
GOAL**

G3

ACTIVITIES

i) Broadcast community service announcements on government communication system.

INDICATORS

Number of announcements made

**ASSIGNED
RESPONSIBILITIES**

Media & Publicity Committee

TIMELINE

2021-2025

ACTIVITIES

ii) Conduct interview programmes on radio/television/other media channels.

INDICATORS

Number of people reached

**ASSIGNED
RESPONSIBILITIES**

Media & Publicity Committee

TIMELINE

2021-2025

STRATEGIC PILLAR 2 (P2):
PROSECUTION & ENFORCEMENT

1

SPECIFIC OBJECTIVE:

To conduct periodic review and amendment of the necessary legislation and regulatory frameworks to ensure they meet international obligations.

S1

OUTPUT 1

ATIPSOM Act is reviewed and aligned with international standards and ASEAN obligations.

LINKED TO
STRATEGIC
GOAL

G1

ACTIVITIES

i) Monitor developments in legal and regulatory frameworks at ASEAN and international levels, including TIP Protocol, ACTIP, and ILO Forced Labour Convention and Protocol.

INDICATORS

Number of sessions

ASSIGNED
RESPONSIBILITIES

Legislative
Committee,
NSO MAPO

TIMELINE

2021-2025

ACTIVITIES

ii) Review and identify any gaps/legislation challenges in the ATIPSOM Act and submit recommendations for amendments to MAPO in consultation with relevant government agencies, CSOs, workers and employers' organisations and international organisations.

INDICATORS

Number of sessions

ASSIGNED
RESPONSIBILITIES

Legislative
Committee,
NSO MAPO

TIMELINE

2021-2025

ACTIVITIES

iii) Amend ATIPSOM Act to bring it in line with the TIP Protocol and international human rights law, such as by expanding its definition of "trafficking in persons, removal of the definition of "coercion" as the only critical element in determining TIP cases, and heavier penalty to the offenders of child trafficking.

INDICATORS

ATIPSOM Act is amended

ASSIGNED
RESPONSIBILITIES

Legislative
Committee,
NSO MAPO

TIMELINE

2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iv) Review ATIPSOM Act to ensure provisions adhere to minimum standards of human rights and are non-discriminatory on the basis of age, race, ethnicity, religion, disability, sex, sexuality, occupation, legal status, or type of exploitation experienced.	Number of sessions	Legislative Committee, NSO MAPO	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
v) Facilitate victims, informants, whistle-blowers, human rights defenders and the media are protected from reprisals by trafficking perpetrators e.g. through whistle-blower and witness protection programmes.	Number of persons receiving protection	Legislative Committee, other relevant government agencies	2021-2025

2

SPECIFIC OBJECTIVE:
To ensure policy coherence in line with the broader national sustainable development agenda.

S2

OUTPUT 1 Synchronised and harmonised national laws and regulations which prosecute TIP related, ancillary offences and provide protection for victims covered under those instruments.	LINKED TO STRATEGIC GOAL G1		
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) To empower existing committee to study and analyse existing national laws and regulations, and provide recommendations to synchronise and harmonise the various laws and regulations that relate to TIP and the protection of victims (e.g. ATIPSOM Act, Immigration Act, Employment Act, Passports Act, Child Act).	Number of sessions	Legislative Committee, MAPO Members, other relevant government agencies	2021-2025

OUTPUT 2

TIP integrated into the broader national sustainable development goals.

LINKED TO
STRATEGIC
GOAL

G1

ACTIVITIES

i) Consultation to incorporate anti-TIP measures into broader national development policies aimed at economic and social development, human rights, education, safe migration and health, in consultation with relevant government agencies, CSOs, workers' and employers' organisations and international organisations.

INDICATORS

Number of sessions

ASSIGNED
RESPONSIBILITIES

Legislative Committee, NSO MAPO, CSOs, International Organisations

TIMELINE

2021-2025

3

SPECIFIC OBJECTIVE:

To ensure legal and regulatory frameworks relating to TIP are responsive to emerging trends.

S3

OUTPUT 1

ATIPSOM Act remains relevant to tackle the evolving trends in TIP.

LINKED TO
STRATEGIC
GOAL

G1

ACTIVITIES

i) Monitor changing trends in TIP in the local and international context (e.g. in online sex trafficking of children) and review ATIPSOM Act to address these challenges.

INDICATORS

Number of sessions

ASSIGNED
RESPONSIBILITIES

Legislative Committee, Enforcement Committee, NSO MAPO, MAPO Members , other relevant government agencies

TIMELINE

2021-2025

4 SPECIFIC OBJECTIVE:

To improve the efficiency and effectiveness of the victim identification process by enforcement officers to detect and investigate TIP cases and respond in a victim-centred approach to TIP victims during rescue and investigations.

S4

OUTPUT 1

Enhanced victim identification system which is able to identify TIP victims and respond in an effective and timely manner.

LINKED TO
STRATEGIC
GOAL

G2

ACTIVITIES

i) Review of NGHTI for improvement of procedures and practices for the identification of TIP victims, including children.

INDICATORS

Number of sessions

ASSIGNED
RESPONSIBILITIES

Enforcement Committee, Legislative Committee, NSO MAPO, MAPO Members, other relevant government agencies

TIMELINE

2021-2025

ACTIVITIES

ii) Explore opportunities in harmonising decision making process about whether an individual is a potential TIP victims or related forms of exploitation (e.g. victims of slavery, servitude and forced labour or services).

INDICATORS

Number of sessions

ASSIGNED
RESPONSIBILITIES

Legislative Committee, Enforcement Committee, MAPO Members, NSO MAPO, other relevant government agencies

TIMELINE

2021-2025

ACTIVITIES

iii) Relevant agencies to engage the services of the Victim Assistance Specialist (VAS), where possible, to assist in victim stabilisation and engagement post rescue.

INDICATORS

Number of cases referred to VAS

ASSIGNED
RESPONSIBILITIES

Enforcement Committee

TIMELINE

2021-2025

OUTPUT 2

Enhanced Case Management Committee's roles and membership.

LINKED TO
STRATEGIC
GOAL

G2

ACTIVITIES

i) Strengthen the Case Management Committee by expanding its scope to examine cases.

INDICATORS

Number of cases examined

ASSIGNED
RESPONSIBILITIES

NSO MAPO, Case Management Committee

TIMELINE

2021-2025

5

SPECIFIC OBJECTIVES:

To ensure effective enforcement of relevant laws and policies.

S5

OUTPUT 1

Strengthened implementation of the ATIPSOM Act and related laws such as Passports Act 1966 and the Immigration Act 1959/63 to address passport retention and work permit issues.

LINKED TO
STRATEGIC
GOAL

G2

ACTIVITIES

i) Implement targeted and strategic enforcement to intensify enforcement activities under ATIPSOM Act.

INDICATORS

Number of ATIPSOM cases

ASSIGNED
RESPONSIBILITIES

Enforcement Committee

TIMELINE

2021-2025

ACTIVITIES

ii) Implement targeted and strategic enforcement of Passports Act 1966 that prohibits employers from confiscating and withholding passports of the employees and the Immigration Act on the work permit policy.

INDICATORS

Number of cases

ASSIGNED
RESPONSIBILITIES

Enforcement Committee

TIMELINE

2021-2025

OUTPUT 2

Assets and proceeds of crime in cases of TIP seized and confiscated as provided in ATIPSOM Act.

LINKED TO
STRATEGIC
GOAL

G2

related
to G6

ACTIVITIES

i) Develop guidelines and implement measures to identify, trace, seize and confiscate assets and proceeds of TIP crime.

INDICATORS

1 set of guidelines
Value of assets seized

ASSIGNED
RESPONSIBILITIES

Legislative Committee,
Enforcement Committee

TIMELINE

2021-2025

ACTIVITIES

related to G6

ii) Train Investigating Officers (IOs) and Deputy Public Prosecutors (DPPs) to conduct financial investigations in TIP cases to trace and confiscate assets and proceeds of crimes in such cases.

