

National Action Plan to Combat Human Trafficking And Migrants Smuggling For Federal Investigation Agency (FIA) Pakistan



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List of Acronyms

FIA	Federal Investigation Agency
HTMS	Human Trafficking and Migrant Smuggling
ЮМ	International Organization for Migration
MOFA	Ministry of Foreign Affairs
ΜΟΙ	Ministry of Interior
MOPHRD	Ministry of Overseas Pakistanis and Human
NADRA	Resource Development National Database and Registration Authority
ΡΙΑ	Pakistan International Airlines
PPDs	Provincial Police Departments
UNODC	United Nations Office on Drugs and Crime
AHS	Anti-Human Smuggling
AHTCs	Anti-Human Trafficking Cell



#### **Context:**

Human Trafficking and Smuggling of Migrants represent great challenges as they are an obstacle to development, to the rule of law and a serious threat to human security as both crimes affect directly the lives and dignity of human beings. Human trafficking is one of the most serious human rights violations of our modern world that brings high profits to traffickers through the acquisition and exploitation of human beings by improper means such as force, fraud or deception. Smuggled migrants have human rights which must be respected, including the right to be treated with dignity and the right to personal safety. Human Trafficking and Smuggling of Migrants are gendered phenomena; they affect men and women, individuals with variation in sex characteristics, diverse sexual orientation and/or diverse gender identities differently.

It is not only important to raise awareness about human trafficking and migrant smuggling, but also to address the root causes of social vulnerabilities, such as poverty, conflict, and to uphold gender. Human Trafficking is considered as the most heinous violation of the basic human right, as all men and women are born equal and free in rights and dignity. HTMS strips a person of his/her dignity, therefore, all efforts must provide justice, relief and rehabilitation to the victims to a point where they can assimilate back into the communities with dignity to a state they were in before HTMS took place.

The cooperation with Government institutions, the UN and civil society under this National Action Plan aims to:

- Strengthen the legislative and policy frameworks,
- Take affirmative action to increase women's participation/representation in key institutions mandated to combat HTMS especially law enforcement agencies, criminal justice institutions and the judiciary
- Enhance capacities in identification, investigation and prosecution and protection of the victims/smuggled migrants;
- Increase gender and age disaggregated data on the nature and scale of human trafficking and smuggling of migrants;
- Increase awareness on the HTMS crimes, Enhance cooperation on national, regional and international levels.

A National Action Plan can be extremely useful in (a) identifying a range of different activities that need to be undertaken against trafficking; (b) highlighting the role of different organizations; and (c) generally providing an overall framework for the national human rights-based, gender-sensitive response. The underlying premise behind the development of a National Action Plan to combat HTMS for Pakistan is that it provides a tool to plan, prioritize, coordinate and measure the response to trafficking. Also, for the capacity building of key institutions in order to curb this menace efficiently.



### Target Audience:

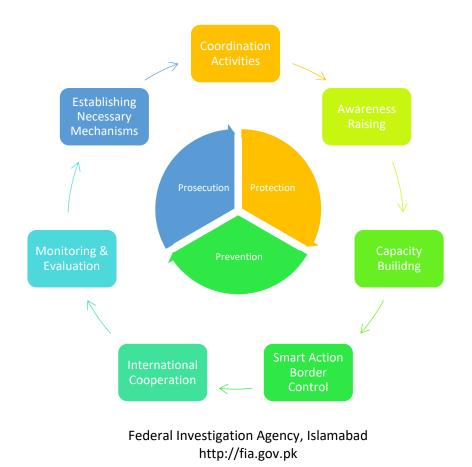
The target audience of National Action Plan are FIA, MOI, Pakistan police, Pakistan railway police (Law enforcement agencies), judiciary, civil society, media, legislators, victims and witnesses of Human Trafficking and Migrant Smuggling.

