

Kingdom of Cambodia  
Nation Religion King



**FIVE-YEAR NATIONAL STRATEGIC PLAN  
FOR  
COUNTER TRAFFICKING IN PERSONS  
2019-2023**

**MID-TERM REVIEW**



**USAID**  
FROM THE AMERICAN PEOPLE



**WINROCK**  
INTERNATIONAL

**MESSAGE**  
**FROM HER EXCELLENCY CHOU BUN ENG,**  
**SECRETARY OF STATE OF THE MINISTRY OF INTERIOR,**  
**PERMANENT VICE-CHAIR OF THE NATIONAL COMMITTEE FOR COUNTER TRAFFICKING**



*Excellencies, Ladies and Gentlemen!*

The social situation and environment in the world have changed significantly and have had significant impacts on operations in all areas beyond what we planned. Natural disasters, regional insecurity, and the devastating Covid 19 pandemic continue to affect health, safety, and lives of millions of people. The Royal Government of Cambodia strives to take care of the well-beings and lives of the people to cope with the pandemic and to improve lives of people who lack security and social stability. In adapting to such situation, the way of working has changed including by reducing large-scale physical gatherings, reducing activities related to training, educating and disseminating information. While our people are in worrisome situation, perpetrators continue to seize the opportunity to exploit at-risk populations.

The National Committee for Counter Trafficking, in collaboration with Winrock International, with support from the United States Agency for International Development (USAID), conducted mid-term evaluation on the implementation of the 'Five-year National Strategic Plan for Counter Trafficking in Persons (2019-2023)' aiming at assessing results, challenges, impacts, opportunities, resources, strengths, and weaknesses as a basis to formulating solutions and modifying operations that respond to emerging situations for 2022 and 2023 so that we become more effective in combatting trafficking.

The followings are the results of the mid-term evaluation of the National Strategic Plan conducted by Robin Mauney, an independent evaluator, and colleagues. I hope readers will receive relevant information and data from this mid-term evaluation report to help improve our works going forward.

I would like to express my gratitude for the efforts of all ministries, institutions, professional units, and partner organizations at both national and sub-national levels with responsibility and a strong will to overcome all obstacles for the safety of our citizens from all forms of exploitation and human trafficking.

I wish you good health and success in all your endeavors.

Phnom Penh, March 31, 2022

CHOU BUN ENG

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## ABBREVIATIONS

AAPTIP	Australia-Asia Program to Combat Trafficking in Persons
CLMTV	Cambodia, Lao, Myanmar, Thai, and Vietnam
CoM	Council of Ministers
COMMIT	Coordinated Mekong Ministerial Initiative against Trafficking
CTIP	Counter Trafficking in Persons
CWCC	Cambodia Women's Crisis Center
DoSVY	Department of Social Affairs Veterans and Youth Rehabilitation
EPS	Employment Permit System
GCM	Global Compact on Migration
I/LNGOs	International and local non-governmental Organizations
ILO	International Labor Organization
IOM	International Organization for Migration
IRIS	International Recruitment Integrity System
KII	Key informant Interviews
MoAFF	Ministry of Agriculture, Forestry and Fisheries
MoCR	Ministry of Cult and Religion
MoEYS	Ministry of Education, Youth and Sports
Mol	Ministry of Interior
Molf	Ministry of Information
Moj	Ministry of Justice
MoFAIC	Ministry of Foreign Affairs and International Cooperation
MolH	Ministry of Industry and Handicraft
MoH	Ministry of Health
MoP	Ministry of Planning
MoPT	Ministry of Posts and Telecommunication
MoPF	Ministry of Public Functions
MoRD	Ministry of Rural Development
MoSVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation
MoT	Ministry of Tourism
MoU	Memorandum of Understanding
MoWA	Ministry of Women's Affairs
NCCT	National Committee for Counter Trafficking
NSP	National Strategic Plan
PDoWA	Provincial Departments of Women's Affairs
PCCT	Provincial Committees for Counter Trafficking in Persons
PPE	Personal Protective Equipment
TIP	Trafficking in Persons
TWGs	Thematic Working Groups
UN	United Nations
USAID	United State Agency for International Development
UNPFA	United Nations Population Fund



## BACKGROUND

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Over the last decade, the Royal Government of Cambodia has advanced its anti-trafficking in persons efforts through a framework of plans and strategies, starting with the Plan of Action Against Trafficking in Persons 2011-2013, then followed by the National Plan of Action Against Trafficking in Persons 2014-2018, and now with the National Strategic Plan (NSP) for Counter-Trafficking in Persons 2019-2023.

Guiding implementation of each plan since its establishment in 2014, the National Committee for Counter-Trafficking (NCCT) is responsible for coordination and reporting of efforts across all areas of counter trafficking responses, aided by its six thematic working groups (TWGs): Prevention, Victim Protection, Law Enforcement, Judiciary Affairs, International Relations, and Migration, its subnational structure with Provincial Committees for Trafficking in Persons (PCCTs), and international and local non-governmental organizations (I/LNGOs).

With the coordinated inputs of the 22 NCCT member agencies, the NCCT Secretariat develops annual reports to assess achievements. At the mid-point of the 2014-2018 National Plan of Action, the NCCT commissioned a review of progress and challenges to identify strategies to address these challenges; this review was assisted by the United States Agency for International Development (USAID) and Winrock International's Cambodia Counter Trafficking in Persons project.

Similarly, the NCCT is conducting this mid-term review of the current Strategic Plan and the Counter Trafficking in Persons (CTIP) project is providing technical support to this effort. This new mid-term review is particularly important given the COVID-19 pandemic's impact on Cambodia over the last 18 months; and as such the review will take into account the impact that COVID-19 on activities prescribed by the National Strategic Plan for Counter Trafficking in Persons (2019-2023).

## I OBJECTIVES

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- To assess *the establishment, functions, roles* of NCCT, TWGs, PCCTs and I/LNGOs in a coordinated ant-trafficking effort at national and sub-national levels, private sectors;
- To assess *the impact of COVID-19 on the implementation of the National Strategic Plan* across all thematic areas and all levels (national and sub-national);
- To assess *the implementation and achievement against targets*, overall strategy, achievements, gaps and challenges taken in combating TIP in the country by Royal Government of Cambodia, I/LNGOs and private sector entities;
- To identify *achievements and gaps* in the implementation and strengths and weaknesses of the implementing bodies and coordination, monitoring and reporting system; and
- To provide *concrete recommendations* for reinforcement of mechanisms to implement, monitor and report effectively the National Strategic Plan for Counter Trafficking in Persons 2019-2023.

## 2 METHODOLOGY

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### 2.1 RESEARCH QUESTIONS

#### **The functioning of mechanism (NCCT):**

- What are NCCT's and PCCTs' function, roles, responsibilities in monitoring and reporting implementation (including TWGs and links with I/LNGOs)?
- What are the strengths and weaknesses of NCCT and PCCTs in coordinate, monitoring and reporting implementation?
- What are the recommendations to address the weaknesses?

#### **The achievements of the implementation of the NSP:**

- What are the key indicators to measure implementation?
- How far is NSP achieved against those indicators?
- What effect has COVID-19 had on efforts to achieve those indicators?
- What areas of work need to be revised, with new indicators, in light of COVID-19?
- Recommendations and tools to strengthen reporting of key indicators

### 2.2 TECHNICAL APPROACH

The technical approach for carrying out the mid-term review was systematic and collaborative in nature. This methodology for collecting relevant data for analysis included a desk review of existing resources and evaluative input from key informants. The data collection methodology was participative. A purposive sampling strategy was employed that gathered input from national, provincial, and other key stakeholders.

### 2.3 REVIEW OF SECONDARY DATA

The first step was a desk review of existing secondary data. Secondary data review included a brief review of the current situation of trafficking in persons in Cambodia (current issues), any relevant documents/reports related to structure and function of NCCT and to document the reported progress and achievements against the targets of the NCCT Strategic Plan including any major successes and/or challenges.

Key documents/reports reviewed include:

- National Strategic Plan for Counter Trafficking in Persons 2019-2023
- Reports of NCCT, TWGs,
- Review of NCCT website
- Report of the Review Meetings held of the progress on the National Strategic Plan for Counter Trafficking in Persons (July 2021).

### 2.4 PRIMARY DATA COLLECTION

Key informant Interviews (KII) were conducted with stakeholders in Phnom Penh at NCCT, and relevant line ministries, United Nations (UN) agencies, International and national non-government organizations. PCCTs were interviewed from Battambang, Banteay Meanchey, Kampong Cham,

Kampong Thom, Oddor Meanchey, Prey Veng, Svay Rieng, and Siem Reap. Due to the movement restrictions to control the spread of COVID 19 the interviews were conducted using the Zoom on-line platform instead of visiting the provinces. The key informant interviews were completed using a semi-structured in-depth interview format. Interview guides are available in the Data Collection Tool Kit.

*Table 1: Key Informant Interview for NCCT National Strategic Plan Mid-Term Review*

Key Informant	Number of Interviews	Type of Interview
<b>Government</b>		
NCCT	1	KII
Ministry of Education, Youth and Sport	1	KII
Ministry of Foreign Affairs and International Cooperation	2	KII
Ministry of Interior, Department of Anti-Trafficking	1	KII
Ministry of Labor and Vocational Training	2	KII
Ministry of Social Affairs, Veterans and Youth Rehabilitation	1	KII
Ministry of Women's Affairs	1	KII
Ministry of Justice	1	Written Response
Provincial Committee for Counter-Trafficking (PCCT), Battambang	1	KII
PCCT Banteay Meanchey	1	KII
PCCT Kampong Cham	1	KII
PCCT Kampong Thom	1	KII
PCCT Oddor Meanchey	1	KII
PCCT Prey Veng	1	KII
PCCT Svay Rieng	1	KII
PCCT Siem Reap	1	KII
<b>International/National Non-Governmental Organizations</b>		
Adhoc	1	KII
Cambodia ACT	1	KII
Damnok Toek	2	KII
Chab Dai	1	KII
Hagar	1	KII
A2I	1	KII
APPLE	1	KII
Caritas	1	KII
Friends International	1	KII
Hope for Justice	1	KII
International Justice Mission	1	KII
Legal Services for Children and Women	1	KII
Ratanak International	1	KII
Samaritan's Purse	1	KII
World Hope International	1	KII
<b>UN Agencies</b>		
United Nations Population Fund (UNFPA)	1	KII
International Organization for Migration (IOM)	1	KII
International Labor Organization (ILO)	1	KII

## 3 FINDINGS

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### 3.1 ESTABLISHMENT, FUNCTIONS, ROLES OF MECHANISM

The National Committee for Counter Trafficking in persons (NCCT) was established by a Royal Decree No. 0614/808, dated 25 June 2014. NCCT serves as the national mechanism whose obligation is to lead, coordinate, collect information, analyze data and to initiate the dialogue and development of laws, policies, plans and to motivate a participatory approach to combating the crime of trafficking in persons (TIP) at the national and subnational levels.