INDICATORS

Number of IOs and DPPs trained

ASSIGNED
RESPONSIBILITIES

Legislative Committee,
Enforcement Committee

TIMELINE

2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Strengthen cooperation between investigative units and the Anti-Money Laundering Agency (AMLA) to assist in the identification and pursuit of potential criminal asset confiscation matters.	Number of joint operations	Enforcement Committee (with support from AMLA), Legislative Committee	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iv) Explore possibilities of establishing a fund to manage assets and proceeds confiscated for compensating victims of TIP and funding TIP related projects for the benefit of victims.	1 feasibility study	NSO MAPO	2021-2025

6

SPECIFIC OBJECTIVE:

To ensure effective prosecution and conviction of offenders under ATIPSOM Act and when necessary, provide access to other legal remedies.

S6

OUTPUT 1

Increased number of prosecutions and convictions of ATIPSOM cases.

LINKED TO
STRATEGIC
GOAL

G2

related
to G6

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Institutionalise and conduct training programmes for DPPs and Judges in conducting ATIPSOM cases together with Judicial and Legal Training Institute (ILKAP).	Number of programmes	Legislative Committee, MAPO Members, other relevant government agencies	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
ii) Establish attachment programme of Judges and DPPs in any of the Tier 1 countries.	Number of programmes	Legislative Committee, MAPO Members	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Conduct a needs analysis study on the establishment of specialised courts for TIP cases in the other states or by geographical zone (e.g. Northern zone, Southern zone, East Malaysia zone).	1 needs analysis study	Legislative Committee, MAPO Members	2021-2025

OUTPUT 2

An operational national ATIP resource library is in place.

**LINKED TO
STRATEGIC
GOAL**
G2

 related
to G7

ACTIVITIES

i) Develop an ATIP resource library which includes case study references and court judgements for investigators and prosecutors to refer and study.

INDICATORS

1 ATIP Resource Library

**ASSIGNED
RESPONSIBILITIES**

NSO MAPO

TIMELINE

2021-2025

ACTIVITIES

ii) Conduct review workshops of ATIPSOM cases for the purpose of assessing cases that were acquitted and include findings in the resource library.

INDICATORS

Number of workshops

**ASSIGNED
RESPONSIBILITIES**

Legislative Committee, NSO MAPO

TIMELINE

2021-2025

OUTPUT 3

Victims have confidence in and demonstrate greater willingness to cooperate with enforcement agencies, Deputy Public Prosecutors and judicial agencies.

**LINKED TO
STRATEGIC
GOAL**
G2

 related
to G8

ACTIVITIES

i) Establish partnerships with NGOs, International Organisations and other relevant parties to support victims including in their communication needs.

INDICATORS

Number of partners

**ASSIGNED
RESPONSIBILITIES**

Legislative Committee, NGOs, International Organisations

TIMELINE

2021-2025

ACTIVITIES

ii) DPPs visit the victims before trial for the preparation of the case.

INDICATORS

Number of cases

**ASSIGNED
RESPONSIBILITIES**

Legislative Committee

TIMELINE

2021-2025

ACTIVITIES

iii) VAS engaged to assist in preparing the victims to familiarise themselves with the legal processes during court proceedings.

INDICATORS

Number of cases referred to VAS

**ASSIGNED
RESPONSIBILITIES**

Legislative Committee

TIMELINE

2021-2025

- 7
- SPECIFIC OBJECTIVE:
To strengthen coordination and cooperation involving all relevant enforcement agencies for an integrated approach to combat TIP at state and national levels.
- S7

OUTPUT 1 Specialised ATIP unit empowered at the federal level and state level in all the enforcement agencies.			LINKED TO STRATEGIC GOAL G2
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Enhance and empower specialised ATIP unit in all the enforcement agencies at the federal level (e.g. D3 at Bukit Aman for RMP) to lead and coordinate anti-TIP efforts nationwide.	Number of officers trained	Enforcement Committee	2021-2025
ii) Provide adequate budget, resources and facilities for specialised ATIP units to operate effectively.	Amount of fund	Enforcement Committee	2021-2025
iii) Intensify intelligence, monitoring and random enforcement at entertainment outlets and other areas known to be prone to TIP to ensure compliance with all regulations.	Number of operations	Enforcement Committee, Special Committee to Oversee FL Issues	2021-2025
iv) Conduct periodic labour inspection, including unannounced inspections, at the workplaces, particularly in areas where labour trafficking and child trafficking are known to occur and assess the risk of forced labour in companies' operation and supply chains, and include checking of work permit renewals.	Number of inspections	Enforcement Committee, Special Committee to Oversee FL Issues	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
v) Enforcement agencies increase its efforts to conduct investigations prior to the raid (pre-rescue intelligence).	Number of pre-rescue intelligence	Enforcement Committee	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
related to G6 vi) Provide training for enforcement agencies to identify TIP victims, know victims' rights and specific needs, and be familiar with referral procedures to organisations and agencies that can provide appropriate services.	Number of training sessions	Enforcement Committee	2021-2025

OUTPUT 2

Effective cooperation and coordination amongst enforcements agencies.

LINKED TO
STRATEGIC
GOAL

G2

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Empower enforcement agencies to conduct integrated operations including random raids and ad-hoc operations at the federal level and state level.	Number of operations	Enforcement Committee	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
ii) Bid for budget to purchase modern equipment and logistics to identify areas of TIP criminal activities (e.g. closed circuit television, control radar) for sharing and utilisation among enforcement agencies.	Funding allocated	Enforcement Committee, Legislative Committee, MAPO Members, other relevant government agencies	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Increase the number of specialists for TIP crimes among judges, prosecutors and enforcement officers in each agency.	Number of specialists	NSO MAPO, Enforcement Committee, MAPO Task Force	2021-2025

	<div>ACTIVITIES</div> <div>iv) Empower the MAPO Task Force to organise integrated operations among enforcement agencies, with adequate resources in terms of budget and personnel.</div>	<div>INDICATORS</div> <div>Number of integrated operations</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Enforcement Committee, NSO MAPO</div>	<div>TIMELINE</div> <div>2021-2025</div>
	<div>ACTIVITIES</div> <div>v) Enforcement agencies take turns in hosting regular meetings amongst the five agencies to coordinate strategies and efforts, and review results of joint-operations.</div>	<div>INDICATORS</div> <div>Number of sessions</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Enforcement Committee</div>	<div>TIMELINE</div> <div>2021-2025</div>
	<div>ACTIVITIES</div> <div>vi) Establish focal points in the relevant agencies for more efficient TIP responses.</div>	<div>INDICATORS</div> <div>Number of focal points</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Enforcement Committee, NSO MAPO</div>	<div>TIMELINE</div> <div>2021-2025</div>
	<div>ACTIVITIES</div> <div>vii) Set up a Special Task Force on TIP for East Malaysia.</div>	<div>INDICATORS</div> <div>1 special task force</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Enforcement Committee</div>	<div>TIMELINE</div> <div>2021-2025</div>
	<div>ACTIVITIES</div> <div>viii) Develop and disseminate a common Standard Operating Procedures (SOPs), policies and guidelines related to enforcement measures for more coordinated intelligence gathering, victim identification and anti-TIP responses by the various enforcement agencies.</div>	<div>INDICATORS</div> <div>1 set standard operating procedures/policies/guidelines</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Enforcement Committee, NSO MAPO</div>	<div>TIMELINE</div> <div>2021-2025</div>

8 SPECIFIC OBJECTIVE:

To enhance coordination and cooperation between enforcement and prosecution to ensure high quality investigations which enable and support prosecution.

S8

OUTPUT 1

Increased efficiency of case management in court proceedings.

LINKED TO
STRATEGIC
GOAL

G2

ACTIVITIES

i) Prioritise TIP cases and ensure cases are prosecuted and adjudicated without undue delay.