#### Goal of the Action Plan:

The overall goal of this plan is to combat human trafficking and migrants smuggling in Pakistan by strengthening capacities of key institutions through capacity building, awareness raising, coordination, gender and age disaggregated data management, establishment of necessary mechanisms and international cooperation. Government of Pakistan is committed to collaborate and strengthen its efforts with regional and international bodies along with governmental and non-governmental actors to combat Human Trafficking and Migrants Smuggling in Pakistan through FIA being the lead agency charged with combating HTMS.

### Strategic Objectives of the Action Plan:

Identifying the challenges and eliminating the duplication of work was a prior step in preparation of this action plan. The priority actions described in this plan are divided into seven strategic objectives with several tactical actions concerning protection, prevention, prosecution and collaboration. Some of the tasks specified are continuous with period evaluation mechanisms while others are set for a specific period.





- 1. To develop and establish vital mechanisms to combat human trafficking and migrants smuggling in Pakistan effectively
  - Developing the gender-sensitive and human rights-based national action plan which will outline a national framework with tiered responsible bodies.
  - Developing systematic procedures to combat human trafficking and migrants smuggling.
  - Role identification of various key stakeholders (core ministries and legislators, I/NGOs, donors, mainstream media, beneficiaries) engaged in the process of developing, implementing and reporting of NAP.
  - Capacity assessment of the entities responsible for coordination, implementation, monitoring and reporting must be carried out in order to ensure efficient execution of the plan.
  - Establishing referral mechanism to protect and assist victims of trafficking and vulnerable smuggled migrants in the long run.

# 2. To develop and strengthen cooperation among the relevant bodies in order to avoid duplication of work and utilize resources to share responsibilities

• Improvement of disaggregated data collection and sharing of Information and Intelligence, which is of pivotal importance in identifying potential victims of human trafficking and vulnerable smuggled migrants, as identification is considered one of the major challenges in combating human trafficking and migrants smuggling.

# 3. To educate the stakeholders on forced labor, irregular migration and trafficking, with activities addressing all phases of the trafficking and smuggling cycle.

Prevention of human trafficking and migrants smuggling in Pakistan is geared towards a proactive, gender-sensitive and a rights-based approach:

• Awareness-raising events for law enforcement agencies including FIA, Provincial Police, Railways Police, Frontier Constabulary etc., judiciary, migrant communities and general public so that potential victims of trafficking and vulnerable smuggled migrants can be identified.

(Awareness-raising activities may have a range of objectives, including: (a) discouraging migration that involves a risk of trafficking in persons; (b) promoting safe migration alternatives; (c) promoting reporting and self-reporting of trafficking cases to, for example, a hotline; and (d) promoting boycotts of products made by forced labour or "boycotts" of ethically made products; e) spotlighting harmful traditional practices in society and other human rights and gender issues that increase vulnerability to TIP and SOM. Each of these examples involves the target group not just acquiring awareness but also acting on it. Similar integrated awareness programs had been conducted in the past including community awareness sessions to sensitize community and police to human trafficking, and nation-wide campaign on HTMS in 2018-19).

Following its capacity building in ethical reporting, engage mainstream media, that includes
news channels, radio channels and newspapers in public awareness raising campaign on
sensitivity for target groups, such as potential victims or vulnerable smuggled migrants and
key institutional actors; including, legislators, policymakers, prosecutors, judges, police, labor
inspectors, immigration officers and the vulnerable migrant community of Pakistan.