The mechanism currently consists of 22 ministries and five specialized units as its members with six inter-ministerial working groups carrying out its work. Through a series of decisions, the structure of the NCCT was established and clarified. The NCCT's work is guided by the National Strategic Plan (NSP) for Counter-Trafficking in Persons 2019-2023.

**Ministry Members:** 1) Ministry of Interior (MoI), 2) Ministry of Education, Youth and Sports (MoEYS), 3) Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSVY), 4) Ministry of Justice (MoJ), 5) Ministry of Women's Affairs (MoWA), 6) Ministry of Labor and Vocational Training (MoLVT), 7) Ministry of Health (MoH), 8) Ministry of Tourism (MoT), 9) Council of Ministers (CoM), 10) Ministry of Foreign Affairs and International Cooperation (MoFAIC), 11) Ministry of National Defense, 12) Ministry of Economy and Finance, 13) Ministry of Planning (MoP), 14) Ministry of Information (MolI), 15) Ministry of Culture and Fine Arts (MoCFA), 16) Ministry of Rural Development (MORD), 17) Ministry of Posts and Telecommunication (MoPT), 18) Ministry of Agriculture, Forestry and Fisheries (MoAFF), 19) Ministry of Industry and Handicraft (MoIH), 20) Ministry of Cult and Religion (MoCR), 21) Ministry of Public Function (MoPF), and 22) Ministry of Public Works and Transport.

**Specialized Unit Members:** General Commissariat of the National Police (MoI), General Department of Immigration (MoI), General Department of Identification (MoI), Gendarmerie, and Department of Border Affairs, Royal Cambodian Armed Forces (MoD).

**Thematic Working Groups:** Six inter-ministerial Working Groups were established by NCCT decision No. 094/14, dated 21 November 2014. They are:

- 1) Prevention Working Group, led by MoEYS
- 2) Victim Protection Working Group, led by MoSVY
- 3) Law Enforcement Working Group, led by General Commissariat of the National Police
- 4) Judicial Affairs Working Group, led by MoJ
- 5) International Relations Working Group, led by MoWA
- 6) Migration Working Group led by MoLVT

**General Secretariat of NCCT:** The NCCT has a general secretariat established by sub decree No. 273, in 2014, and operates under the leadership of the NCCT Permanent Vice Chairperson, Secretary of State of the Ministry of Interior, currently Her Excellency Chou Bun Eng. The Secretariat has the role in working directly with all members and stakeholders by coordinating, leading and motivating for a strong cooperation between ministries, institutions and partners in and outside the country, those who are working to combat TIP.

**NCCT Sub-National Structure:** The NCCT has the subnational structure or PCCT in accordance with decision No. 001/14 in 2014. This committee is chaired by the Provincial/Municipal governor with the participation of provincial departments, governors of all districts, towns and

Khans as its members. Each PCCT has a secretariat led by a deputy governor with six working groups similar to the national level structure. A PCCT also assigns its network at each town/district and commune to be responsible for activities on anti-TIP.

NCCT members at the national and sub-national levels develop and implement their actions plans for counter trafficking in persons to meet the National Strategic Plan

NCCT also has the task to collect inputs, initiatives and expertise among stakeholders, at the national and international level to become unified forces, resources and means to achieve the strategic goal of TIP successfully.

## 3.2 STRENGTHS AND CHALLENGES IN THE IMPLEMENTATION BODIES AND COORDINATION

In this section, the strengths and challenges of the implementation mechanisms (NCCT, TWGs, and PCCTs) are reviewed. The findings are summarized from the KIs, periodic reports and observations from the consultants. When data is from a source other than KIs it is documented.

### 3.2.1 Strengths of the Mechanism

In this section, the strengths of the NCCT, PCCT and TWGs are reported as described by key informants in the study.

#### 3.2.1.1 Overall

**Structure:** As documented in the previous section of this report, the NCCT, PCCT, TWGs have a clear structure, set out in Royal Decrees and decisions. This structure has now been in place for more than seven years. Key informants reported that the structure was adequate and provided a solid framework for actions to prevent and respond to trafficking.

**Commitment to Anti-Trafficking in Persons:** Importantly, NCCT was described by I/LNGOs, PCCTs and TWGs as having a strong commitment to ending trafficking in persons.

#### 3.2.1.2 NCCT

**Coordination:** The NCCT plays a role of coordination between the TWGs, PCCTs, line ministries, and I/LNGOs. This coordination occurs through both formal structures such as periodic meetings, reporting, and through more informal mechanisms such using messaging Aps such as Telegram.

NCCT was repeatedly recognized for success in its role in coordination, with the TWGs, PCCTs, I/LNGOs, and with religious leaders/communities. However, NCCT was reported as being most successful with coordination with the PCCTs and I/LNGOs. Some I/LNGOs reported that they developed Memorandum of

*“NCCT has a clear structure to carry out its work at the national and provincial levels”*

I/NGO

*“NCCT plays a key role in coordination between national and subnational levels. Without this coordination role we would face more challenges as each ministry has its own workplan too”*

Ministry

Understandings (MoUs) with the NCCT. The I/LNGOs reported that working with NCCT directly through an MOU provided for more effective collaboration than working with a TWG or in isolation.

**Communication:** NCCT was recognized by I/LNGOs, TWGs, and PCCTs as being strong in communication. NCCT was seen as available for technical support from the PCCTs, and responsive to the I/LNGOs and TWGs. The openness to communication was also demonstrated by NCCT's willingness to receive comments or input from others and to work to address any challenges.

*"PCCTs are close to the community and can provide good support so that victims do not have to wait for help"*

PCCT

*"NCCT is always available when we need advice when we face challenges"*

PCCT

**Strategic Plan:** A strength of NCCT was having the National Strategic Plan. The National Strategic Plan was reported to be a good tool for providing guidance to prevention and response to trafficking in persons.

### 3.2.1.3 PCCTs

**Coordination:** PCCTs were recognized for their roles in coordination with provincial line ministries, I/LNGO service providers, and law enforcement at the implementation level in the provinces.

It was reported that regular meetings were held in most of the provinces where PCCTs were interviewed. PCCTs were repeatedly recognized for their strong coordination with the I/LNGO service providers and line ministries in providing services and response to

victims of trafficking.

**Action Plans:** In some provinces where the PCCTs were more active, particularly in border or high-risk areas for trafficking, the PCCTs had action plans to carry out the National Strategic Plan. One emergent province that was reported by I/LNGOs to be the most active is Siem Reap.

In Siem Reap, for example, a good practice that was reported is that the PCCT had developed their own action plan based on the National Plan of Action. This process helped them to prioritize the activities they are working on, and to identify appropriate activities to report on.

**Information dissemination:** PCCTs reported they worked closely with the local authorities at the District and Commune Levels to disseminate information on anti-trafficking prevention. This was a priority activity for the PCCTs.

Some PCCTs shared reports of information dissemination regularly through provincial, district or commune meetings or on specific dates such as the 12 December National Human Trafficking Day.

**Responsive to TIP cases:** PCCTs were reported to be responsive to the TIP cases. PCCTs collaborate closely with law enforcement and with I/LNGO service providers in responding to

*"PCCT works closely to respond to trafficking in persons cases coordinating with NGOs to provide services, no matter if it is working hours or not"*

I/LNGO

cases. A Telegram group had been formed to be a tool for fast communication between service providers and PCCT.

*"TWGs have members that have specialized knowledge in the group priorities"*

TWG

#### 3.2.1.4 TWGs

**Collaboration:** Some TWGs reporting working closely with NCCT and other thematic working groups. For example, the Law Enforcement Working Group and the Victim Protection Working Group reported good cooperation to help victims through the legal system. This collaboration together was described as important to ensuring the victim/survivor had the supportive services they needed to recover, and the support to go through the legal process. Neither those working in victim protection or those in law enforcement could provide the support needed by victims without the cooperation of the other.

**Communication with TWG members:** The TWGs were reported to be good places to share information about risks for TIP and activities and priorities for action.

#### **Expertise on their TWG priorities:**

Since the TWGs are led by relevant ministries, generally, they are reported to have specialized knowledge on the priorities of the TWGs.

### 3.2.2 Challenges of the Mechanism

#### 3.2.2.1 Overall

**Inadequate workplans:** It is noted there is an improvement in the number and quality of workplans since the last mid-term review of the previous National Plan of Action. However, this remains an area for improvement overall.

Some key informants at TWGs, PCCTs, and I/LNGOs were not fully aware of the strategies, activity clusters or the indicators of the National Plan of Action. This is likely due to limited dissemination of and orientation to the plan further inhibited by the impacts of COVID 19.

*"NCCT and PCCT do not have enough resources to do the job. There is not enough national budget"*

I/NGO

*"We do what we can with the budget we have"*

PCCT

**Inadequate resources:** Both the NCCT and PCCTs were reported to have inadequate financial and human resources to be as effective as they could be.

Inadequate financial resources were linked to inadequate government budgets. Some reported that although budgets were inadequate before COVID 19, that financial resources had also been further limited due to COVID 19 prevention and response priorities.

There was also limited human resources reported. Budgets limited the ability to hire adequate staff and there was also a high turnover in staff reported in some sectors.

**Inadequate capacity:** The NCCT, PCCT and TWGs were recognized for their work. However, at the same time it was noted that many of the staff or members of NCCT, PCCT's and TWGs would benefit from continued training and capacity building to be able to carry out their roles more effectively. The capacity development needs were both in technical skills and administrative functions. For example, the officials in charge of reporting on counter trafficking have not gone through any formal training on how to report on activities. There is also no specific guidance in place for reporting.

**Need for upgrading knowledge:** In addition to technical knowledge to carry out their roles, there is a gap in understanding of emerging forms/risks for trafficking such as cybercrime, surrogacy and others.

### **Overlapping Roles between NCCT, TWGs and Line**

**Ministries:** In some cases, there were overlaps described between the NCCT, TWGs, and Line Ministries in terms of key activities related to trafficking theme. These were seen as areas for need for clarity.

For example, key informants observed there it is not clear who signs MOUs. In some cases, they are signed by NCCT and others by other line ministries. After signing the MOUs, there is also a gap in developing the plan of action to implement the MOU.

Other examples were the roles in responding to or managing some issues such as migration. The TWGs role and the ministries roles were not distinct and resulted in confusion.

**Gaps in a coordinated approach between the TWGs.** While multiple examples were provided of strong coordination and TWGs working together toward a common goal, it was also noted that in some cases each group was working separately.