INDICATORS

Duration of court proceedings

ASSIGNED RESPONSIBILITIES

Legislative Committee

TIMELINE

2021-2025

ACTIVITIES

ii) Host regular meetings on victim case management among AGC (DPPs), enforcement agencies and protection agencies to review outstanding ATIPSOM cases and expedite the process.

INDICATORS

Number of sessions

ASSIGNED RESPONSIBILITIES

NSO MAPO

TIMELINE

2021-2025

OUTPUT 2

Enhanced intelligence-based investigations over victim-dependent investigations.

LINKED TO
STRATEGIC
GOAL

G2

ACTIVITIES

i) Conduct proactive investigation methods to reduce the reliance on the cooperation and testimony of victims for case convictions.

INDICATORS

Number of cases

ASSIGNED RESPONSIBILITIES

Legislative Committee, Enforcement Committee

TIMELINE

2021-2025

ACTIVITIES

ii) Host combined knowledge sharing sessions for judges, prosecutors and legal aid practitioners with front line law enforcement and labour inspectors to enhance their techniques on TIP investigation and evidence gathering.

INDICATORS

Number of sessions

ASSIGNED RESPONSIBILITIES

Legislative Committee, Enforcement Committee, MAPO Members, other relevant government agencies

TIMELINE

2021-2025

	ACTIVITIES iii) Strengthen communication and coordination between enforcement agencies and CSOs during investigations through dialogue sessions when necessary.	INDICATORS Number of sessions	ASSIGNED RESPONSIBILITIES Enforcement Committee	TIMELINE 2021-2025
	ACTIVITIES iv) Collect, analyse and share law enforcement information and intelligence with relevant agencies in a timely manner including through regular meetings and workshops.	INDICATORS Number of sessions	ASSIGNED RESPONSIBILITIES Enforcement Committee	TIMELINE 2021-2025
	ACTIVITIES <small>related to G7</small> v) Study the establishment of a Centralised Intelligence Coordination Unit (CICU) on TIP.	INDICATORS 1 study	ASSIGNED RESPONSIBILITIES Enforcement Committee, NSO MAPO, MAPO Task Force	TIMELINE 2021-2025

OUTPUT 3 Directory of interpreters established which can be shared amongst the investigation, prosecution and protection units.			LINKED TO STRATEGIC GOAL G2	
	ACTIVITIES i) To study the establishment of a Foreign Interpreters' mechanism under MAPO.	INDICATORS 1 mechanism	ASSIGNED RESPONSIBILITIES NSO MAPO, MAPO Members, other relevant government agencies	TIMELINE 2021-2025
	ACTIVITIES <small>related to G6</small> ii) Train interpreters on TIP issues, including gender responsive approach and TIA as well as their roles and responsibilities to assist as interpreters in investigations.	INDICATORS Number of interpreters	ASSIGNED RESPONSIBILITIES NSO MAPO, MAPO Members, other relevant government agencies, CSOs	TIMELINE 2021-2025

9

SPECIFIC OBJECTIVE:

To strengthen legislation and regulatory frameworks that address trafficking for labour and child exploitation.

S19

OUTPUT 1

Strengthened laws related to exploitation of children such as child trafficking and child labour and ensure effectiveness of the laws.

LINKED TO
STRATEGIC
GOAL

G5

ACTIVITIES

i) Conduct consultations to harmonise ATIPSOM Act and other relevant national laws on children (on immigration, labour and child abuse/family violence law) with Conventions that the country has ratified.

INDICATORS

Number of sessions

ASSIGNED
RESPONSIBILITIES

Legislative Committee, Special Committee to Oversee FL Issues, NSO MAPO

TIMELINE

2021-2025

ACTIVITIES

ii) Review relevant laws and policies related to child trafficking through multi-disciplinary consultations with relevant government agencies, CSOs, workers and employers' organisations, international organisations, children's representatives and other related child protection mechanisms.

INDICATORS

Number of sessions

ASSIGNED
RESPONSIBILITIES

Legislative Committee, Special Committee to Oversee FL Issues, NSO MAPO

TIMELINE

2021-2025

ACTIVITIES

iii) Review penalties for offences under the ATIPSOM Act to include provisions for specific offences and aggravating penalties for offences involving TIP victims who are children and consider any alternative legislative proposals to reduce demand for services of TIP victims and the incentives for offending.

INDICATORS

Number of sessions

ASSIGNED
RESPONSIBILITIES

Legislative Committee, Special Committee to Oversee FL Issues, NSO MAPO

TIMELINE

2021-2025

ACTIVITIES

iv) Develop a manual which considers the rights of the child to provide guidance for authorities (e.g. in enforcement/prosecution/judiciary/protection).

INDICATORS

1 manual

ASSIGNED
RESPONSIBILITIES

MAPO Members, Special Committee to Oversee FL Issues, other relevant government agencies

TIMELINE

2021-2025

	<div>ACTIVITIES</div> <div>v) Review ATIPSOM Act and SOPs of the enforcement agencies and protection agencies to ensure that the "best interests of the child" is given primary consideration when responding to TIP victims who are children.</div>	<div>INDICATORS</div> <div>1 set of guidelines</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Enforcement Committee, Legislative Committee, NSO MAPO, MAPO Members</div>	<div>TIMELINE</div> <div>2021-2025</div>
	<div>ACTIVITIES</div> <div>vi) Develop guidelines for recruitment agencies and engage with recruitment agencies on child labour and protection of young workers, including the provisions of the Children and Young Persons Act.</div>	<div>INDICATORS</div> <div>1 set of guidelines Number of sessions</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Legislation Committee, Special Committee to Oversee FL Issues</div>	<div>TIMELINE</div> <div>2021-2025</div>
	<div>ACTIVITIES</div> <div>vii) Impose penalties for non-compliance with legal provisions on child labour and protection of young workers.</div>	<div>INDICATORS</div> <div>Number of cases</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Legislative Committee, Special Committee to Oversee FL Issues</div>	<div>TIMELINE</div> <div>2021-2025</div>
	<div>ACTIVITIES</div> <div>related to G6</div> <div>viii) Increase the number of law enforcement officers and social workers trained on child labour and able to respond to child labour cases.</div>	<div>INDICATORS</div> <div>Number of law enforcement officers and social workers trained</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Enforcement Committee, other relevant government agencies</div>	<div>TIMELINE</div> <div>2021-2025</div>
	<div>ACTIVITIES</div> <div>ix) Enhance existing helplines to ensure easy access for children to seek help.</div>	<div>INDICATORS</div> <div>Number of calls</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>NSO MAPO, Enforcement Committee, Victim Care & Protection Committee, CSOs</div>	<div>TIMELINE</div> <div>2021-2025</div>

10 SPECIFIC OBJECTIVE:

To strengthen relevant labour migration and domestic work legislation and policies to prevent TIP.

S20

OUTPUT 1

Improvement of legislation and enforcement to protect domestic workers from TIP.

LINKED TO
STRATEGIC
GOAL

G5

ACTIVITIES

i) Establish rules and regulations relating to domestic workers, following the amendment of Employment Act 1955.

INDICATORS

1 set of rules and regulations developed

ASSIGNED RESPONSIBILITIES

Enforcement Committee, Special Committee to Oversee FL Issues

TIMELINE

2021-2025

ACTIVITIES

ii) Enforcement of regulations relating to domestic workers.

INDICATORS

Number of cases

ASSIGNED RESPONSIBILITIES

Enforcement Committee

TIMELINE

2021-2025

OUTPUT 2

Strengthened labour migration management, including recruitment practices.

LINKED TO
STRATEGIC
GOAL

G2

ACTIVITIES

i) Develop guidelines for approved recruitment agencies to follow for more transparency in recruitment process.