- 4. To build human resource capacity through various trainings to workplace enforcement agencies, judiciary and other frontline organizations to ensure identification of victims of trafficking and vulnerable smuggled migrants
  - Create and disseminate material, including integration of gender and human rights dimensions, elucidating HTMS and implementing a wide range of trainings and sensitization workshops for all actors including government and non-governmental organizations to assist in identification and providing necessary assistance.
- 5. To enhance our border control functions by developing e-border control system with the use of biometric identifiers

The measures in this plan will increase our knowledge and control over those who use our borders for irregular migration and other forms of immigration crimes:

- Enhancing border control functions such as the use of biometric identifiers and the development of e-borders will make it harder for traffickers to use our borders as transiting points and as well as entry points. (*The biometric capabilities will also enable us to identify undocumented migrant workers. It is important to identify victims and deter the traffickers and smugglers at the border. There are several actions in the department of Immigration, which are currently ongoing, and are more generally related to migration management while others will assist in combating human trafficking and migrants smuggling, and crimes related to migrants' workers. The new border control program is a key component aiming to deliver a modernized border control system which is fundamentally more effective, efficient and secure to meet future operating needs of the border management).*
- 6. To develop our relationship and strengthen our cooperation with the international community in order to combat TIP and SOM:
  - Signing and abiding by/adhering to relevant conventions and other treaties. (Human trafficking and migrants smuggling are borderless crimes and it is vital to develop our relationship and strengthen our cooperation with the international community in order to combat this gruesome crime).
- 7. To ensure continuous monitoring, evaluation and learning of the mechanisms in place as well as update of the current plan for an effective and proactive system.
  - Gender and age disaggregated data collection and management
  - Periodic review and assessment of the action plan will be done by the designated officials and targeted actions would be reviewed and modified if found to be deficient.
  - Monitoring and Evaluation measures to be taken by reviewing all actions included in this plan and any possible proposals for improvement or new actions will be included to the plan after consideration.
  - As part of our continued work to combat trafficking, our emphasis will be upon developing robust system to minimize the risk of subsequent exploitation.

Federal Investigation Agency, Islamabad http://fia.gov.pk



## Overview of the Strategic Framework:

The above-mentioned strategic objectives have following outputs against which indicators are mentioned. These indicators will serve as reporting mechanism, answers of which will provide a clear picture of the situation as to where Pakistan stands in terms of trafficking in persons and smuggling of migrants. The outcomes are listed below under each objective.

Output	Indicator
Objective 1: To develop and establish vita smuggling in Pakistan effectively	al mechanisms to combat human trafficking and migrants
Output 1.1: Coordination structure and mechanisms for responding to TIP and SOM in place and functional	<ul> <li>Coordination structure for national response to TIP and SOM in place and functional</li> <li># of TIP coordinating entities operating according their roles and functions</li> <li># of women given representation in coordination structures</li> </ul>
Output 1.2: Comprehensive support to and protection of victims/survivors and witnesses and other vulnerable TIP service providers.	<ul> <li># of victims and vulnerable migrants supported by type of support, age and gender</li> <li># of victims and vulnerable migrants protected by age and gender</li> <li># of witnesses and service providers supported by type of support, age and gender</li> <li># of witnesses and service providers</li> <li>SOPs developed assisting victims and survivors taking into account gender and in compliance with human rights</li> </ul>
Output 1.3: Victims of TIP and SOM and offenders Identified	<ul> <li># of victims and vulnerable migrants identified</li> <li># of offenders identified</li> <li># of stakeholder's utilizing SOPs</li> </ul>
Output 1.4: Victims of TIP and SOM supported with care and support services	<ul> <li># victims of TIP vulnerable smuggled migrants supported by gender, age and type of care and support service</li> </ul>
Output 1.5: Conduct a national Gender and Human Rights in HTMS study	<ul> <li>A comprehensive analytical study produced to support evidence-based policy advocacy</li> </ul>
Objective 2: To develop and strengthen c duplication of work and utilize resources	cooperation among the relevant bodies in order to avoid to share responsibilities
Output 2.1: Improved management and coordination of gender-sensitive and human rights-based national response to TIP and SOM	<ul> <li># of coordination gaps addressed</li> <li>% of stakeholders expressing satisfaction with functioning of the TIP coordination structure and mechanisms</li> </ul>
Objective 3: To educate the stakeholders activities addressing all phases of the tra	on forced labor, irregular migration and trafficking, with fficking and smuggling cycle
Output 3.1: Increased awareness and knowledge of the crime of TIP and SOM	<ul> <li>% of targeted population who can mention forms of TIP and SOM</li> <li>TIP and SOM</li> <li>% of targeted population who can mention what to do when they suspect occurrence of TIP and SOM</li> </ul>