Some key members of working groups acknowledged that there were barriers to some extent in working together with other working groups due to timing and prioritized tasks assigned in their own ministries.

The Strategic Plan provides an opportunity for guidance for the TWGs to work in tandem with each other, but in some cases, the priorities of the line ministry resulted in inadequate coordination with other TWGs.

**Collaboration with I/LNGOs.** I/LNGOs reported that coordination with NCCT and PCCTs was as strength. However, it was reported

*"We need strong cooperation between the TWGs so there is a holistic approach – to avoid each working group doing the work separately"*

International  
Cooperation TWG

*"We work closely with the Law Enforcement Working Group to support victims and survivors of TIP through the legal process." (Without good cooperation between the groups prosecution is more difficult)*

Victim Protection  
TWG

*"Many staff do not have adequate technical capacity to do their job"*

I/NGO



there is less opportunity for them to provide input at the TWG level. I/LNGOs are not commonly able to participate in TWG meetings so there is a gap in cooperation.

### 3.3 IMPACT OF COVID 19 ON THE IMPLEMENTATION OF THE NATIONAL STRATEGIC PLAN

The COVID-19 pandemic is one of the greatest shocks to global stability affecting all segments of the population. It is particularly detrimental to members of those social groups in the most vulnerable situations increasing the risks for trafficking and exploitation.

Cambodia, like the rest of the world, is battling against the global pandemic. Until early 2021, Cambodia had low numbers of COVID-19 cases, and was primarily impacted by border closures, economic pressures from loss of tourism, factory closures, and a huge influx of returned migrant workers. In the first quarter of 2021, Cambodia began to experience a dramatic increase in COVID 19 cases through community spread<sup>1</sup>, further exacerbating the economic problems, and putting a strain on the government staff as they responded.

A shift in risks for TIP is reported because of the COVID 19 pandemic. Returning migrant workers are identified as especially vulnerable to new risks for trafficking.

The returned migrant workers often lack the ability to sustain their living once returned as they have no jobs or are underemployed making less and become more vulnerable to TIP. Key informants report that border closures due to COVID 19 have not stopped informal movement to neighboring countries by migrant workers seeking work and have increased risks for abuse by brokers.

*“Before we met for discussion and information sharing. Now we can only do on-line. The level of focus is not the same”*

TWG

*“Since the COVID 19 pandemic began we have double work to do in preventing trafficking and responding to risks of COVID 19”*

NCCT Secretariat

The PCCTs and I/LNGOs have been required to actively provide service at the border to receive the returned migrant workers, providing basic health checks, food and support for migrants to return to their community.

There remain risks of TIP for surrogacy, though some reports are that scam marriages are being used to skirt laws and regulations relevant to surrogacy. This coupled with the continuing TIP risks such as labor exploitation for begging (adults and children), promises for jobs broken once the worker has migrated, and on fishing boats. On-line abuse is also becoming a bigger issue.<sup>2</sup> All these risks are exacerbated by COVID 19 as relevant authorities prioritize health and safety and economic pressures for families increases.

The implementation of the National Strategic Plan, and the work of NCCT, PCCT and the TWGs have also been impacted. At all levels it is reported that planned activities cannot be fully implemented.

<sup>1</sup> From about 500 COVID 19 cases from beginning of the pandemic to March 2021 (14 months). At the date of this report cases have grown to nearly 120,000 in the 6 months since March 2021.

<sup>2</sup> Notes from NCCT Consultative Workshop on the National Strategic Plan July 2021

Many events have been delayed or have limited participation or have changed platforms.

The primary mechanism for the meetings of NCCT, PCCT and TWG is now through on-line platforms such as Zoom, Teams, or through other tools. These platforms work better for NCCT and PCCTs. While it is reported these tools are important for maintaining communication, it is regularly reported that on-line communication is not as effective as in person meetings for discussion and information sharing.

Though it was reported that some PCCTs still had actively engaged in a Zoom meeting describing the implementation of activities of the National Strategic Plan, the key activities were mainly COVID 19 prevention activities. However, they did mainstream key messages for prevention of human trafficking into small events for distribution of food, personal protection equipment and other community outreach events. Others acknowledged that the communities' outreach about human trafficking and available budgets has been reduced since the priority was put on the COVID 19.

Progress on actions such as bi-lateral agreements with other countries have also been stalled as the focus is on COVID 19 prevention in response in Cambodia and other countries in the region.

Prevention activities have been limited or transitioned to increased use of platforms such as radio, television, Facebook, or other social media. Community meetings for prevention activities with large groups that were common before the COVID 19 pandemic have not been possible. I/LNGOs and government are often working from home and not able to go into the community.

Victim response has also been impacted. Reintegration requires cooperation between ministries, I/LNGOs, and local authorities. Movement restrictions, staff time re-focused to prioritize COVID 19 response have all resulted in slower response times to victims. Going into the community to work directly with victims has not always been possible.

Importantly, the focus on preventing and responding to TIP has remained a priority. At all levels, relevant authorities, I/LNGOs and other key actors have sought ways to adapt though most admit the efforts are not as effective. Reporting has continued, and meetings have moved on-line. Further discussion was occurring as well about how to manage meetings and communication in the future due to continuing challenges as a result of the COVID 19 pandemic. Ideas were to adapt through holding small group meetings or go door to door with the aid of the village authorities so messages could be shared in person.

### **3.4 IMPLEMENTATION AND ACHIEVEMENT AGAINST TARGETS PER STRATEGY**

In this section, the implementation and achievements of the targets per strategy are reported. The first is a table of the strategy with the high-level cluster of activities and indicators from the National Strategic Plan. To try to understand the progress, periodic reports of NCCT were reviewed, and key informants were asked about progress in the interviews.

Generally, the available data is general and always specific to the indicator. For example, the reports do not include dates of activities, or adequate detail to be able to clearly report against the indicators. When data comes from a report (other than the KIs), the source is documented.

### 3.4.1 Strategy I: Strengthen cooperation, building and enforcing law, policy and legal standards

Activity Cluster	Indicators
<b>1.1 Strategic planning, annual national and sub-national action plans, and strengthening mechanisms</b>	<ul style="list-style-type: none"> <li>• A strategic plan and plan of action has been developed</li> <li>• Structure and mechanism to combat trafficking in persons has been strengthened and improved</li> </ul>
<b>1.2 Strengthen structure and capacity of organization, institutions, and implementing partners</b>	<ul style="list-style-type: none"> <li>• Working Rules being strengthened</li> <li>• Monthly, quarterly, semi-annual and yearly meetings</li> <li>• Monthly, quarterly, semi-annual and yearly report developed</li> <li>• Officials of Secretariat, CCCT, PCCT have been trained</li> <li>• Judicial police officers are trained on rules of procedural operation</li> </ul>
<b>1.3. Compile, and build a database on the basis of analysis, direction, implementation, dissemination and exchange with relevant countries</b>	<ul style="list-style-type: none"> <li>• The mechanism for collecting, compiling, managing and exchanging data is systematically operationalized</li> <li>• Cooperation between the authorities and the authorities of the relevant and international countries are strengthen and increased operational efficiency</li> <li>• Monthly, quarterly, semester and yearly intervention reports are produced</li> <li>• Monthly, quarterly, semester, and yearly reports of victims of human trafficking</li> </ul>
<b>1.4. Develop regulations and memorandums, agreements and standards of operating procedures with relevant countries</b>	<ul style="list-style-type: none"> <li>• Establish and promote agreements to implement preventive measures, enforce the law, and assist victims from relevant countries</li> </ul>
<b>1.5. Strengthen cooperation and capacity with relevant international and national organizations to prevent, and combat, cross-border trafficking, provide assistance to victims and promote the implementation of multi-lateral agreements</b>	<ul style="list-style-type: none"> <li>• Memorandum of Agreement applies</li> <li>• Performance challenges identified and addressed</li> <li>• Bilateral meetings are held regularly</li> </ul>
<b>1.6. Amend or/ and draft national laws and policies in response to new issues related to human trafficking</b>	<ul style="list-style-type: none"> <li>• Regulatory standards have been revised to aid implementation</li> <li>• New laws and policies have been developed to respond to the needs</li> </ul>

#### 3.4.1.1 Progress

Strategy I is focused on strengthening cooperation, building, and enforcing laws, policies and legal standards. The activities in this strategy are led by the NCCT Secretariat, the International Relations Working Group led by MoWA and contributed to by other working groups. It has six activity clusters with associated indicators (See Table above). A summary of the progress that could be documented on these activity clusters is summarized below. It is likely additional activities occurred that have not been captured in the reporting and interviews.

### **1.1 Strategic planning, annual and sub-national action plans and strengthening mechanism:**

- The National Strategic Plan was developed for 2019-2023. The National Strategic Plan provides guidance for priorities of the TWGs, and PCCTs at the national level and subnational levels.
- At the TWG level working groups report they have developed their own workplans or integrated their workplan priorities into the National Strategic Plan. All working groups report having some level of plan, but it is not clear if these are fully separate plans from the National Plan or general reporting of implementing relevant priorities for their TWG.
- At the PCCT level the majority of PCCTs are aware of the National Strategic Plan and are aware they are to implement its priorities. In active provinces such as Siem Reap, the PCCT has developed its own workplan with provincial priorities. This is considered a good practice.
- Though workplans are beginning to be developed, they are not fully developed across all TWGs and PCCTs and this remains an area for continued improvement.
- The national mechanism has a solid framework in place, that is structured appropriately to respond to TIP.

### **1.2 Strengthen structure and capacity of organization, institutions and implementing partners:**

- Prior to the COVID 19 pandemic, PCCTs and most TWGs were holding periodic meetings. Most commonly these were every three months, semi-annually and annually. Some PCCTs and NCCTs have transitioned meeting through on-line through platforms such as Zoom since in-person meetings are limited. A focus of the meetings is information sharing, and reporting.

As noted earlier, the meetings via-the online platform are not seen as effective as in-person meetings.

- NCCT led a consultative workshop twice on “Progress of the implementing annual recommendations of the U.S government on the efforts made by the Royal Government of Cambodia (RGC)”, participated by high-ranking officials from involved ministries with the U.S ambassador along with his colleagues (NCCT Report Semester I, 2021).

*“We have a workplan that we developed to implement the National Strategic Plan”*

TWG

### **1.3 Compile and build a database of analysis, direction, implementation, dissemination, and exchange with relevant countries.**

- Every Thematic Working Group is expected to report its activities and progress to the Secretariat of the NCCT at the national level and the PCCT at the subnational level. Periodic reports are occurring. A review of those reports was useful in this mid-term review. Reporting has improved since the previous mid-term review; however, this continues to be an opportunity for improvement.
- In addition to periodic reports there have been some specialized reporting particularly on the situation of returned migrant workers.