INDICATORS

1 set guidelines

ASSIGNED RESPONSIBILITIES

Special Committee to Oversee FL Issues

TIMELINE

2021-2025

ACTIVITIES

related to G8

ii) Collaborate with sending countries to disseminate information to the respective parties which includes the recruitment agencies.

INDICATORS

Number of sessions

ASSIGNED RESPONSIBILITIES

Special Committee to Oversee FL Issues, CSOs, International Organisations

TIMELINE

2021-2025

ACTIVITIES

iii) Conduct engagement sessions with recruitment agency staff on national TIP and labour laws.

INDICATORS

Number of sessions

ASSIGNED RESPONSIBILITIES

Special Committee to Oversee FL Issues, CSOs, International Organisations

TIMELINE

2021-2025

	ACTIVITIES iv) Identify and address gaps in migration and employment frameworks, including visa framework e.g. consider reviewing policies on renewal of work permits to allow workers to renew their own work permit and to change employers during the time period for which the permit is granted.	INDICATORS 1 gap analysis report	ASSIGNED RESPONSIBILITIES Enforcement Committee, Special Committee to Oversee FL Issues	TIMELINE 2021-2025
	ACTIVITIES v) Monitor labour recruiters' licence in Malaysia and their practices in terms of legal compliance.	INDICATORS Number of labour recruiters monitored	ASSIGNED RESPONSIBILITIES Enforcement Committee, Special Committee to Oversee FL Issues	TIMELINE 2021-2025

OUTPUT 3 Legislation or regulation to require publicly-listed companies to issue ATIP commitment statements for supply chain transparency drafted/adopted.			LINKED TO STRATEGIC GOAL G2
ACTIVITIES i) Organise consultation with related bodies to encourage companies listed/to be listed on the Malaysian stock to have ATIP or TIP-related commitments.	INDICATORS Number of sessions	ASSIGNED RESPONSIBILITIES NSO MAPO, MAPO Members, other relevant government agencies, GLCs, statutory bodies	TIMELINE 2021-2025

11

SPECIFIC OBJECTIVE:
To continuously improve anti-TIP responses targeted at combating labour trafficking and child trafficking in all sectors, particularly in the supply chains of goods and services.

S21

OUTPUT 1 Increased sector-specific efforts on addressing TIP issues.			LINKED TO STRATEGIC GOAL G5
ACTIVITIES i) Improve the detection and identification of TIP victims, particularly in target sectors e.g. plantations, construction, fishing, manufacturing, domestic work.	INDICATORS Number of inspections	ASSIGNED RESPONSIBILITIES Enforcement Committee, Special Committee to Oversee FL Issues	TIMELINE 2021-2025
ACTIVITIES ii) Conduct knowledge sharing and technical support for the Task Force Committee by selected sectors.	INDICATORS Number of sessions	ASSIGNED RESPONSIBILITIES Enforcement Committee, Special Committee to Oversee FL Issues, International Organisations	TIMELINE 2021-2025

12 SPECIFIC OBJECTIVE:

To enhance the capacity to detect, investigate and prosecute cases of trafficking for forced labour and child exploitation, including online child sex trafficking.

S23

OUTPUT 1

Improved capacity of enforcement agencies and prosecutors to handle TIP and related cases.

LINKED TO STRATEGIC GOAL **G6** related to G5

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Conduct needs assessments for prosecution agencies and judiciary officials to develop and institutionalise specialised training/sharing best practices programme on TIP.	Number of needs assessments	Legislative Committee, MAPO Members, NSO MAPO, other relevant government agencies	2021-2025
ii) Organise knowledge sharing session on the interpretation and application of the ATIPSOM Act and its new amendments.	Number of sessions	Legislative Committee	2021-2025
iii) Organise training for Investigating Officers (IOs) and Deputy Public Prosecutors (DPPs).	Number of training sessions	Legislative Committee, Enforcement Committee	2021-2025
iv) Hold conference between enforcement agencies and prosecution.	Number of conferences	Legislative Committee, Enforcement Committee	2021-2025
ACTIVITIES related to G8 v) Conduct capacity building for enforcement officers in collaboration with relevant local and international agencies to increase understanding of ATIPSOM Act and on the National Guidelines on Human Trafficking Indicators (NGHTI) to identify victim of TIP in line with international standards.	Number of enforcement officers	Enforcement Committee, CSOs, International Organisations	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
vi) Organise local and foreign specialised trainings for IOs especially those in the specialised ATIP unit in collaboration with CSOs on topics such as: a. Victim-centred response; and b. Trauma-informed approach (TIA)	Number of IOs	MAPO Members, other related government agencies, CSOs, International Organisations	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
vii) Train labour inspectors on labour trafficking, forced labour and child labour issues e.g.: a. Compliance of labour standards; b. The Fundamental Principles and Rights at Work; and c. Conducting gender and child responsive labour inspection.	Number of labour inspectors	Enforcement Committee, Special Committee to Oversee FL Issues, other relevant government agencies	2021-2025

OUTPUT 2 Specialised cybercrime unit/task force established for online sex trafficking cases.		LINKED TO STRATEGIC GOAL G6 related to G5	
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Implement a pilot project to form a team of investigators with expertise in information technology to work on cybercrime cases relating to trafficking.	1 pilot project	Enforcement Committee, MAPO Members, NSO MAPO, other relevant government agencies	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
ii) Collaborate with local and international NGOs and IT experts to examine and identify methodologies to improve the level of detection of online trafficking cases. <small>related to G8</small>	Number of collaborative projects	Enforcement Committee, MAPO Members, NSO MAPO, other relevant government agencies	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Organise training sessions for identified relevant enforcement officers.	Number of training sessions	Enforcement Committee, MAPO Members, NSO MAPO, other relevant government agencies	2021-2025

STRATEGIC PILLAR 3 (P3): PROTECTION

1

SPECIFIC OBJECTIVE:

To establish and maintain an effective national referral mechanism (NRM) for TIP so that victims and/or possible victims are able to access justice, receive protection and assistance.

S14

OUTPUT 1

Formalised National Referral Mechanism (NRM) for all TIP cases and related forms of exploitation.

LINKED TO
STRATEGIC
GOAL

G4 related
to G8

ACTIVITIES

i) Establish a formal National Referral Mechanism (NRM) that is based on standardised identification and referral procedures, with enhanced protective mechanisms such as early screenings, appointment of Victim Assistance Specialist (VAS), providing of legal assistance to all victims of trafficking.

INDICATORS

1 NRM in operation

ASSIGNED
RESPONSIBILITIES

NSO MAPO, Victim Care & Protection Committee, International Organisations

TIMELINE

2021-2022

ACTIVITIES

ii) Refer non-TIP cases with related forms of exploitation to other relevant agencies so that the victims of offences other than TIP are still able to receive the relevant support.

INDICATORS

Number of non-TIP cases being referred

ASSIGNED
RESPONSIBILITIES

Victim Care & Protection Committee, NSO MAPO, CSOs, International Organisations, other relevant government agencies

TIMELINE

2021-2025

ACTIVITIES

iii) Establish a multi-disciplinary team as first responders with members from the following:
a. Enforcement team;
b. Medical team;
c. Social workers;
d. VAS;
e. Counsellors; and
f. Interpreters.