Output 3.2: Strengthened administrative system controls Strengthened Objective 4: To build human resource cap	<ul> <li>% of targeted population who know where to go to report occurrence or suspected TIP and SOM</li> <li>% of targeted population who acted when they became aware of suspected TIP and SOM</li> <li>*target population to be representative, including women, children and youth, and migrants</li> <li>% of general population, disaggregated by gender, age and location, expressing increased satisfaction in administrative and systems controls controlling TIP and SOM</li> <li>macity through various trainings to workplace</li> </ul>
•	r frontline organizations to ensure identification of
victims of trafficking and vulnerable smu	-
Output 4.1: Capacity of service providers in care and support (rehabilitate, reunify, reintegrate and repatriate) of victims of TIP enhanced Output 2: Capacity building for effective investigation and prosecution of all TIP and SOM cases	<ul> <li># service providers with capacity to provide care and support for victims of TIP and SOM</li> <li>% of TIP victims and vulnerable migrants expressing satisfaction with care and support provided by service providers whose capacity has been strengthened</li> <li>(#) of law enforcement officers with increased knowledge and practice in conducting TIP and SOM detections</li> <li>(%) of women law enforcement officers with increased knowledge and practice in conducting TIP and SOM investigations</li> <li>(#) of law enforcement officers with increased knowledge and practice in conducting TIP and SOM investigations</li> <li>(#) of law enforcement officers with increased knowledge and practice in conducting TIP and SOM investigations</li> <li>(#) of judiciary officers and prosecutors with increased knowledge and practice in prosecuting TIP and SOM cases</li> <li>(#) of female judiciary officers and prosecutors with increased knowledge and practice in prosecuting TIP and SOM cases</li> <li>Law enforcement institutions with systems and mechanisms to better handle and manage TIP and SOM investigations</li> <li>Judiciary with systems and mechanisms to better able to handle TIP and SOM cases</li> </ul>
	ol functions by developing e-border control system with
the use of biometric identifiers Output 5.1: Controlled border movement	Efficient monitoring of transiting points
Objective 6: To develop our relationship a community in order to combat TIP and SC	and strengthen our cooperation with the international DM:
Output 6.1: Effective and efficient implementation of the NAP	<ul> <li>Increase in the number of HTMS cases reported and dealt with</li> <li># of victims and witnesses provided relief</li> </ul>



Output 6.2: Improved social footing	<ul> <li>Publication of Reports and online testimonials and presence</li> </ul>
	oring, evaluation and learning of the mechanisms in place
as well as update of the current plan for a	an effective and proactive system.
Output 7.1: Quality and comprehensive	Gender and age disaggregated data on TIP and SOM
TIP and SOM data collected	available and informing policy making and
	programming
Output 7.2 TIP and SOM data analyzed,	• # of issues and lessons analyzed from TIP and SOM
disseminated and used for policy and	data
decision	• # of stakeholders using/accessing TIP and SOM data
making	
Output 7.3: Record keeping of TIP cases	• # of investigations by gender, age and location of
effectively	victims
investigated and prosecuted	• # of prosecutions by gender, age and location of
	offender
Output 7.4: Effective investigations and	• #of convictions by gender, age and location of
prosecution of TIP and SOM Cases	victims
Output 7.5: Enhanced post remedy	# of victims who have received compensation
treatment of victims	according to court ruling and determination (data
	segregated by gender, age and location)
	<ul> <li># of offenders whose assets and property are</li> </ul>
	confiscated and disposed