- Municipal and provincial police commissioner documented the number of returning migrant workers from abroad monthly for both regular and non-regular workers the total was 150,885 workers (54,556 women), 564 minors (157 girls) (June 21 NCCT Report).
- The Secretariats of the PCCTs are doing regular reporting on returning workers from abroad and are monitoring their health, living conditions, and providing education on prevention and risk of remigration through brokers. The secretariats of PCCTs collaborated with NGOs partners to identify the challenges and needs when integrating them, and to provide health and living support.

#### **1.4 Develop regulations and memorandums, agreements, and standards of operating procedures with relevant countries**

- MoWA engages regularly with the Coordinated Mekong Ministerial Initiative against Trafficking (COMMIT) framework. Through this framework an amendment of an MOU on Cooperation on Actions against Human Trafficking in Greater Mekong Sub region was drafted and with assigned core trainers from member of each COMMIT country (NCCT Report Semester I, 2021, MoWA KII).
- The Standard Operating Procedures on Case Management of Repatriation and Integration of Trafficked Victims between Royal Government of Cambodia and Royal Government of Thailand were disseminated for official use and released by MoSVY, (NCCT Report Semester I, 2021).
- NCCT has collaborated at the ASEAN level setting up the process for the Global Compact on Migration (GCM) implementation at the country level. Cambodia is a Champion Country on the UN list for implementation of the GCM.
- A draft bilateral treaty with France on mutual help on legal section within the penal system (NCCT Report Semester I, 2021).
- A draft bilateral treaty with Peru on the exchange of prisoners (NCCT Report Semester I, 2021).
- A draft bilateral treaty with Lao PDR on exchange of prisoners (NCCT Report Semester I, 2021).
- A draft agreement about extradition between the RGC and Republic of India (NCCT Report Semester I, 2021).
- Organized a draft on transboundary transfer mechanism to ensure the practice of the same standard along with assigned each focal teacher trainers from country member of COMMIT (NCCT Report Semester I, 2021).
- Collaborated with China, USA, and other target countries addressing repatriation policies and process for victims (MoFAIC).

*“For international cooperation, we work with NCCT, on the Commit Framework, and through ASEAN and UN Agencies”*

MoWA,  
International  
Relations TWG

#### **1.5 Strengthen cooperation and capacity with relevant international and national organizations to prevent, and combat, cross-border trafficking, provide**

## **assistance to victims and promote the implementation of multi-lateral agreements**

- NCCT, and relevant TWGs have collaborated with target countries in combatting human trafficking and repatriating victims.
- NCCT organized a consultative workshop at a leadership level for setting priority objectives and Migration Governance to implement the Global Compact on “Safe, Managed, and Legal Migration” (NCCT Report Semester I, 2021).
- NCCT organized a national consultative workshop twice with participation from relevant ministries, UN agencies under the presidency of Samdech Krolahom Sar Kheng, Deputy Prime Minister, Minister of Interior, and a Chairperson of NCCT. This resulted in organizing and implementing a joint-program between RGC and UN for the returning migrants during the COVID-19 pandemic, implemented in Battambang, Siem Reap, and Banteay Meanchey (NCCT Report Semester I, 2021).
- NCCT held consultative meetings with municipal- and provincial-level officials, as well as local and international NGO partners, aimed at addressing the challenges of the huge numbers of returning migrants crossing the border via corridors who continued to enter at any time and unlimited numbers facing health conditions and severe living conditions, in addition to the national policy for citizens residing in the country (NCCT Report Semester I, 2021).
- Prepared the sixth high ranking officials meeting of Cambodia, Lao, Myanmar, Thai, and Vietnam (CLMTV) for organizing a draft of joint statement of Ministers of Labour on the mobility of the social security system for migrant workers of CLMTV, which will be held in 2021 (NCCT Report Semester I, 2021).
- Continued to discuss the implementation of the plan of action of the Mekong Sub region on the fourth anti-human trafficking for 2020-2022 (SPA-IV-2018) is carried on its validity of the first implementation for 2018-2020 and be ready in organizing the fifth plan of action (SPA-V), which has to include the new trend of human trafficking with participation of civil society organization and youth networking (NCCT Report Semester I, 2021).
- MoLVT and NCCT participated in the review of the Implementation of the Global Compact for Safe, Orderly and Regular Migration (GCM) 10-12 March 2021.
- MoFAIC working through its embassy representative has rescued and facilitated the repatriation of workers who initially were identified as vulnerable to trafficking and made an initial assessment of the cases to determine if they were victims of human trafficking. This totaled 1,066 persons (503 women). There are 733 irregular workers (240 women) from Thailand, (NCCT Report Semester I, 2021).
- Discussions continued with the Thai Ministry of Labor (via Zoom meetings) to identify ways to address the challenges facing migrant workers, who are in Thailand under restrictions during the COVID-19 pandemic (NCCT Report Semester I, 2021).
- According to the NCCT’s report of trimester 2, 2021, the General Secretariat of NCCT and PCCT collaborating with ministries, institutions, and NGOs partners provided three training sessions with participation of 165 trainees and 79 trainees were women. The purpose of this training is to strengthen the core trainers, law enforcement officers, and members of the secretariat of PCCT. The trainings included raising awareness mainstreaming on safe migration that covers some topics, for example, likelihood, nutrition, drug, chemical substance management, a good team leader on increased productivity, labor law, and work safety and first aids, which were coordinated between

Svay Rieng provincial department of labour and vocational training and seven private companies. Secretariat of Siam Reap PCCT coordinated with Banteay Srey organization provided the training on prevention of illegal migration, child protection in the community, and strengthening capacity building on how to data in online to six commune administrations and Angkor Chum district administration for workers migrating to and returning from foreign countries.

## 1.6 Amend or/ and draft national laws and policies in response to new issues related to human trafficking

- Ministry of Justice continued to examine about draft law on anti-smuggling and on laws on surrogacy (NCCT Report Semester I, 2021).
- MoSVY, documented in NCCT's report of semester I of 2021, completed the Draft Sub-Decree on the Policy for Victims in a State-Run Center and Living in the Community for victims of human trafficking and exploitation (NCCT Report Semester I, 2021).
- The Policy on Child Protection for all forms of violence both inside school and outside school context.

### 3.4.1.2 Remaining Challenges and Priorities

- The National Strategic Plan should be further localized within the TWGs, and NCCTs to ensure an appropriate work plan is developed, implemented, and monitored at each level. This should be linked to the national indicators in each context.
- International cooperation and planning are imperative to ensure joint actions toward ending trafficking in persons. Opportunities must be seized for joint planning and action plan development and implementation.
- In KIs it was reported generally there are challenges with implementation of MoUs with some countries, although they were not specific about which countries. It is reported that some countries are hesitant to sign an MOU as it affects their countries interest.
- Also when MOUs are signed, in some cases procedures for implementation are not adequate or are not followed.
- The role of initiating MOUs (international) should be clarified, so there is not overlap or confusion of who is responsible for taking the lead on MoUs.
- A gap remains in an active comprehensive database system implemented for analysis, direction, implementation, dissemination and exchange with relevant countries.
- Draft laws that would further prevent trafficking such as surrogacy and cybercrime have yet been promulgated.
- While reporting has improved, it is not consistent and linked adequately to the workplans and indicators. A consistent reporting format against indicators and workplan is not yet being applied in all settings. Additionally, there is not sufficient human resources or technical capacity of staff on reporting.

### 3.4.2 Strategy 2: Promote prevention of all forms of human trafficking

Activity Cluster	Indicators
2.1 Conduct research to find measures for harmful behavior change	<ul style="list-style-type: none"> <li>• The balance of benefits and pay-offs of social migration is found</li> <li>• Services for supporting migrant safety have been found</li> </ul>



	<ul style="list-style-type: none"> <li>• Data on workers handicrafts were produced</li> <li>• Preventive methods to prevent adolescents and children at risk of being victimized</li> </ul>
<b>2.2 Preventive measures through Ministry of Labor and Vocational training skills, strengthening the management of recruitment agencies and promoting migration policy for Cambodia 2011-2023</b>	<ul style="list-style-type: none"> <li>• The list of recruitment agencies has been updated and published</li> <li>• Ethics of recruitment agencies are strengthened</li> <li>• Illegal companies and recruiters and scams are cracked</li> </ul>
<b>2.3 Preventive measures strengthening the mechanism of receiving and protecting workers who have been returned by foreign authorities or returned for various reasons</b>	<ul style="list-style-type: none"> <li>• Migrant Reception Centers have been strengthened to provide information and services to workers</li> <li>• Worker inflow / outflow Data Management System is enabled</li> <li>• The commune/ sangkat has a plan for prevention action</li> </ul>
<b>2.4 Justice Police Skills Intervention to prevent demand for service which tend for human trafficking, women trafficking, children trafficking and reduce the risk for vulnerability</b>	<ul style="list-style-type: none"> <li>• Suspected target monitoring team was enhanced and strengthened</li> <li>• Suspected target offense is monitored investigated and cracked down</li> <li>• Children are protected from trafficking, severe forms of child labor, exploitation</li> <li>• Public offenders falsifying public records have been searched, cracked, and prosecuted</li> <li>• Suspicious crime data is produced</li> </ul>
<b>2.5 Prevention measures through inspection of suspected trafficking targets and developing programs to respond to the needs</b>	<ul style="list-style-type: none"> <li>• All relevant ministries, institutions and organization strengthen the monitoring of selected targets for possible offenses, trafficking, abuse and exploitation</li> </ul>
<b>2.6 Preventive measures to prevent human trafficking through marriage between Cambodian and expatriates</b>	<ul style="list-style-type: none"> <li>• Victim information through marriage with foreigners is disseminated to citizens</li> <li>• Illegal marriage between Khmer citizens and foreigners is reduced</li> </ul>
<b>2.7 Preventive measures by raising awareness of the laws, policies, instruments and legal standards, applicable to all forms of human trafficking</b>	<ul style="list-style-type: none"> <li>• All relevant national and sub-national stakeholders understand the content and policy topics related to work of combatting human trafficking, the perpetrators tricks, and the impacts of risky migration and all forms of human trafficking</li> </ul>
<b>2.8 Preventive measures of the Ministry of Culture and the Arts and media</b>	<ul style="list-style-type: none"> <li>• Art, media, and journalists are well aware of trafficking</li> <li>• Creating social education works together to eliminate all forms of human trafficking in a professional and ethical manner</li> <li>• People are aware of preventive measure</li> </ul>
<b>2.9 Public education advertising campaigns</b>	<ul style="list-style-type: none"> <li>• A wide range of public education programs of all kinds have been established and implemented regularly</li> </ul>



<b>2.10 Intervention by Ministry of Education: Education activities in schools and the private sector to protect children from trafficking and exploitation</b>	<ul style="list-style-type: none"> <li>• A school based anti-trafficking program was launched</li> <li>• Teachers gain insight into the effects of human trafficking</li> </ul>
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Strategy 2 is focused on prevention of all forms of human trafficking. The Prevention TWG is led by the MoEYS. Overall, prevention activities are also a significant focus of the work of other TWGs, PCCTs, and I/LNGOs. A focus has been on vulnerable women, and girls and migrant workers. Following is a summary of the reported activities through a review of periodic reports and KIs.