INDICATORS

At least 1 multi-disciplinary team established with required members

ASSIGNED
RESPONSIBILITIES

Enforcement Committee, Victim Care & Protection Committee, NSO MAPO, other relevant government agencies

TIMELINE

2021-2022

<div>OUTPUT 2</div> <div>Standardised, shared and coordinated procedures and policies for victim care and protection established.</div>				<div>LINKED TO STRATEGIC GOAL</div> <div>G4 related to G1</div>
<div></div> <div></div> <div></div>	<div>ACTIVITIES</div> <div>i) Organise stakeholder consultation meetings to develop or improve on Standard Operating Procedures (SOPs) and policies for providing victim care, protection and assistance by shelters and other service providers.</div>	<div>INDICATORS</div> <div>Number of sessions</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Victim Care & Protection Committee</div>	<div>TIMELINE</div> <div>2021-2025</div>
	<div>ACTIVITIES</div> <div>ii) Establish minimum quality standards of care for all shelters which are gender and age specific. Shelters for children must be child-friendly with practitioners trained to support children and provide an opportunity for children to have access to education.</div>	<div>INDICATORS</div> <div>1 minimum standards guidelines</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Victim Care & Protection Committee</div>	<div>TIMELINE</div> <div>2021-2025</div>
	<div>ACTIVITIES</div> <div>iii) Ensure compliance of shelter standards by government and NGO shelters.</div>	<div>INDICATORS</div> <div>Number of reviews</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Victim Care & Protection Committee, other relevant government agencies</div>	<div>TIMELINE</div> <div>2021-2025</div>
<div>OUTPUT 3</div> <div>Developed networks within the protection and medical and health system to increase identification of victims of TIP.</div>				<div>LINKED TO STRATEGIC GOAL</div> <div>G4 related to G8</div>
<div></div> <div></div>	<div>ACTIVITIES</div> <div>i) Improve the Social Report to include clear indicators of mental health or psychological impact.</div>	<div>INDICATORS</div> <div>1 set of updated Social Report.</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Victim Care & Protection Committee, other relevant government agencies</div>	<div>TIMELINE</div> <div>2021-2023</div>
	<div>ACTIVITIES</div> <div>ii) Train Protection Officers to conduct victim-centred interviews to obtain the necessary information for the Social Report.</div> <div>related to G6</div>	<div>INDICATORS</div> <div>Number of training sessions on Social Report</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Victim Care & Protection Committee, CSOs, International Organisations, other relevant government agencies</div>	<div>TIMELINE</div> <div>2021-2025</div>

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Develop standard screening tools for TIP based on the National Guideline Human Trafficking Indicators (NGHTI) for specific use within medical and health systems (including community clinics and emergency rooms) and child welfare systems and other systems likely to encounter potential victims, and provide information on reporting and referral mechanism.	1 TIP screening checklist	Victim Care & Protection Committee, MAPO Members, other relevant government agencies, NSO MAPO, CSOs, International Organisations	2021-2023

2

SPECIFIC OBJECTIVE:

To ensure that rescued persons/trafficked victims are informed and have access to comprehensive assistance and support services that are trauma-informed, non-discriminatory and gender and age-responsive.

S15

OUTPUT 1

Rescued persons/trafficked victims have better understanding of the process involved and able to make informed decisions.

LINKED TO
STRATEGIC
GOAL

G4

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Involve VAS services and interpreters immediately if required, for engagement and stabilisation process with rescued persons.	Number of cases	Victim Care & Protection Committee, other relevant government agencies, VAS, CSOs, International Organisations	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
ii) Ensure Protection Officers at government and NGO shelters provide necessary information and explanation during intake/admission process, with the assistance of interpreters if required.	Number of victims informed	Victim Care & Protection Committee, other relevant government agencies	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Develop and disseminate 'check-in kit' (IEC materials) in various languages which provide basic information on: a. The IPO/PO process; b. Shelter for trafficked victims and services offered; c. Permission to move freely and work; and d. The flow of court process involved.	Number of 'check in kit' produced in various languages	Victim Care & Protection Committee, other relevant government agencies, CSOs, International Organisations	2021-2022

OUTPUT 2

Protection assistance and services provided to victims are individualised, victim-centred and rights based, recognising the particular needs of victims who are children.

LINKED TO
STRATEGIC
GOAL **G4**

ACTIVITIES

- i) Individual service needs assessment undertaken with input from victims to determine the care and support services/programmes required.

INDICATORS

Number of service needs assessment undertaken

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, other relevant government agencies

TIMELINE

2021-2025

ACTIVITIES

- ii) Provide support to child victims that recognises their unique vulnerabilities to help ensure child victims receive the support and protection they need.

INDICATORS

Number of child victims provided with support

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, other relevant government agencies, CSOs

TIMELINE

2021-2025

ACTIVITIES

- iii) Provide safe channels for victims to give feedback/input on services received to promote "survivor-informed" services and incorporate survivor input into service delivery models.

INDICATORS

Number of shelter homes with feedback channel

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, other relevant government agencies

TIMELINE

2021-2023

ACTIVITIES

- iv) Develop standardised activity module/ programme/ interventions for the victims in the shelter homes. The module will encompass:
- Care and protection;
 - Faith-based programmes;
 - Sports and leisure;
 - Informal education and skills training; and
 - Hygiene/health care.

INDICATORS

1 standardised activity module

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, other relevant government agencies

TIMELINE

2021-2025

OUTPUT 3

Established directory of service providers for victims of TIP.

LINKED TO
STRATEGIC
GOAL**G4****ACTIVITIES**

- i) Organise stakeholder meetings to identify and map out available service providers for victims of TIP e.g. :
- Shelters and transit houses;
 - Interpreters;
 - Legal aid services;
 - Health support services;
 - Psychological services including counselling;
 - Employment opportunities;
 - Skills development;
 - Sponsorship for air tickets; and
 - Reintegration services.

INDICATORS

1 stakeholder meeting for mapping services

1 service provider directory

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, other relevant government agencies, CSOs, International Organisations

TIMELINE

2021-2022

2021-2022

OUTPUT 4

Enhanced access to medical and psychological services for victims of TIP.

LINKED TO
STRATEGIC
GOAL**G4**related
to G8**ACTIVITIES**

- i) Provide medical and psychosocial screening of victims, ensuring that expertise from child therapists are drawn upon when dealing with child victims.

INDICATORS

Number of victims received services

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, MAPO Members, other relevant government agencies

TIMELINE

2021-2025

ACTIVITIES

- ii) Engage services of NGOs which provide medical and mental health services to victims.

INDICATORS

Number of NGOs engaged

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, CSOs, International Organisations

TIMELINE

2021-2025

ACTIVITIES

- iii) Increase the number of counsellors (government and NGOs) to provide services.

INDICATORS

Number of counsellors engaged

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, CSOs, International Organisations

TIMELINE

2021-2025

OUTPUT 5

Services provided to victims of TIP are adequate to meet the multiple needs of victims.

LINKED TO
STRATEGIC
GOAL **G4**

ACTIVITIES

i) Convene a group of TIP victim service providers with the aim of identifying several performance measures that are commonly and effectively used to measure victim service outcomes.

INDICATORS

1 consultation session with service providers
1 working committee on performance measure set up

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, NSO MAPO, other relevant government agencies, CSOs

TIMELINE

2021-2025

ACTIVITIES

ii) Host regular meetings among the shelter managers and related agencies to monitor and to coordinate ATIPSOM cases.

INDICATORS

Number of sessions

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, NSO MAPO, other relevant government agencies

TIMELINE

2021-2025

OUTPUT 6

Enhanced implementation of the permission to move freely and work for the TIP victims.

LINKED TO
STRATEGIC
GOAL **G4**

ACTIVITIES

i) Develop guidelines for conducting the Risk Assessments, including drafting standard assessment forms for use by IOs, medical officers and mental health officers.

INDICATORS

1 set of Guidelines on Risk Assessment
1 set of Standard Assessment Form

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, Enforcement Committee, NSO MAPO, other relevant government agencies

TIMELINE

2021-2022

ACTIVITIES

ii) Expedite the process to apply and obtain approval for the permission to move freely and work upon receipt of all required documents.

INDICATORS

Completed documents processed within 10 working days upon receipt

ASSIGNED RESPONSIBILITIES

NSO MAPO, Victim Care & Protection Committee, other relevant government agencies

TIMELINE

2021-2025

ACTIVITIES

iii) Continue to assist victims of TIP who are willing to work, as necessary.

INDICATORS

Number of victims who want to work

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, Relevant CSOs

TIMELINE

2021-2025

OUTPUT 7

Victims have access to legal assistance and compensation.

