

NATIONAL ACTION PLAN AGAINST TRAFFICKING IN HUMAN BEINGS 2022-2024

The National Action Plan against Trafficking in Human Beings for 2022-2024 (hereinafter: NAP) is the second subsequent document defining tasks in the field of counteracting trafficking in human beings. The first document of this type, titled: “National Programme for Combating and Preventing Trafficking in Human Beings” was adopted by the Council of Ministers in September 2003. Beginning in 2009, the name of the document was changed to the National Action Plan Against Trafficking in Human Beings.

Human trafficking is a crime committed on a global scale, and the third most lucrative illegal business (after arms and drug trafficking). Poland is simultaneously the country of origin, a country of transit and a country of destination for the victims of this crime¹.

Human trafficking is a modern form of slavery. As defined by the Penal Code²:

Trafficking in human beings is the recruitment, transportation, supply, transfer, harbouring or receipt of a person through:

- 1) violence or unlawful threat,
- 2) abduction,
- 3) deception,
- 4) misrepresentation, or exploitation of a mistake or incapacity,
- 5) abuse of a relationship of dependence, exploitation of a critical situation or a state of helplessness,
- 6) giving or accepting a financial or personal benefit or the promise thereof to a person having the care or supervision of another person

- for the purpose of exploitation, even upon their consent, in particular in prostitution, pornography or other forms of sexual exploitation, forced labour or services, begging, slavery or other forms of exploitation degrading human dignity or for the purpose of procuring cells, tissues or organs in contravention of the law. When the perpetrator's conduct involves a minor, it shall constitute trafficking in human beings, even if the methods or means listed in items 1 through 6 are not used.

Poland, similarly, to other countries where cases of human trafficking are reported, has implemented a number of comprehensive measures aimed at, among others, diagnosing cases of human trafficking in an efficient manner, constant monitoring of the phenomenon, conducting training sessions or proposing changes in legislation. These measures are subject to verification and improvement. The offenders involved are always looking for new ways to recruit more victims. Currently, the most common form of exploitation in human trafficking is exploitation for forced labour, the second being

¹More information on the phenomenon are available at the MIAA reports on trafficking in human beings. <https://www.gov.pl/web/handel-ludzmi/raporty-i-analzy-dotyczace-polski>

²Article 115 § 22 of the Act of 6 June 1997 - Penal Code (Journal of Laws 2020, item 1444 and 1517 and of 2021, item 1023)

exploitation for prostitution and in the pornography industry. Many people who wish to improve their life situation choose to look for work abroad, where they fall victim to perpetrators of exploitation and human trafficking crimes. Due to its location, good economic situation and various development opportunities, the Republic of Poland is an attractive place for persons not only from neighbouring countries such as Ukraine or Belarus, but also from other countries (such as Romania, Bulgaria or Asian countries). Considering the increasing number of persons who seek employment in Poland and the international economic impact of the COVID-19 pandemic, it is necessary to intensify prevention, information and education activities at all possible levels, and to reach the widest possible groups of people.

The NAP aims to intensify preventive and training measures and strengthen the role of Voivodeship Teams for Counteracting Trafficking in Human Beings, so that all components which make up the anti-trafficking system are complementary.

Activities of such entities as Voivodeship Teams for Counteracting Trafficking in Human Beings and the National Consulting and Intervention Centre for the Victims of Trafficking allow to provide the required support and assistance to victims of trafficking in human beings on the territory of Poland. The teams provide support to victims within the social assistance system, as well as carry out prevention activities through information campaigns on human trafficking and dissemination of knowledge among, for instance, the youth, teachers and entrepreneurs.

The cooperation between the Ministry of Interior and Administration, Border Guard, Police, Voivodeship Teams for Counteracting Trafficking in Human Beings and the National Consulting and Intervention Centre for the Victims of Trafficking in Human Beings to this date has made it possible to identify the key needs, i.e. intensifying and extending the scope of trainings for employees coming into contact with potential victims of trafficking in human beings, increasing the awareness of entrepreneurs with respect of the risks of forced labour and disseminating knowledge on the methods on preventing and reacting to this phenomenon. In accordance with this NAP, the systemic approach to the issue of trafficking in human beings shall be continued through coordination of activities, prevention measures, support and protection of victims, prosecution of the crime of trafficking in human beings, trainings, conducting research on the issue of trafficking in human beings and evaluation of activities and legislative changes.

Trafficking in human beings in Poland and against Polish nationals

Polish nationals a victims of trafficking in human beings

Polish nationals who travel abroad in search of employment and with the intention of improving the livelihood of their families can become victims of exploitation for forced labour, prostitution or begging. Among Polish nationals, the majority of persons chose countries such as the United Kingdom of Great Britain and Northern Ireland, Ireland, the Federal Republic of Germany, the French Republic, the Kingdom of Belgium, the Kingdom of Sweden, the Kingdom of Denmark or the Republic of Finland. An increase in phenomena related to forced labour is currently observed. Most victims of forced labour are men, who often work in the construction sector or in agricultural production.