### 3.4.1.3 Progress

#### 2.1 Conduct research to find measures for harmful behavior change

- The primary research conducted in this period was related to the impacts of COVID 19. A number of rapid assessments were conducted, particularly on the impacts of returning migrant workers and/or increased risks for TIP. Some of the research conducted were the
  - CARE: Rapid Gender Analysis for COVID 19
  - UN: Rapid Assessment on Social and Health Impact of COVID 19 Among Returning Migrant Workers in Cambodia (UNFPA, UN Women, IOM, UNAIDS, UNICEF)
  - CARE: Garment Worker Needs Assessment during COVID 19
  - ILO: COVID-19 Impact on Cambodian migrant workers
  - Cambodia Women's Crisis Center (CWCC): Female Returned Migrant Workers Survey in Kampong Cham and Tbong Khmum
- Some other research conducted during this period are:
  - ILO: Recruitment fees and related costs: What Migrant Workers from Cambodia, Lao PDR, and Myanmar pay to work in Thailand
  - Winrock: Cambodia Worker's Journey

#### 2.2 Preventive measures through Ministry of Labor and Vocational training skills, strengthening the management of recruitment agencies and promoting migration policy for Cambodia 2011-2023

- The list of recruitment agencies was updated regularly, and the lists were disseminated widely through websites and Facebook pages. It is noted that there are 126 private recruitment agencies that focus on addressing the issues that migrant workers are in the destination countries rather than recruit new workers to send them for employment during this hard time of COVID-19 pandemic (NCCT Report Semester I, 2021).
- As referenced in the NCCT's report of semester I of 2021, the migrant workers that were sent abroad through private recruitment agencies and the Employment Permit System (EPS) totaled 2,189 (696 women). The destination countries include Republic of Korea totaling 1,759 workers (467 women), Japan with 387 workers (186 women), Singapore with two female workers, and Hong Kong Special Administrative Region with 41 female workers.

- MOLVT provides pre-departure training sessions on language, basic skills training, laws of the destination countries, working conditions, lifestyle, and culture of the destination countries with participation of 634 (156 women) potential migrant workers (NCCT Report Semester I, 2021).
- MOLVT has a data system that registers recruitment agencies and the selected workers of that agency, and general working situation in the destination countries, in which the recruitment agencies are to report regularly to the Department of Employment and Labour.
- Information was disseminated about the International Recruitment Integrity System (IRIS) of IOM to 75 private recruitment agencies with a focus on no fee charged during the selection process and job placement and ensuring which fees are to be paid by prospective employers (NCCT Report Semester I, 2021).
- The MoLVT has a procedure called extrajudicial dispute resolution that clarifies the process of resolving labor disputes between workers and employers in destination countries. After this mechanism was launched in 2020, the process of recruitment, training of workers, and settlement of labor disputes have improved a lot according to the KII with the TWG.
- MOLVT staff were guest speakers in the Voice of Gender Equality Program' discussing how to do safe migration internationally.

*"We developed a plan of action in response to the current situation of migrant workers"*

Migration TWG

### **2.3 Preventive measures strengthening the mechanism of receiving and protecting workers who have been returned by foreign authorities or returned for various reasons**

- Collaborated with MoWA in creating a consulting commission in implementing a safety and justice program to enhance rights and opportunities for women migrant workers of ASEAN worker program through inter-ministerial Prakas number 086/21 dated 05 March 2021.
- Dissemination to returning migrant workers safe migration information leaflets, food, temporary accommodation, and other supplies as well as other services including Covid-19 test, information on job opportunities in Thailand, consultations on how to migrate legally to Thailand and Malaysia. This was a collaboration between organizations such as Samaritan Purse, Damnok Toek, Kruosa Thmey, Phoeurn Phoeurn, IOM, Love without Border organizations and CWCC (NCCT Report Semester I, 2021).
- Issued guidance on facilitation of a certified academic study and the enrolment for student migrants and students whose parents returned on migration (NCCT Report Semester I, 2021).
- The PCCTs' support of migrant workers when needed as they return home and coordinate with PDOWA, Provincial Department of Social Affairs Veterans and Youth Rehabilitation (DoSVY) and I/LNGOs.

## **2.4 Justice Police Skills Intervention to prevent demand for service which tend for human trafficking, women trafficking, children trafficking and reduce the risk for vulnerability**

- No specific activities were identified under this cluster, though it is likely that activities from other clusters also fit in this area.

## **2.5 Prevention measures through inspection of suspected trafficking targets and developing programs to respond to the needs**

- Limited specific activities were identified under this cluster, though it is likely that activities from other clusters also fit in this area. This is likely an activity area that was delayed by movement restrictions put in place to prevent the spread of COVID 19.
- In February 2021, the West, East and North Commands were established in the provinces bordering Vietnam and Thailand. At the border, migrant workers without documentation were detained and educated about safe and risky migration during the COVID-19 crisis by following public health measures.<sup>3</sup>

## **2.6 Preventive measures to prevent human trafficking through marriage between Cambodian and expatriates**

- The General Department of Consular Affairs of the Ministry of Foreign Affairs have also strengthened the inspection of documents of young women migrating abroad for marriage or involuntary marriages, in close cooperation with the General Department of Anti-Human Trafficking and Juvenile Protection of the Ministry of Interior.<sup>4</sup>

## **2.7 Preventive measures by raising awareness of the laws, policies, instruments and legal standards, applicable to all forms of human trafficking**

- See 2.9 below
- The content for preventing human trafficking has been incorporated into various mechanisms such as the commune/Sangkat social service plan and use of the commune budget to implement activities; the school management committees and youth clubs in schools and communities, which consist of school principals, teachers, students and communities/parents; meetings of the provincial to the commune/Sangkat level integrating activities to promote the Safe Village-Commune Policy; and some integration of content into the Buddhist programs organized by the Ministry of Cults and Religions.<sup>5</sup>
- Collaborated with the quarantine centers near the border (for COVID 19) for returning migrant workers to disseminate information to them on the prevention of human trafficking.

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<sup>3</sup> I Notes from NCCT Consultative Workshop on the National Strategic Plan July 2021

<sup>4</sup> Ibid.

<sup>5</sup> Ibid.

## 2.8 Preventive measures of the Ministry of Culture and the Arts and media

*“We formed a working group with the Secretariat of NCCT to develop textbooks and a teaching aid on the prevention of human trafficking for the schools”*

Prevention TWG

- No specific activities were reported under this cluster, though it is likely that activities from other clusters also fit in this area such as 2.9 below.

### 2.9 Public education advertising campaigns

- Information is disseminated with anti-trafficking messages via radio, social media, public forum, consultative workshop, via religious forum, and to returned migrants.
- MOWA collaborating with UN Women through the Safe and Fair programme has eight key messages for dissemination through the Facebook pages of MOWA and Provincial Departments of Women's Affairs (PDoWA), aiming at preventing violence and discrimination against migrant workers, and to provide contacts for services and information for essential services for women and girls affected by violence and exploitation.
- MoEYS disseminated information on radio and TV on 12 December in 2019 through community outreach about prevention of trafficking.
- MoFAIC engaged in dissemination of information and knowledge sharing with the working group, local community people, and other institutions.

*“Prevention of trafficking through dissemination of the Commune/Sangkat Safety Policy is disseminated widely”*

PCCT

- All PCCT's interviewed prioritize information dissemination and have conducted sessions through various methods including in schools and the community via radio, social media, public forums, consultative workshops, religious forum and through returned migrants. PCCT's collaborated with I/LNGOs on information dissemination in the communities.
- Topics such as on-line exploitation were integrated into prevention information dissemination.
- National institutions, sub-national institutions, authorities along with involved provincial departments cooperated with NGOs partners and disseminated information about prevention of human trafficking, sex work business, safe migration through a public forum, and the implementation of safety village and commune policy, and through other events, with the participation from government officials, students, teachers, religious practitioners, and local people. This information dissemination was done 27,729 times, with an amount of 907,239 participants, compared to trimester I in the same year with an amount of 1,374,089 participants, a decreased amount of 466,845 participants (NCCT Report Semester I, 2021).

## **2.10 Intervention by Ministry of Education: Education activities in schools and the private sector to protect children from trafficking and exploitation**

- The TWG on Prevention formed a working group for developing textbooks and a teaching methodology aid on the prevention of human trafficking.
- The topic of prevention of human trafficking was integrated in the school curriculum.
- 6,000 textbooks on the Prevention of Human Trafficking and Teaching Guidelines for pilot teaching were developed. The textbook was launched February 2021. Plans are to provide training to teacher trainers using a cascading training approach to reach teachers nationwide. This was a collaborative effort with MoEYS/Prevention TWG, Plan International, A2I, Cambodia Women's Crisis Center, Caritas, SOLIDARITY Center.
- MOEYS collaborating with Plan International, the Prevention TWG, and the NCCT Secretariat, to organize a refresher workshop on the Prevention of Human Trafficking and Teaching Guidelines through a Zoom meeting for 53 teachers in Kompong Chhnang province.
- Regarding the risks for youth and children studying online, Provincial Departments of Education, Youth and Sport have developed a method of establishing youth volunteer groups to raise awareness on the prevention of online human trafficking, by setting up groups of four people selected from different districts. They have to compete for the positions by writing a project proposal on the prevention of human trafficking in the context of COVID-19.

### **3.4.1.4 Remaining Challenges and Priorities**

- Significant activities were reported in information dissemination, public awareness campaigns. However, it is unclear if there is a consistent theme or messages shared by all organizations to the public. Some is on Safe Migration, laws and policies, but again, no standardized messaging was identified.
- There are some activity clusters for which activities are not reported. However, it is not clear if there were indeed activities completed. Many of the activities are described generally and difficult to classify. Improved reporting in this area would be helpful. For example, reports generally only state that a broad activity was completed but lacks specificity of when, where, and other details. The reporting format should adhere to the listed indicators and outputs by the involved institutions both at national and sub-national level.
- The changing environment has resulted in new trafficking risks such as for returned migrant workers and on-line exploitation of children that require new strategies to prevent.
- Prevention activities focused on income generation and economic empowerment are not adequately documented in reporting. A key prevention action is economic empowerment reducing the risk for trafficking as families or individuals to migrate under more risky circumstances due to economic pressures. While numerous I/LNGOs focus on this area their work is not adequately captured in the reporting.