LINKED TO
STRATEGIC
GOAL**G4** related
to G8**ACTIVITIES**

i) Engage with the Bar Council and other lawyer networks for legal assistance to victims of TIP, including foreign victims.

INDICATORS

Number of sessions

ASSIGNED RESPONSIBILITIES

NSO MAPO, MAPO Members, other relevant government agencies, CSOs

TIMELINE

2021-2025

ACTIVITIES

ii) Explore mechanism for compensation to TIP victims.

INDICATORS

Number of sessions

ASSIGNED RESPONSIBILITIES

NSO MAPO, MAPO Members, other relevant government agencies

TIMELINE

2021-2025

OUTPUT 8

Victims are aware of their legal rights, including consular access to their diplomatic missions.

LINKED TO
STRATEGIC
GOAL**G4****ACTIVITIES**

i) Inform victims about their rights and the legal proceedings through the DPPs, VAS or Case Officers.

INDICATORS

Number of victims informed

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, CSOs, other relevant government agencies

TIMELINE

2021-2025

ACTIVITIES

ii) Establish a process to inform respective embassies when persons rescued have been identified as TIP victims, and given access to communicate with their nationals.

INDICATORS

1 guidelines established

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, Enforcement Committee, MAPO Members, other relevant government agencies

TIMELINE

2021-2022

OUTPUT 9

Established rapport and understanding between victims and Protection Officers/Case Officers at shelter homes.

LINKED TO
STRATEGIC
GOAL**G4****ACTIVITIES**

i) Conduct regular check-in sessions with victims by Protection Officers/Case Officers to build rapport and allow for victims to share their concerns or provide feedback.

INDICATORS

Number of check-in sessions

ASSIGNED RESPONSIBILITIES

Victim Care & Protection Committee, MAPO Members, other relevant government agencies

TIMELINE

2021-2025

3

SPECIFIC OBJECTIVE:

To develop new or improve existing models of protective and service delivery mechanisms for trafficked persons (e.g. shelters, transit-houses, community-based living) in accordance with international standards.

S16

OUTPUT 1			LINKED TO STRATEGIC GOAL
Improved relevant victim protection, assistance and service delivery system.			G4
<div>ACTIVITIES</div> <div>i) Review existing victim protection, assistance and service delivery system and consider implementing various types of shelters or alternative accommodation such as : a. Transit/short term; b. Long term; and c. Community-based living.</div>	<div>INDICATORS</div> <div>Number of sessions</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Victim Care & Protection Committee</div>	<div>TIMELINE</div> <div>2021-2025</div>
<div>ACTIVITIES</div> <div>ii) Improve psychosocial and livelihood support to victims in the shelter homes, with due consideration of the trauma, physical, mental and financial difficulties endured by the victims and the different needs of adult and child victims.</div>	<div>INDICATORS</div> <div>Number of programmes</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Victim Care & Protection Committee, CSOs, International Organisations</div>	<div>TIMELINE</div> <div>2021-2025</div>

OUTPUT 2			LINKED TO STRATEGIC GOAL
Protection services is extended and provided by geographical zones.			G4 related to G8
<div>ACTIVITIES</div> <div>i) Conduct needs analysis for shelter services according to geographical zones.</div>	<div>INDICATORS</div> <div>1 needs analysis report</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Victim Care & Protection Committee</div>	<div>TIMELINE</div> <div>2021-2025</div>
<div>ACTIVITIES</div> <div>ii) Increase the number of shelter homes, including NGO shelters homes in the care and protection activities.</div>	<div>INDICATORS</div> <div>Number of shelter homes (as needed)</div>	<div>ASSIGNED RESPONSIBILITIES</div> <div>Victim Care & Protection Committee, CSOs</div>	<div>TIMELINE</div> <div>2021-2025</div>

OUTPUT 3

Reduced psychological impact on victims with families.

LINKED TO
STRATEGIC
GOAL **G4** related
to G8

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Utilise existing family shelter (government/NGO).	Number of families sheltered	Victim Care & Protection Committee, CSOs	2021-2025
ii) Provide care and protection that is family-based.	Number of families served	Victim Care & Protection Committee, CSOs	2021-2025

4

SPECIFIC OBJECTIVE:

To facilitate safe reintegration in the community for victims who choose to work and safe repatriation for victims who choose to return to their home country.

S17

OUTPUT 1

Victims are safely reintegrated in the society.

LINKED TO
STRATEGIC
GOAL **G4**

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) To deploy efforts to ensure the safe reintegration of child victims and strengthen community-based rehabilitation services to better respond to the needs of trafficked children.	Number of cases assisted	Victim Care & Protection Committee, other relevant agencies government, CSOs	2021-2025

OUTPUT 2

Victims are safely repatriated to their home country and receive continued support upon return if required.

LINKED TO
STRATEGIC
GOAL **G4** related
to G8

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Implement dialogue engagement sessions to enhance coordinated efforts between immigration officials, embassies, international organisations and CSOs to: a. Ensure victims reach their homes safely, where safe repatriation is possible; and b. Ensure the best interests of the child when making decisions on repatriation of child victims.	Number of sessions (as needed)	Victim Care & Protection Committee, NSO MAPO, MAPO Members, other relevant government agencies, CSOs, International Organisations	2021-2025

OUTPUT 3

Reduced risk of re-trafficking of victims.

LINKED TO STRATEGIC GOAL

G4

related to G3

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Establish a mechanism to supervise or monitor victims (local/non-local) with the permission to move freely/work.	1 guidelines established for supervision of victims	Victim Care & Protection Committee, CSOs	2021-2025
ii) Conduct empowerment programmes for all victims of TIP residing in the government and NGO shelters for trafficked victims to help them avoid being re-trafficked.	1 empowerment programme developed Number of victims involved	Victim Care & Protection Committee, CSOs	2021 2021-2025

OUTPUT 4

Increased self-confidence of victims to move forward in life.

LINKED TO STRATEGIC GOAL

G4

related to G8

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) CSOs from sending and receiving countries collaborate on victim empowerment.	Number of collaborations	Victim Care & Protection Committee, CSOs	2021-2025

5

SPECIFIC OBJECTIVE:
To support specialist NGOs working on TIP initiatives, including victim shelter and support services and prevention efforts.

S18

OUTPUT 1

NGOs actively working on anti-TIP initiatives provided with government support, including funding.

LINKED TO STRATEGIC GOAL

G4

related to G8

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Allocate financial support to NGOs that provide direct services to trafficked persons, subject to availability of funds.	Allocations provided to NGOs	Victim Care & Protection Committee, NSO MAPO	2021-2025
ii) Explore opportunities for funding innovative programmes aimed at victims or persons at risk of TIP.	Number of sessions	Victim Care & Protection Committee, NSO MAPO, CSOs, International Organisations	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Explore financial and non-financial incentives to support relevant CSOs.	Number of sessions	NSO MAPO, Victim Care & Protection Committee, CSOs	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iv) Promote participation of CSOs at relevant national and international meetings/platforms.	Number of CSOs involved	NSO MAPO, Victim Care & Protection Committee, CSOs	2021-2025

OUTPUT 2

Enhanced capacity of local CSOs which are working on combating TIP and providing services to trafficked persons.

LINKED TO
STRATEGIC
GOAL

G6 related to G8

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Conduct joint training, consultations and seminars among civil society and government agencies, including NGOs in training on e.g.: a. Victim identification and using the NGHTI; b. Best practices in providing victim care and protection, including the best interests of children; and c. Understanding the ATIPSOM Act and other related legislations.	Number of joint sessions	Victim Care & Protection Committee, NSO MAPO, CSOs, International Organisations	2021-2025

OUTPUT 3

Increased programmes and activities relating to the care and protection as well as awareness of TIP by CSOs.