### Responsibility and Implementation of the Action Plan:

Executing this action plan will be led by the Federal Investigation Agency through shared responsibility among all relevant stakeholders. Each party has the nodal responsibility to conclude the identified actions designated to them enlisted on this plan. Within the Federal Investigation Agency, the responsibility of implementation will lie upon the Immigration wing and ultimately Anti Human Smuggling Directorate of the Immigration wing. The Anti Human Smuggling directorate will coordinate with Anti Human Trafficking Circles nation-wide as well as provincial police departments and relevant stakeholders including, social services and Labor departments. Representation of government and nongovernmental organizations plays an essential role in implementing this action plan thus without the commitment and active involvement of all the actors we would be unable to achieve the primary goal of this action plan.



## Pakistan National Action Plan 2021-2025

	Activities	Baseline	Sub-Activities	IP	Costing		20	)21			20	22			202	23			20	24			20	)25		comments
		Indicator			J J	Q1		Q3	Q4	Q1			Q4	Q1		Q3	Q4	Q1	Q2		Q4	Q1	Q2		Q4	
Obi	ective 1: To deve	op and establ	ish vital mechanis	ms to combat huma	n trafficking ar	nd mie	rants	smug	gling	in Pak	istan e	effectiv	/elv													
1	Develop Victim Identification, Protection and assistance SOPs	Document being drafted. Draft	Issue victim identification, protection and assistance SOPs (gender- sensitive, child friendly)	FIA/UNODC/IOM/ Social Welfare																						
2	Accede to UN TIP Protocol		Conduct a national Gender and Human Rights in HTMS study based on Qual and Quant methodology Conduct Stakeholder meetings- Conduct Advocacy and lobbying- Ratify UN TIP Protocol	FIA/MOI/MOFA/U NODC																						
3	Accede to UN SOM Protocol		Conduct Stakeholder meetings- Conduct Advocacy and lobbying- Ratify UN SOM Protocol	FIA/MOI/MOFA/U NODC																						
4	Capacity building of		Allocate proper staffing and resources	FIA/MOI																						



	Immigration,		Establish 24/7	FIA											
	AHS and AHTCs		toll free												
			helplines. (*to												
			be made more women friendly												
			through												
			appointment of												
			more female												
			operators and												
			training to make												
			complainants												
			feel safe)										 		
		CMS is	Implement Case	FIA/UNODC											
		developed	Management												
		and updated	system												
		upuateu	Specialized	FIA/UNODC											
			training	1											
			programmes of												
			staff												
		Immigration	Distribute	FIA											
		Handbook	immigration												
		already updated	handbook												
		and													
		developed													
5	Establishment		Establishment	FIA/UNODC											
	of victim		of VRFC at												
	support		Taftan												
			Capacity	FIA/UNODC											
			building of VRFC staff												
			Stall												
6	Strengthening		Developing	FIA/MOI/MOFA/Pr											
0	regulatory		necessary	ovincial											
	framework		, regulations	departments											
	with due		under the												
	regard to		legislation												
	human rights		Finalize and get	FIA/MOI/UNODC/											
	and gender		the TIP rules	Provincial Police											
	requirements		approved												



			Finalize and get	FIA/MOI/MOFA/U																			
			the SOM rules	NODC																			
			approved																				
			Review existing	FIA/MOI																			
			regulatory																				
			frameworks																				
		Draft	Establish	FIA/MOI/SCEP/Pro			-													 	 	 	
		already	regulatory	vincial																			
		presented	framework to	Departments/MO																			
			regulate	PHRD/UNODC																			
			immigration and																				
			education																				
			consultants																				
			Establish																				
			parliamentary				1																
			caucuses and				1																
			sensitize																				
			legislators on																				
			root causes of																				
			TIP and SOM,																				
			e.g. gender and																				
			human rights																				
			issues, for																				
			purposes of																				
			promoting																				
			advocacy and																				
			policy reform																				
Ohie	ctive 2. To devel	on and strengt	then cooperation	among the relevant	hodies in orde	r to av	h hiov	unlicat	tion o	fwor	k and i	ıtilizə	resou	rces to	h shar	o rocr	onsihi	litios					
7	Coordination		Signing MoUs	FIA/MOI/Social									- Coou		Jonar		5115161		-				
	and		between, social	Welfare/Labor/M			1																
						1	1																
	cooperation		services,	OPHRD/UNODC/P			1																
	among		provincial police	arliament			1																
	national and		departments				1																
	international		and other				1																
	organizations		relevant				1																
	helping on		departments for			1	1																
	HTMS		data and				1																
			information				1																
			sharing																				
			Initiating																				
			dialogue with				1																
			ulalogue with			1	1																