### 3.4.2 Strategy 3: Strengthen the Criminal Justice Response to Trafficking

Activity Cluster	Indicators
<b>3.1 Strengthen coordination between law enforcement agencies, courts and social workers in the country and diplomatic relations between Cambodia and the target for victims of justice.</b>	<ul style="list-style-type: none"> <li>Monthly, quarterly, semester, and yearly report produced</li> <li>Coordination and cooperation of law enforcement, prosecution institutions, courts and social services are smoothed</li> </ul>
<b>3.2 Enhance the capacity of relevant institutional official for preventive work</b>	<ul style="list-style-type: none"> <li>Ministries, institutions in national and sub-national prevention teams are aware and capable of imposing prevention measures in each sector</li> <li>Law enforcement officers received capacity building training</li> <li>Specialist officers received training on women and children's safety in tourism sector</li> </ul>
<b>3.3 Strengthen the capacity of law enforcement officials and officials of prosecution institution to be better at dealing with trafficking cases</b>	<ul style="list-style-type: none"> <li>Law enforcement officers are trained about investigative procedures</li> <li>Officers gain knowledge of relevant laws, policies and legal norms</li> </ul>

#### 3.4.2.1 Progress

Strategy 3 focusing on the criminal justice response to trafficking. Its activities are relevant to Law Enforcement Working Group, led by National Police Commissioner, and the Judiciary Affairs Working Group, led by MoJ. This strategy has three activity clusters. A summary of the progress is below:

#### 3.1 Strengthen coordination between law enforcement agencies, courts and social workers in the country and diplomatic relations between Cambodia and the target for victims of justice

- PCCTs report that the police/law enforcement are better at identifying and investigating perpetrators. They coordinate with other provinces as is required.
- About 300 cases have been prosecuted which was a result of cooperation between key stakeholders and coordination with other provinces (NCCT Report Semester I, 2021).
- The complaint process has been slow in the context of the COVID-19 pandemic. In response to this challenge, the Ministry of Foreign Affairs has cooperated well with the General Commissariat of the National Police of the Ministry of Interior to facilitate an online complaint filing process;

*"Some training has been delayed due to COVID 19 for judges and prosecutors"*

Judicial Affairs TWG

that is, the victim does not have to be physically present. This procedure is more flexible, convenient and gets better results.<sup>6</sup>

*“The Law Enforcement TWG succeeds because we work together with other groups. For example when MoWA referred a case, we worked together to investigate and refer to MoJ for prosecution*

Law Enforcement  
TWG

- There is good cooperation between relevant ministries, embassies, consulates abroad, and partner organizations in repatriation of workers, such as paying for airfare, transportation arrangements, and finding temporary shelters or accommodation. And the relevant ministries, especially the MoSVY, have played an active role in identifying victims and referring for to the justice system.<sup>7</sup>

- MoJ reports a consultative workshop was held on helping victims of human trafficking and that meetings have been held with relevant institutions in fighting against human trafficking, identifying challenges and finding solutions.

### **3.2 Enhance the capacity of relevant institutional official for preventive work**

- The Secretariat of NCCT took the measures in managing the situation in receiving and sending migrant workers at the borders, and integrating them at the community, adhered to the practice of social distancing at the onset of closing the Thai border.

- MoJ reports it has organized training workshops for law enforcement practitioners to strengthen investigations

### **3.3 Strengthen the capacity of law enforcement officials and officials of prosecution institution to be better at dealing with trafficking cases**

- The Department of Anti-Human Trafficking and Juvenile Protection, along with municipal and provincial police commissioners of the General Commission of the National Police, and the Anti-Cyber Crime Department of National Gendarmerie,

tracked, investigated, and took action against human trafficking and sexual exploitation suspects resulting in a total of 198 cases, compared to a total of 63 cases in semester I of 2020. Also, they arrested 291 (31 women) perpetrators and sent them to the Court of First Instance. Among 291 perpetrators, 13 suspects are minors and three Vietnamese and one Belgian. Seven hundred twenty-one victims have been rescued, and 88 of them aged under 15 years old, 63 victims aged between 15 to 17 years old, and 570 victims aged above 18. Twenty-five victims are sent to DOVSY, and 696 victims are sent to their families.

- Action of the Prosecutor of the municipal and provincial court: According to the NCCT's report of semester I of 2021, there were 405 cases. There are 344 victims (162 women), and among these numbers, 142 victims (75 girls) are minors. There are 438 defendants (160 women), and among those, 15 defendants (2 girls) are minors. Three hundred forty-four cases have been taken for inquiry, 10 cases are kept unsolved (unmanaged), 7 cases are sent for prosecution, 2 cases involved in presence procedure, and 42 cases are being for court proceedings.
- Actions of investigating judge of the municipal and provincial court: According to a report of NCCT, semester I, 2021, there were 332 cases with 396 victims (181 women), and 138 victims are minors (123 girls). There are 454 defendants (92 women), and 75 defendants

<sup>6</sup> Notes from NCCT Consultative Workshop on the National Strategic Plan July 2021

<sup>7</sup> Ibid.



(10 girls) that are minors. One hundred seventeen cases were sent for prosecution, five cases were dismissed, and 210 cases are progressed for further court proceedings. Trial stage of Judge of the municipal and provincial courts: According to a report of NCCT, semester I, 2021, there are 204 cases with 187 victims (81 women), and 83 victims (75 girls) are minors. There are 199 defendants (86 women). These cases have been categorized as follows: 2 defendants are suspended, one case is fined, 4 cases are acquitted, 65 cases have been successfully done, 37 cases have been put into jail, and 139 cases are in court proceedings.

- Moj reports that it has collaborated with the Australia-Asia Anti-Trafficking Program (AATIP) to train core anti-human trafficking trainers.
- Moj reports they have trained judges at the Royal Academy of Judicial Professionals.

#### **3.4.2.2 Remaining Challenges and Priorities**

- Investigation of the case of human trafficking remains a challenge. Limited budgets, uncooperative and unwilling witnesses and families, and a lack of skilled investigators all contribute to a challenge with investigations, and prosecutions.
- Some service providers reported that fees for court proceedings and other costs (out of work, transportation costs) prohibited victims from seeking help in the justice system.
- Geographical location of doing the activities in intervening the victims seems the challenges since the cases happened at the corridors, which created barriers for the authority to fulfil the duty.
- Linked to priorities in other strategies it is recommended to build a better and more concise database system so that it is used as a basis for submitting monthly, quarterly, semi-annual and annual reports to relevant institutions as needed.

#### **3.4.3 Strategy 4: Promote the protection of victims, especially women and children**

<b>Activity Cluster</b>	<b>Indicators</b>
<b>4.1 Strengthen the implementation of victim identification procedures and provide appropriate primary services and quality care to victims of all forms of human trafficking, especially women and children</b>	<ul style="list-style-type: none"> <li>• Human Trafficking Victim Database is developed and used</li> <li>• Officers are trained in victim identification procedures to provide services and minimum standards for the care of victims</li> </ul>
<b>4.2 Enhance the cooperation between government and non-government service providers so that victims, especially women and children, can get early support to meet their needs</b>	<ul style="list-style-type: none"> <li>• Trafficking victims receive services</li> <li>• Trafficking victims are integrated into the community</li> <li>• A standard relating to rehabilitation of victims has been established</li> <li>• The potential to increase workers' earnings is explored</li> <li>• Many causes of migration have been identified</li> </ul>

Strategy 4 focuses on the protection of victims, especially women and children and is coordinated by the Victim Protection Working Group, led by MoSVY with participation of others. This strategy has two activity clusters. Following is a summary of the progress.



### 3.4.3.1 Progress

#### 4.1 Strengthen the implementation of victim identification procedures and provide appropriate primary services and quality care to victims of all forms of human trafficking, especially women and children

- Victim identification training of 54 government representatives (30 women) to increase capacity on victim identification and interview techniques for victims of trafficking was conducted with the support of UN Women Safe and Fair Program in 2019.
- Victim identification seminar in Siem Reap province on 28-29 September led by the PCCT (NCCT Report Semester I, 2021).
- NCCT met with MoEYS to discuss a training program for teachers on the identification of victims of human trafficking for referral for service (NCCT Report Semester I, 2021).

#### 4.2 Enhance the cooperation between government and non-government service providers so that victims, especially women and children, can get early support to meet their needs

- The officials of Department of Anti-Human Trafficking and Juvenile Protection participated with NGOs partners to assess 30 families who were trafficked in 25 provinces, as referenced in the NCCT's report of semester I of 2021.
- The Victim Protection Working Group and Municipal and Provincial DoSVY collaborated with NGOs partners to receive 22 people (13 women, 1 boy, and 5 girls) who were vulnerable or victims of trafficking, as referenced in the NCCT's report of trimester 2 of 2021.
- The Migrant Reception Center has been set up with support from the private sector at the border near Battambang. The center is migrant friendly to prevent trafficking in persons
- The Department of Anti-Human Trafficking and Juvenile Protection received and interviewed victims returning from abroad via a Zoom call. Twenty-eight are from China, and one is from Singapore. The result of interview indicates that 28 victims who are from China were brought there by unidentified broker, and one is from Singapore that went through a company, according to the NCCT's report of trimester 2 of 2021.
- The Victim Protection TWG of the Municipal and Provincial DoSVY collaborated with NGOs to provide accommodation to 57 survivors, as well as providing support for their rehabilitation, according to NCCT's report of trimester 2 of 2021.
- MoSVY and DoSVY collaborated with NGO partners to reintegrate 52 survivors and vulnerable persons of human trafficking into their communities, which is documented in the NCCT's report of trimester 2 of 2021.
- NCCT has engaged with the development of the Migrant Health Policy to be set up and endorsed. Assessments are happening now to understand how to achieve the goals of the policy.

*"We need support to lobby the Ministry of Finance to have enough budget to implement the plan of action, and respond to the needs of victims"*

Victim Protection  
TWG

- MoFAIC, working through its embassy representatives, rescued and facilitated the repatriation of workers who initially had been identified as victims of illegal work or suspected victims of human trafficking, totaled 1,066 persons (503 women). There are 733 illegal workers (240 women) from Thailand, as referenced in the NCCT's report of trimester 2 of 2021.
- All PCCTs reported in KIs they have worked closely with I/LNGOs to provide services to victims of human trafficking. This cooperation was described as an important success.
- The PCCT in Kampong Thom reports they have helped victims who have been exploited in Malaysia, working with relevant government institutions, collaborating with NGOs. Some have been provided support for income generation to start a small business.
- MOSVY was a guest speaker in the core trainers training session on planning of reintegration of migrants, organised by CWCC in Phnom Penh, according to the NCCT's report of semester I of 2021.
- The International Relations TWG reports there is cooperation with China, USA, and other target countries in addressing all forms of trafficking for repatriation process for victims.