LINKED TO
STRATEGIC
GOAL

G4 related to G8

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Provide support to CSOs to run programmes and activities relating to care and protection to victims, and awareness of TIP.	Number of programmes supported	Victim Care & Protection Committee, NSO MAPO, International Organisations	2021-2025

6

SPECIFIC OBJECTIVE:

To enhance the capacity of frontline personnel and agencies involved in victim protection/ assistance/support to respond in a victim-centred approach, especially when working with children, and gender responsive approach.

S22

*Frontline personnel/agencies include:

- Shelter personnel (eg. case officers, residential coordinators, security)
- Protection Officers
- Service providers to victims
- Victim Assistance Specialist
- Medical and health services personnel

OUTPUT 1			LINKED TO STRATEGIC GOAL
Increased competencies and understanding of frontline personnel in relation to principles of protection through institutionalised training.			G6
<div>ACTIVITIES</div> <p>i) Conduct a training needs assessment for protection agencies and officials to develop training modules and institutionalise specialised training programme on care and protection of TIP victims.</p>	<div>INDICATORS</div> <p>1 consultation workshop on needs assessment</p> <p>At least 1 follow-up consultation workshop on needs assessment</p>	<div>ASSIGNED RESPONSIBILITIES</div> <p>Victim Care & Protection Committee, CSOs, International Organisations</p>	<div>TIMELINE</div> <p>2021</p> <p>2023-2025</p>
<div>ACTIVITIES</div> <p>ii) Develop a uniform training module for all shelter homes based on trauma-informed approach (TIA), victim centred, human-rights based approach and gender responsive approach, and the 7 basic principles of social work:</p> <p>a. Individualisation;</p> <p>b. Confidentiality;</p> <p>c. Acceptance;</p> <p>d. Self-determination;</p> <p>e. Non-punitive/judgmental attitude;</p> <p>f. Freedom of expression of feelings and purpose; and</p> <p>g. Involvement of emotional regulation.</p>	<div>INDICATORS</div> <p>1 standardised training module developed for officers</p>	<div>ASSIGNED RESPONSIBILITIES</div> <p>Victim Care & Protection Committee, CSOs. International Organisations</p>	<div>TIMELINE</div> <p>2021-2022</p>
<div>ACTIVITIES</div> <p>iii) Develop a manual/guidelines for the victim management process involving various agencies.</p>	<div>INDICATORS</div> <p>1 manual/guidelines developed</p>	<div>ASSIGNED RESPONSIBILITIES</div> <p>Victim Care & Protection Committee, CSOs, International Organisations</p>	<div>TIMELINE</div> <p>2021-2025</p>

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iv) Implement the training programme for frontline personnel and relevant agencies.	Number of training sessions	Victim Care & Protection Committee, CSOs, International Organisations	2021-2025
v) Train Protection Officers and shelter home personnel on e.g.: a. SOPs and policies on victim care and protection; b. International standards and victim-centred approaches in TIP service provision; c. Providing gender-responsive services to meet the needs of trafficked persons; d. Providing gender-specific services to child victims; e. Child protection policies; and f. To support the multi-dimensional needs of victims of TIP, many of whom have experienced violence, exploitation, abuse and harrasment, and providing individualised protection and remedies.	Number of training sessions	Victim Care & Protection Committee, CSOs, International Organisations	2021-2025
vi) Organise specialised training for VASs by foreign counterparts in Tier 1 countries.	Number of training sessions	Victim Care & Protection Committee, NSO MAPO, other relevant government agencies, CSOs, International Organisations	2021-2025

OUTPUT 2

Protection personnel are sensitised on the Trauma-Informed Approach (TIA) and have greater understanding of the impact of trauma on victims’ behaviour, emotions and psychological aspect.

LINKED TO
STRATEGIC
GOAL

G6

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Implement the training module on TIA for all shelters and protection personnel to increase trauma awareness and responses.	Number of training sessions	Victim Care & Protection Committee, CSOs, International Organisations	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
ii) Train shelter and protection personnel to better handle victims including child victims in terms of trauma and psychosocial support.	Number of training sessions	Victim Care & Protection Committee, CSOs, International Organisations	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Provide psychosocial support for shelter and protection officers by linking them with mental health service providers.	Number of service providers engaged	Victim Care & Protection Committee, CSOs	2021-2025

OUTPUT 3 Increased in the number of qualified personnel involved in protection such as Protection Officers (POs) and Victim Assistance Specialists (VASS) from both government and NGOs.	LINKED TO STRATEGIC GOAL G4
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ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Appoint more government officers, especially those with social work background, as POs or VASSs.	Number of POs/VASS appointed	Victim Care & Protection Committee, NSO MAPO, MAPO Members, other relevant government agencies	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
ii) Encourage NGO representatives with relevant working experience or qualification to become POs or VASSs.	Number of POs/VASSs appointed	Victim Care & Protection Committee, NSO MAPO	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Enhance the criteria for POs and VASSs.	Terms of Reference on the criteria for appointment of POs and VASSs developed	Victim Care & Protection Committee, NSO MAPO	2021

7 SPECIFIC OBJECTIVE:
To implement a victim service and case management system with adequate protection of personal data of trafficked victims. **S24**

OUTPUT 1 Coordinated victim information through online database of cases under ATIPSOM Act between agencies.	LINKED TO STRATEGIC GOAL G7
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ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Develop an integrated information management system for victim information.	1 system developed	NSO MAPO, MAPO Members, other relevant government agencies	2021-2025

STRATEGIC PILLAR 4 (P4): PARTNERSHIP

1

SPECIFIC OBJECTIVE:

To develop and further improve on an integrated user-friendly information management system that facilitates timely and comprehensive collection and analyses of statistical and disaggregated data on TIP at state and national level.

S25

OUTPUT 1

An information management system that has a systematic and coordinated data gathering and analysis of all relevant information/data on TIP from various stakeholders (government agencies, CSOs, International Organisations, employers, etc).

LINKED TO STRATEGIC GOAL

G7

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Establish relevant committee to: a. Provide strategic direction; b. Provide gap analysis; c. User requirement; d. Data collection (disaggregated data by sex, nationality, age, etc.); and e. Data analysis.	Number of sessions Number of reports Integrated Information Management System enhanced	NSO MAPO, MAPO Members, other relevant government agencies	2021-2023

OUTPUT 2

Informed decision on anti-trafficking policies, regulations and measures based on improved data analysis.

LINKED TO STRATEGIC GOAL

G7

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Disseminate data analysis and relevant reports at the following meetings: a. HLC-MAPO meetings; b. MAPO meetings; c. MAPO Committee meetings; and d. Other related meetings.	Number of meetings	NSO MAPO	2021-2025

2

SPECIFIC OBJECTIVES:

To improve use of data in developing evidence-based policy relating to anti-TIP issues and ensure information management system is user-friendly for regular utilisation and information exchange among all relevant stakeholders involved.

S26

OUTPUT 1

The policies on anti-trafficking issues implemented are based on consultation with relevant stakeholders.

LINKED TO STRATEGIC GOAL

G7

 related to G8

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Hold engagement sessions with relevant stakeholders on anti-trafficking policies, when needed.	Number of sessions	NSO MAPO, MAPO Members, other relevant government agencies	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
ii) Review the implementation of anti-trafficking efforts through multi-agency dialogues with sharing of information in relation to TIP.	Number of sessions	NSO MAPO, MAPO Members, other relevant government agencies	2021-2025

OUTPUT 2

Information management system that is user-friendly and regularly utilised.

LINKED TO STRATEGIC GOAL

G7 related to G6

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Conduct training sessions for relevant users. (eg. eMAPO)	Number of training sessions	MAPO Committees, MAPO Members, other related government agencies, NSO MAPO	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
ii) Promote the use of the information management system in strategic meetings, when necessary.	Number of meetings	MAPO Committees, MAPO Members, other relevant government agencies, NSO MAPO	2021-2025

3

SPECIFIC OBJECTIVE:
To initiate the development of knowledge management system for government agencies and other relevant stakeholders.