			parliamentarian s for effective legislation and advocate for the establishment of parliamentary caucus on TIP and SOM												
8	Bridging partnership with NGOs on combating HTMS	IOM is conducting mapping of potential service providers	Identify relevant NGO who can help in areas such as legal, medical, psychosocial and shelter and establish victim assistance directory. (including stakeholders specialized in human rights and gender issues)	FIA/MOI/UNODC/I OM											
9			Signing MoU/LoU with NGOs identified in victim assistance	FIA/MOI/UNODC/I OM											
10	Contributing to National Action Plan on HTMS		Hold HTMS conferences on HTMS with all relevant stakeholders to address the limitations that currently exist. (including stakeholders specialized in human rights	FIA/Provincial departments/MO FA/MOPHRD/UNO DC/IOM											



														1				-					-	 	
1			and gender																						
			issues)																						
Obje		te the targete		ced labour, irregula	r migration and	outco	omes	of traf	fickin	g, wit	h activ	vities a	ddres	sing al	I phas	ses of	the tra	affickin	ig and	smug	gling	cycle		 	
11	Multimedia		Place anti HTMS	FIA/MOI/Provincia																					
	Campaign		banners and																						
			posters at	Police/UNODC/M																					
			immigration	edia																					
			counters																					 	
			Awareness	FIA/MOI/Provincia																					
			leaflets on	I																					
			HTMS	Police/UNODC/M																					
				edia																					
			Radio/TV	FIA/MOI/Provincia																					
			messages on	I																					
			HTMS	Police/UNODC/M																					
1				edia																					
			Social Media	FIA/MOI/Provincia																					
			Campaign on																						
			HTM	Police/UNODC/M																					
				edia																					
			Newspaper	FIA/MOI/Provincia																					
			coverage	 																					
			related to HTMS	Police/UNODC/M																					
				edia																					
			Organize	FIA/MOI/UNODC/																					
			sensitization	Media/Other																					
			workshop on TIP	partners																					
			and SOM for																						
1			media																						
10	Demendelete e	Developed	personnel																						
12	Pamphlets on	Developed	Information	FIA/MOI/Provincia																					
1	anti HTMS in	in previous	pamphlets of anti-HTMS in	ı Police/UNODC/M																					
1	local languages	campaign in 2018-19	English and	edia																					
1		2019-19	Urdu	euid																					
12	Awaranasa																							 	
13	Awareness		Conduct	FIA/MOI/Provincia																					
	raising		community	ı Police/UNODC/M																					
	seminars		awareness sessions	edia																					
	targeting		sessions nationwide	eula																					
	relevant govt		including on																						
1	agencies,		harmful cultural																						
			narmtul cultural																						