#### **3.4.3.2 Remaining Challenges and Priorities**

- The Royal Government in 2015 established guidelines to identify victims, but responsible institutions have not yet used these guidelines correctly or consistently. Cooperation in the use of a standardized form among stakeholders (government agencies and NGOs) remains a challenge, complicating the victim identification process.
- At the same time victims are hesitant to disclose their experience likely due barriers such as stigma, discrimination, likely coupled with unskilled interviewers. Therefore, there is a need to review the guidelines and provide additional training to officials, institutions and related organizations on their implementation.
- Limited budgets hinder the provision of adequate victim services and follow-up. There is a need of a variety of resources such as adequate temporary shelter facilities, case workers, medical care, psycho-social support, and support to help victims return such as plane tickets, security while traveling or in quarantine or others. Commune/Sangkat investment plans also do not include budgets for the reintegration of victims of human trafficking.

## **4 CONCLUSIONS AND RECOMMENDATIONS**

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### **Overall**

The National Strategic Plan for Counter-Trafficking in Persons (NSP) 2019-2023 was developed through a collaborative process with leadership of the National Committee for Counter-Trafficking. Even though the plan was implemented at the beginning of the COVID 19 pandemic, which resulted in a dramatically changed environment with movement restrictions, tens of thousands of returning migrant workers, new TIP risks and other challenges - progress has occurred. However, work remains to ensure that counter-trafficking measures are in place and the mechanism is functioning adequately to prevent and respond to TIP.

The NSP is the guiding document for action planning for the NCCT, TWGs, and PCCTs. As a result, it is necessary, for an in-depth understanding of the NSP, its activities and indicators. The NPA is reported to have a large number of activities (235) and indicators, some reporting limited understanding and others saying there are too many indicators. It is recommended to:

- Increase understanding the National Strategic Plan will help the PCCT, TWGs to plan activities and implement the activities more efficiently and effectively. It should be disseminated more widely ensuring that all stakeholders have a deeper understanding of its activities and priorities.
- Re-assess the indicators for the National Strategic Plan **to reduce if possible and prioritize** outputs and activities to be completed within the timeframe of the Plan. Ensure the indicators are clearly understood by the key players and measurable with sources of data (link to annual reports).

The COVID 19 pandemic impacted the implementation of the NPA through movement restrictions, ability to conduct meetings, new challenges with populations such as returned migrant workers, and on-line exploitation. The focus on responding to COVID 19 took time, and budget. However, when possible, adaptations should be made to continue to meet and carry out actions such as prevention and victim response. However, in light of the challenges it is recommended to:

- Have each TWG to prioritize its actions through its work plan in light of the delays so that it is realistic what can be accomplished in the remaining time.
- TWGs should prioritize activities that improve the functioning of the mechanism, ability to prevent and respond to TIP. These adaptations should be made in light of COVID 19 new issues, and practically what can be accomplished. For example, training, planning and information dissemination about the NSP can be moved on-line when possible, internet access can be strengthened when it is a barrier, and prevention messages can be agreed upon and disseminated in small groups or through social media, radio or television – adapting to the circumstances in each strategy. When in person meetings are required, appropriate personal protective equipment (PPE) must be available for staff and victim/survivors and their families.

### **Functioning of the Mechanism**

The mechanism for preventing and responding to human trafficking has a clear structure. Its roles and responsibilities are clearly defined. The NCCT Secretariat provides coordination to implement the National Strategic Plan through six thematic working groups, and PCCTs, in coordination with relevant line ministries and I/LNGOs. To further improve its functioning the following are recommended:

### **Capacity Building**

- Continue to build capacity of NCCT Secretariat, PCCT Secretariats, TWGs, relevant line ministries at the national, provincial, district and commune levels on laws and policies, strategies, and good practices to implement their roles and responsibilities.
- Continue to build capacity for core trainers at PCCT Secretariat in relation to victim identification, victim support, online exploitation knowledge, planning, reporting and data management.
- Create an ‘on the job training mechanism’ for exchanging knowledge, practical experience, guidance between new officials and experienced ones who are going to retire or rotate to other workplace at NCCT, Working Group, and PCCT.

### **Resources**

- Ensure the mechanism has adequate resources at all levels (NCCT, TWGs, PCCT) for staffing, and implementation of strategic activity cluster actions.

### **NSP Implementation, Monitoring and Reporting**

- The National Strategic Plan can be further localized within the TWGs, and PCCTs to ensure an appropriate work plan is developed, implemented, and monitored at each level. This should be linked to the national indicators in each context.
  - Monitoring and reporting on TIP is a priority. Currently there is an absence of a system for monitoring the implementation of the NSP and of TIP cases. There is not a national database system for monitoring, collecting, and reporting data on anti-trafficking prosecution, and victim protection efforts. As such it is recommended for NCCT, TWGs, and PCCT to have a monitoring mechanism for tracking each strategy to fulfil the success of each cluster of activities, and a clear mechanism for reporting. To accomplish this, it is recommended to develop and implement a consistent reporting format against indicators to further improve reporting. Ensure the template/format is linked adequately to the workplans and indicators. Reports can be tracked and monitored through a database system.
- It is recommended to have NCCT create a Database Center, which consolidates all information about human trafficking at the national level and coordinates appropriately with international partners while ensuring the privacy and confidentiality of individuals. (link to Strategy I). To accomplish this, building on existing efforts an assessment of the existing mechanisms in different ministries, or bodies should be conducted to identify progress, bottlenecks and identify a way forward with the development of the Database Center at the same time ensuring victim/survivors rights to privacy.
- Clarify the roles and priorities NCCT, TWGs and line ministries at the national and provincial levels to ensure appropriate cooperation, complementarity and linkages between TWGs and adequate reporting on Strategies.
- Enhance collaboration within and between the Thematic Working Groups and I/LNGOs to ensure a more holistic strategic approach to coordination and complementarity of activities. This could begin with an assessment to understand the areas of overlap and appropriate paths for complementarity and communication to ensure effective cooperation.
- Hold regular reflection meetings to share good practice and lessons learned on the National Strategic Plan implementation, reviewing planned activities to identify the challenges, and how to address them.
- Document good practices of coordination, collaboration and delegation of work in fighting against human trafficking and in helping the victims as well as supporting the survivors to generate income activities.

### **Strategy I: Strengthen cooperation, building and enforcing law, policy and legal standards**

International cooperation and planning is imperative to ensure joint actions toward ending trafficking in persons. Opportunities must be seized for joint planning and action in line with the NCCT National Strategic Plan and relevant priorities of the ASEAN Plan of Action against Trafficking in Persons. Some opportunities are:

- Continue to link and participate with regional mechanisms and collaborate with relevant bodies, governments and ministries to ensure coordinated actions to prevent trafficking and support victims with services and access to justice mechanisms across borders.
- Engage with the Global Compact on Safe, Orderly and Regular Migration implementation in Cambodia.

- Continue to clarify, develop action plans, and monitor implementation of MoUs with relevant countries.
- Continue to develop a comprehensive database system to collect, compile, manage and exchange data that protects the privacy and rights of victims (see earlier recommendation in NSP Implementation, Monitoring and Reporting).
- Draft laws that would further prevent trafficking such as on on-line exploitation have not yet been promulgated.

### **Strategy 2: Promote prevention of all forms of human trafficking**

There has been significant action to prevent all forms of trafficking at different levels. Community awareness, safe migration, and in-school programs have all contributed to this strategy. This strategy has significant action, however there are still areas for improvement. Some suggestions are:

- Identify research priorities to inform prevention priorities in the short term, such as the experienced costs of legal migration vs. the stated costs of legal migration and how this disparity influences risky migration.
- Ensure that consistent, current, themes and messages are identified and shared with all campaigns for information dissemination, and public awareness of laws, policies, and risks for trafficking in persons and safe migration practices. This includes to adapt when new trafficking risks are identified.
- Prevention activities are not documented well in all activity clusters. For example, in the areas such as media and culture activities are not listed though it is likely activities occurred. Ensure these activities are prioritized and the work captured in reporting.
- The COVID 19 pandemic has highlighted the lack of economic opportunities facing many vulnerable people in Cambodia. Programming to promote economic empowerment to prevent trafficking is crucial with the increased economic pressures that will contribute to more risky migration. The existing work must be built on and expanded.

### **Strategy 3 Strengthen the Criminal Justice Response to Trafficking**

Victims of trafficking have a right to access justice processes, and prosecution also serves as a deterrent (prevention) to trafficking in persons cases.

- Continue to build the capacity of police and other justice officials in the investigation and prosecution of cases of trafficking. Financial support for full investigations is needed for both inter-and intra-country investigation for responding to cross-border trafficking and exploitation.
- Capacity building must be constantly upgraded for law enforcement officials for them to be able to communicate well with victims of trafficking and their families in a supportive, non-blaming way, and to be able to gather information about the cases when conducting investigations.
- Continue working together with court officials as well as collaborating with police and other provincial departments regarding the cases who face financial burdens to speed up the proceedings.
- Link with public awareness campaigns in Strategy 2 to tackle social norms that blame victims, in order to increase their willingness to cooperate voluntarily in criminal

proceedings against their traffickers. The stigma and discrimination experienced by many victims to date present significant barriers to prosecution and access to justice.

- Ensure that fees for court proceedings are not a barrier to victims seeking justice.
- Ensure there are supportive systems (social workers, trained police) for victims throughout the legal process to promote their willingness to participate.
- Ensure there is a fund for victims to support cost during the court process and to compensate victims after the court decision.
- Build understanding of emerging risks such as on-line child sexual abuse, ensuring that laws are adequate to prevent this exploitation and respond to such cases going forward.
- Ensure that reporting includes the data on cases that have been suppressed, prosecuted or are in process.

#### **Strategy 4 Promote the protection of victims, especially women and children**

NCCT, MoSVY, MoFAIC and I/LNGOs have worked together to promote protection of victims. Women and children have been prioritized. Victim identification procedures are in place and some training has occurred. Some areas for continue improvement are:

- Develop a training package on victim identification and supportive communication to provide guidance for officials, institutions, and related organizations to be able to provide an environment to support disclosure of trafficking by those affected.
- Provide financial support to survivors that is part of legal requirement, the compensation to the victims needs to be addressed. In addition to this, it is worth considering to have committed resources to make the victims recover from their past experiences, for example being exploited, with support from trained social workers. Providing economic support is needed for the families, making sure that they could generate income activities after reintegration.
- NCCT should seek permission from the government to create victim protection fund to help support the victims and survivors of human trafficking, which can be called 'government TIP fund' so that victims should get some help from the government.
- Continue to improve case management and further develop the database system as recommend in NSP Implementation, Monitoring and Reporting above.