S27

OUTPUT 1

Pilot a prototype on a comprehensive knowledge management system (KMS).
(eg. Chatbot, eWarga & MAPO Webpage)

LINKED TO STRATEGIC GOAL

G7 related to G8

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Conduct consultation sessions with CSOs/international organisations/unions and government agencies in the development of knowledge management system.	Number of sessions	NSO MAPO, International Organisation, CSOs	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
ii) Develop a proposal on the pilot project on knowledge management system (KMS).	1 proposal developed	NSO MAPO, International Organisation, CSOs	2021-2025

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iii) Implement the pilot project on knowledge management system (KMS).	1 pilot project	NSO MAPO, International Organisation, CSOs	2021-2025
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
iv) Develop user manual for knowledge management system.	1 user manual	NSO MAPO, International Organisation, CSOs	2021-2025

4

SPECIFIC OBJECTIVE:

To encourage the participation of all relevant institutions, civil society organisations and the private sector in the nation's anti-TIP efforts and response.

S28**OUTPUT 1**

Institutionalised multi-stakeholder platforms for anti-TIP efforts.

LINKED TO
STRATEGIC
GOAL

G8

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Conduct regular meetings/dialogue sessions with relevant stakeholders involved in the activities of the NAPTIP which include: <ul style="list-style-type: none"> a. Relevant government agencies (including local councils); b. CSOs; c. International organisations; d. Local and foreign media; and e. Employers, member-based organisations and industry associations. 	Number of sessions	MAPO Members, other relevant government agencies, NSO MAPO, CSOs, International Organisations	2021-2025

OUTPUT 2

Relationship with international organisations strengthened.

LINKED TO
STRATEGIC
GOAL

G8

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Engage with foreign partners/international organisations for technical and financial support in existing and new initiatives to address TIP issues, including the implementation of activities of the NAPTIP.	Number of sessions	NSO MAPO, MAPO Members, other relevant government agencies, International Organisations	2021-2025

5

SPECIFIC OBJECTIVE:
To encourage and collaborate in evidence-based research on issues related to TIP to promote an evidence-based response to TIP and inform policy and regulatory development.

S29

OUTPUT 1 Research/knowledge products relating to anti-TIP issues produced.			LINKED TO STRATEGIC GOAL G8
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Conduct a needs analysis on research requirements/needs.	1 needs analysis report	NSO MAPO, CSOs	2021-2025
ii) Collaborate with academia/international organisations/relevant stakeholders to develop research studies that are relevant for policy development and operational needs, when necessary.	Number of research reports	NSO MAPO, Academia, CSOs, International Organisations	2021-2025
iii) Conduct multi-disciplinary research on different trafficking-related issues through funded studies (collaboration with public university/government research institute/international organisation/CSOs), when necessary.	Number of research commissioned	NSO MAPO, Public Universities, Government Research Institute, International Organisation, CSOs	2021-2025

6

SPECIFIC OBJECTIVE:
To actively engage with governments, law enforcement and judiciary counterparts at ASEAN and international levels on TIP issues.

S30

OUTPUT 1 An enhanced cooperation and collaboration between domestic law enforcement agencies and their international counterparts.			LINKED TO STRATEGIC GOAL G7 related to G2, G4, G6
ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Strengthen cooperation with the international community by sharing of information, knowledge, best practices and intelligence through consultations/forums/trainings/meetings focusing on: a. Enforcement; b. Criminal justice response; c. Victim protection; and d. Engagement with embassies.	Number of sessions	NSO MAPO, MAPO Members, other relevant government agencies, International Organisations	2021-2025

7

SPECIFIC OBJECTIVE:

To mainstream anti-TIP efforts in bilateral and multilateral agreements and cooperation.

S31

OUTPUT 1

Bilateral or multilateral agreements with provisions that prevent TIP and forced labour pursued.

LINKED TO
STRATEGIC
GOAL

G8

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Consult relevant stakeholders in preparing for negotiations and review of bilateral agreements/MOUs with source countries.	Number of sessions	NSO MAPO, MAPO Members, other relevant government agencies, International Organisations	2021-2025
ii) Liaise with other governments by actively participating in regional/international forums/platforms.	Number of sessions	NSO MAPO, MAPO Committees, International Organisations	2021-2025
iii) Negotiate new or review existing bilateral agreements/MOUs with all source countries and ensure the full and effective implementation to prevent women and men migrant workers from being trafficked into the country and exploited, when necessary.	Number of sessions	NSO MAPO, Special Committee to Oversee FL Issues, MAPO Members, other relevant government agencies	2021-2025

8 SPECIFIC OBJECTIVE:

To strengthen relevant anti-TIP institutional structures and capacity to monitor implementation of related tasks, roles and responsibilities relating to anti-TIP efforts in the country.

S32

OUTPUT 1

MAPO and the agencies within MAPO are supported and empowered to perform its duties.

LINKED TO
STRATEGIC
GOAL

G9 related
to G6

ACTIVITIES

i) Support capacity building of relevant agencies involved in monitoring and evaluation of NAPTIP.

INDICATORS

Number of training sessions

ASSIGNED
RESPONSIBILITIES

NSO MAPO, MAPO Members, other related government agencies, International Organisations

TIMELINE

2021-2025

9 SPECIFIC OBJECTIVE:

To optimise and mobilise necessary resources required (i.e. personnel, technical, financial) to implement anti-TIP and other related efforts.

S33

OUTPUT 1

MAPO and the agencies within MAPO have adequate resources to implement the NAPTIP.

LINKED TO
STRATEGIC
GOAL

G9

ACTIVITIES

i) Allocate annual budget for MAPO, other government ministries and agencies to ensure necessary resources required are adequate, subject to availability of funds.

INDICATORS

Total amount allocated

ASSIGNED
RESPONSIBILITIES

NSO MAPO, MAPO Members, other relevant government agencies

TIMELINE

2021-2025

ACTIVITIES

ii) Retain the services of operational personnel who have the expertise and experience in anti-TIP work over a longer term period while ensuring proper succession planning of experienced personnel.

INDICATORS

Number of experienced personnel retained

ASSIGNED
RESPONSIBILITIES

NSO MAPO, MAPO Members, other relevant government agencies

TIMELINE

2021-2025

ACTIVITIES

iii) Explore funding opportunities with international organisations and submit funding proposals, including in collaboration with CSOs.

INDICATORS

Number of sessions

ASSIGNED
RESPONSIBILITIES

NSO MAPO, CSOs, International Organisations

TIMELINE

2021-2025

10

SPECIFIC OBJECTIVE:

To ensure regular monitoring and evaluation of all activities and measures undertaken within the NAPTIP.

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OUTPUT 1

Working committees formed to oversee the implementation of activities under NAPTIP.

LINKED TO STRATEGIC GOAL

G9

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Identify working committees and appoint the relevant committee members from government agencies, and where appropriate, include CSOs and international organisations to collaborate on overseeing the implementation of the activities.	Number of committee members	NSO MAPO	2021-2022
ii) Identify possible gaps and challenges and recommend adjustments to NAPTIP implementation, when necessary.	Number of reports	NSO MAPO, MAPO Committees	2021-2025

OUTPUT 2

Implementation of NAPTIP reviewed annually.

LINKED TO STRATEGIC GOAL

G9

ACTIVITIES	INDICATORS	ASSIGNED RESPONSIBILITIES	TIMELINE
i) Conduct annual review of NAPTIP through Monitoring and Evaluation Committee.	Annual Review Report	NSO MAPO, MAPO Committees	2022-2025





**COUNCIL FOR ANTI-TRAFFICKING IN PERSONS
AND ANTI-SMUGGLING OF MIGRANTS**

NATIONAL STRATEGIC OFFICE

COUNCIL FOR ANTI-TRAFFICKING IN PERSONS AND ANTI-SMUGGLING OF MIGRANTS

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