	community,	practices and																					
	civil society	gender																					
		imbalance in																					
		society																					
		increasing																					
		vulnerability to																					
		TIP and SOM;																					
Ohie	ctive 4. To build bu	man resource capacity, throu	gh various trainings	to workplace	onforce	ment a	ancies	indicia	arv and	dothe	r front	line org	nizatio	ns to er	sure i	dentifi	ication	victir	ns of	traffick	ring ar	nd vuli	nerahle
	gled migrants	man resource capacity, throu	Bit various crainings			inche a	serieres,	Judicit	ary and	a other		unic of B			isure r	action	cution	i victii	115 01	crunici	ung un		liciubic
		Training of	FIA/UNODC	T	<u> </u>			1 1							1						1		
14	Capacity	Training of	FIA/UNUDC																				
	building of	Police Officers																					
	AHTC,	on victim																					
	immigration	identification,																					
	staff and	investigation																					
	relevant	and prosecution																					
	authorities	in HTMS,																					
		Training of	FIA/UNODC																				
		prosecutors and																					
		investigators on																					
		HTMS,																					
		Training of	FIA/UNODC/FJA/P																				
		judiciary on	JA/PPDs																				
		newly enacted																					
		laws on HTMS																					
			iven to meaningful inc	lusion of female	law enf	orcement	officers,	prosec	utors, j	udicial	officers	s and oth	er crimin	al justice	actors	in all c	bover	nention	ned tra	inings			
15	ToT training	Develop	FIA/UNODC/Provi	,,,	Í		, ,	Í	/ /		,,			T T	[						1		
	Programme on	standardized	ncial Police																				
	HTMS	training																					
		curricula for FIA																					
		training																					
		Academy and																					
		Police training																					
		college																					
		Devise a training	FIA/UNODC/Provi		1 1																		
		strategy for FIA	ncial Police																				
		Academy and	ficial Pulice																				
		then replicate it																					
		in Police																					
		Training College			+																		
		Conduct training	FIA/UNODC/Provi																				
		of trainer	ncial Police																				
		workshop to												1									



		1					<u>г</u>					-		r	 	 	 		 	
			develop a set of																	
			master trainers											L						
Obje	ctive 5: To enha	nce our borde		by developing e-bo	rder control sy	stem	with t	he use	e of bi	omet	ric ider	ntifiers	5		 	 	 		 	
16	Developing Migration Management	Integrated Border Manageme	Establish advance passenger	FIA/MOI																
	System	nt system exists	information system																	
			Link IBMS with NADRA and DGIP database for real-time verification	FIA/MOI/NADRA/ DGIP																
Ohie	ctive 6. To devel	on our relatio	nshin and strength	en our cooperation	with the interr	nation	al con	nmuni	tv in c	order	to com	bat T	IP and							
19	Regional and		Participate in	FIA/MOI/MOFA/U NODC				mun												
	international Participation		regional and international seminars and conferences related to HTMS	NODC																
20	Coordination and cooperation among other counties to help on HTMS		Identify areas of coordination and cooperation and establishment of relations	FIA/MOI/MOFA																
			Conduct regional conferences	FIA/MOI/MOFA/U NODC																
			Conduct training on TIP and SOM for liaison officers in Tehran	FIA/MOI/MOFA/U NODC																
			Conduct high level strategic planning/advoca cy meetings with Iran to agree upon	FIA/MOI/MOFA/U NODC																



		strategy and modalities for information/ intelligence Sharing Conduct bi- lateral operational planning meetings with Iran	FIA/MOI/MOFA/U NODC																			
Obie	ective 7: To ensur	e continuous monitoring, eva	aluation and learning o	of the mechanis	ms in	place	as we	ell as un	date	ofthe	e curre	ent pla	an for	an eff	fective	and r	proacti	ve svs	tem.			
17	Assessment of HTMS Scenarios in Pakistan	Conduct Gende analysis in HTMS scenario	r FIA/UNODC																			
18	Establish	Conduct gap analysis	FIA/UNODC																			
10	Research and Analysis Center	Conduct periodic review	FIA/MOI/Provincia I Police/Social Welfare/Labor/UN ODC																			
		Monitoring of achievements o objectives unde the national action plan																				
		Depute staff to Research and Analysis Center																				
		Publish Quarterly newsletters	FIA/UNODC																			
		Publish Annual reports	FIA/UNODC																			