## 5 DATA COLLECTION TOOLKIT

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### Mid-Term Review, National Strategic Plan of the Committee for Counter Trafficking Interview Guide – NCCT

#### I. Introduction

- Explain the purpose of the Mid-Term Review to the person being interviewed and what will happen with the data
- Document who the person is that you are talking with.
  - What is your role and responsibility related to NCCT?

#### II. Discussion about the structure, functioning, coordination roles of NCCT

##### A. Secretariat:

- How does the NCCT structure help to meet its mandate? What are its biggest strengths?
- What are the major successes and challenges of NCCT in its structure, functioning and coordination roles?
- How does NCCT coordinate with the Working Groups? PCCTs? Other line ministries? I/LNGOs? International Actors, Others?
- What are the barriers to making NCCT work more effectively?
  1. Financial resources? (budget)
  2. Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  3. Inter-governmental cooperation?
  4. Technology?
  5. Political?
  6. Other barriers?
- Is the NCCT sustainable in its current structure? Why or why not?
- How has COVID 19 impacted its functioning?
- What are recommendations for improving NCCT's functioning?

##### B. Working Groups:

Prevention, Victim Protection, Law Enforcement, Judiciary Affairs, International Relations, and Migration

***For each working group discuss the following***

- What is the mandate of xx Working Group?
- Is the leadership of the group effective (describe why or why not)?

- Does the group have the right members? Do the group members have the right skills – to meet the mandate?
- What are the major successes and challenges for X working group? How has this improved since the last mid-term review
- What are the monitoring systems in place for monitoring and reporting on successes and challenges?
- How does the XX Working Group work with NCCT? Relate to other committees? With PCCT?
- What are the barriers to making the XX Working Group work more effectively?
  - Financial resources? (budget)
  - Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  - Inter-governmental cooperation?
  - Technology?
  - Political?
  - Other barriers?
- How has COVID 19 impacted the functioning of Working Groups?
- What are recommendations for improving XX Working Groups functioning? Is the working group system sustainable? Why or why not?

#### **C. PCCTs:**

- What is the mandate of the PCCTs?
- How does PCCT relate to NCCT? To other structures in the government at the national or subnational level?
- How are the PCCT's functioning in each province? Where is the PCCT working well, and where is it not?
- What makes a PCCT effective?
- What are the biggest successes with PCCTs?
- What are the barriers to effective PCCTs
  - Financial resources? (budget)
  - Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  - Inter-governmental cooperation?
  - Technology?
  - Political?
  - Other barriers?
- How has COVID 19 impacted the functioning of PCCTs?
- What has been the impact of the NSP/NCCT/PCCT to date on TIP prevention and response?
- Is the NCCT sustainable in its current structure? Why or why not?



- What are the monitoring systems in place for monitoring and reporting on successes and challenges?
- Does PCCT respond effectively to the situation of trafficking in Cambodia? How so or if not, why not?

#### **IV. What are the achievements of the National Strategic Plan so far**

**Strategy 1:** Strengthen cooperation in the formulation and implementation of laws, policies and legal standards

**Strategy 2:** Promote prevention of all forms of human trafficking and sexual exploitation on children

**Strategy 3:** Promote law enforcement and criminal justice

**Strategy 4:** Increase the protection of victims, especially women and children

#### ***For each strategy discuss the following***

- What are the accomplishments in X strategy to date?
- What are the challenges in achieving results in X strategy?
- What is being done to address the challenges?
- Is the indicator in X strategy relevant to the current situation? What are the different impacts for men and women)?
- Does the structure and functioning of NCCT impact the success of the indicator?
- What are the monitoring systems in place for monitoring and reporting on successes and challenges?
- What are the recommendations for improvement?
- What has been the impact of the NSP/NCCT to date on TIP prevention and response? How has COVID 19 impacted this?
- Does NCCT meet the needs of TIP survivors in Cambodia? Why or why not?
- What are your recommendations for improving?
- Anything else you think it is important to know?

## Mid-Term Review, National Strategic Plan of the Committee for Counter Trafficking

### Interview Guide – TWGs

#### Introduction

- Explain the purpose of the Mid-Term Review to the person being interviewed and what will happen with the data
- Document who the person is that you are talking with.
  - What is your role and responsibility related to NCCT?

#### II. Discussion about the structure, functioning, coordination roles of NCCT

##### A. Working Groups:

- What is the mandate of XX Working Group of NCCT?
- What are the major successes and challenges for X Working Group?
- How does the XX Working Group work with NCCT? Relate to other committees? With PCCT?
- What are the barriers to making the XX Working Group work more effectively?
  - Financial resources? (budget)
  - Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  - Inter-governmental cooperation?
  - Other barriers?
- What are recommendations for improving XX Working Groups functioning?

##### B. Secretariat:

- What is the mandate of the NCCT Secretariat?
- What are the major successes and challenges of NCCT in meeting its mandate?
- How effectively does NCCT coordinate with the Working Groups? PCCTs? Other line ministries? International Community? Others?
- What are the barriers to making NCCT work more effectively?
  1. Financial resources? (budget)
  2. Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  3. Inter-governmental cooperation?
  4. Other barriers?
- What are recommendations for improving NCCT's functioning?

##### C. PCCTs:

- What are the biggest successes with PCCTs?
- What are the barriers to effective PCCTs?

#### **IV. What are the major achievements of the National Strategic Plan so far so far**

Strategy 1: Strengthening Laws and Policy and Enhancing Cooperation

Strategy 2: Enhancing Prevention

Strategy 3: Enhancing the Criminal Justice Response to Human Trafficking

Strategy 4: Protecting Victims with Gender and Age Appropriate and Qualitative Support

#### **For the strategy relevant to the Working Group:**

- What are the accomplishments in X strategy to date?
- What are the challenges in achieving results in X strategy?
- What is being done to address the challenges?
- Is the indicator in X strategy relevant to the current situation? What needs to change?
- Does the structure and functioning of NCCT impact the success of the indicator?
- Does NCCT Working Groups meet the needs of TIP survivors in Cambodia? Why or why not?
- What are the recommendations for improving the Working Group?
- Anything else you think it is important to know?

## Mid-Term Review, NSP of the Committee for Counter Trafficking Interview Guide – PCCTs

### I. Introduction

- Explain the purpose of the Mid-Term Review to the person being interviewed and what will happen with the data
- Document who the person is that you are talking with.
  - What is your role and responsibility related to the PCCT?

### II. Discussion about the structure, functioning, coordination roles of PCCT

- What is the mandate of the PCCT? How is the PCCT structured in your province?
- What are the major successes and challenges of PCCT?
- How does PCCT coordinate with the NCCT?? Other line ministries? International Community? Others?
- Does PCCT work with the Working Groups of NCCT? How?
- What are the barriers to making PCCT work more effectively?
  1. Financial resources? (budget), Human resources? Inter-governmental cooperation?
  2. Other barriers?
- Does PCCT respond effectively to the situation of trafficking in Cambodia? Any differences for men and women?
- How has COVID 19 impacted the functioning of the PCCT?
- What are recommendations for improving PCCT's functioning?
- Anything else you think it is important to know?

### III What are the major achievements of the National Strategic Plan so far<sup>8</sup> so far

Strategy 1: Strengthening Laws and Policy and Enhancing Cooperation

Strategy 2: Enhancing Prevention

Strategy 3: Enhancing the Criminal Justice Response to Human Trafficking

Strategy 4: Protecting Victims with Gender and Age Appropriate and Qualitative Support

- What are the strategic priorities of the NSP the PCCT has worked on?
- Do these address the current situation of trafficking in persons in your province? How has COVID 19 impacted the risks or ability to respond to COVID 19?
- What are the challenges in achieving results in X strategy? Are these different for responding to the needs of men and women?
- What is being done to address the challenges?

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<sup>8</sup> The detailed achievements will be reviewed from the report, through interviews and NGOs. A follow-up interview will likely be required to ensure progress toward indicators is collected.

- Is the indicator in X strategy relevant to the current situation? What needs to change?
- Does the structure and functioning of NCCT impact the success of the indicator?
- What are the recommendations for improving?

Does the NSP strategies address the needs of TIP survivors in Cambodia? Why or why not? Any differences for women and men that you see (strengths or challenges?

What are your recommendations for improving the effectiveness of the NSP and the functioning of the PCCT?

Anything else you think it is important to know?

## Mid-Term Review, National Strategic Plan of the Committee for Counter Trafficking Interview Guide – I/LNGOs

### I. Introduction

- Explain the purpose of the Mid-Term Review to the person being interviewed and what will happen with the data
- Document who the person is that you are talking with.
  - What is your role and responsibility related to NCCT?

### II. Discussion about the structure, functioning, coordination roles of NCCT, Working Groups, PCCTs

#### A. Secretariat:

- What is the mandate of the NCCT Secretariat?
- What are the major successes and challenges of NCCT in meeting its mandate?
- How effectively does NCCT coordinate with the Working Groups? PCCTs? Other line ministries? International Community? Others?
- What are the barriers to making NCCT work more effectively?
- What are recommendations for improving NCCT's functioning?

#### B. Working Groups:

Prevention, Victim Protection, Law Enforcement, Judiciary Affairs, International Relations, and Migration,

What working group does your organization link to the most?

How are the working groups functioning?

- Is the leadership of the group effective (describe why or why not)?
- Does the group have the right members? Do the group members have the right skills – to meet the mandate?
- What are the major successes and challenges for X committee?
- How does the XX Working Group work with NCCT? Relate to other committees? With PCCT?
- What are the barriers to making the XX Working Group work more effectively?
- What are recommendations for improving Working Groups functioning?

#### C. PCCTs:

Does your organization link with PCCTs? If so:

- What are the biggest successes with PCCTs?
- What are the barriers to effective PCCTs
- Does PCCT respond effectively to the situation of trafficking in Cambodia? How so or if not, why not?

#### **IV. What are the achievements of the NSP so far**

Strategy 1: Strengthening Laws and Policy and Enhancing Cooperation

Strategy 2: Enhancing Prevention

Strategy 3: Enhancing the Criminal Justice Response to Human Trafficking

Strategy 4: Protecting Victims with Gender and Age Appropriate and Qualitative Support

***Which strategy does your organization link to? (Review that strategy and others they note to document the progress)***

- What are the accomplishments in X strategy to date?
- What are the challenges in achieving results in X strategy? How has COVID 19 impacted the risks for TIP and the ability to respond?
- What is being done to address the challenges?
- Is the indicator in X strategy relevant to the current situation? What needs to change?
- Does the structure and functioning of NCCT impact the success of the indicator?
- What are the recommendations for improving?

Does NCCT, PCCT, TWGs, and I/LNGOs meet the needs of TIP survivors in Cambodia? Why or why not?

What are your recommendations for improving?

Anything else you think it is important to know?

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