It is also important to point out the activities of certain criminal groups whose criminal activity consists in exploiting persons for begging, stealing, or extorting credit and social benefits – this are also forms of exploitation of victims of human trafficking.

The trafficking of women and young girls is still apparent. Polish women are victims of sexual exploitation, including forced prostitution or in the pornography industry, both abroad and within the country.

Trafficking in human beings in the territory of Poland

Poland is a country of destination for victims of human trafficking – both Polish nationals as well as foreigners. The recruitment of Polish nationals to be exploited abroad, within the country as well as the trade and exploitation of foreigners occur domestically.

Foreign victims identified in Poland most often come from European countries (Ukraine, Belarus, Romania), as well as Asia (e.g. Vietnam, Philippines) and Africa (Uganda, Sierra Leone). They include women, men as well as children. Victims of human trafficking are most often used for forced labour, prostitution or begging. There are also cases of victims of domestic slavery or forced marriages of convenience.

Foreign victims of forced labour in Poland are most often recruited in their countries of origin, very often through local recruitment agencies (they are misinformed about the working conditions, remuneration and accommodation). Upon arrival, the identity documents are taken away from the foreign nationals, and the accommodation and working conditions are far from the generally accepted standards.

Victims used for prostitution and other sexual services most often come from Ukraine, Bulgaria and Romania, less often from African or Asian countries. The victims are often uneducated and emotionally and materially dependent on the perpetrators. The assistance provided to victims must be therefore comprehensive and adjusted to their needs. It is usually necessary to provide psychological and medical assistance, educational support and help with social reintegration.

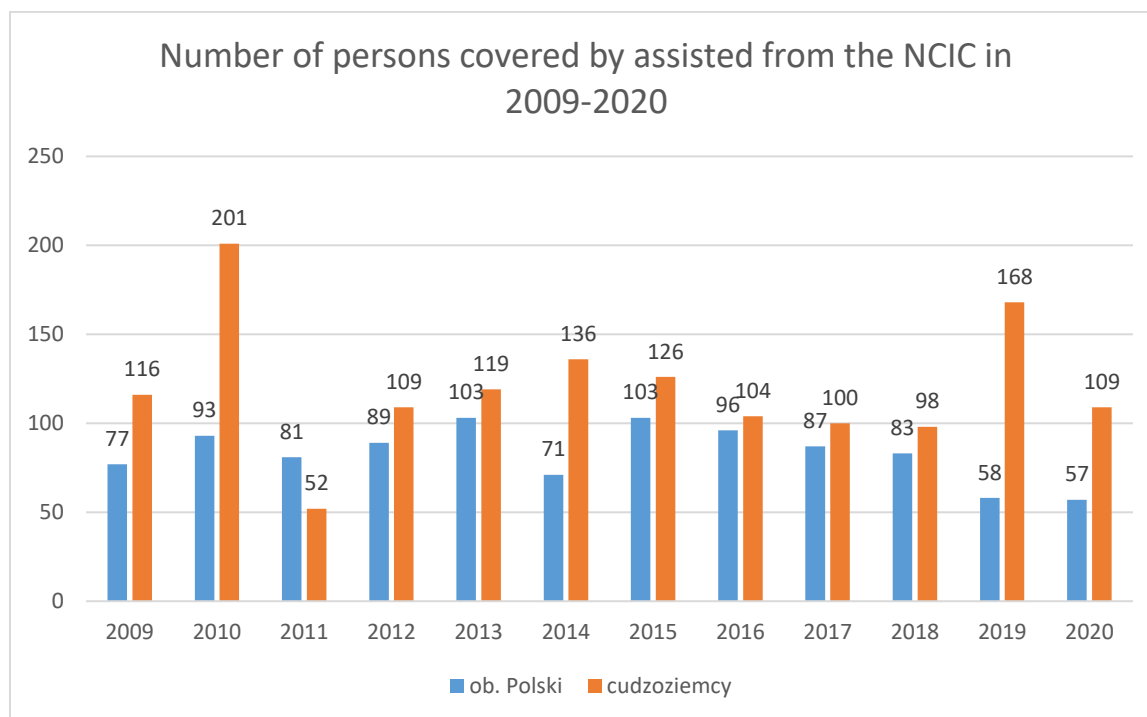
Romanian citizens – women, men and children – are the most frequent victims of exploitation for begging. The offenders seek out persons with visible disabilities, uneducated and in a difficult financial situation. Long-term assistance and support in education, social integration and professional activation must be also provided in this specific area.

Transit of victims from Eastern Europe and Asia to Western European countries is also carried out through the Polish territory. Identification and assistance can be extremely difficult in such cases, as foreigners do not always see themselves as victims, and their priority is to reach their country of destination and the promised work.

The scale of the phenomenon based on the data from the National Consulting and Intervention Centre for the Victims of Trafficking

In the years 2009-2020, 2270 persons (941 Polish citizens and 1329 foreign nationals) benefited from the support of the National Consulting and Intervention Centre for the Victims of Trafficking (hereinafter referred to as NCIC).

The foreigners who received assistance included citizens of Ukraine, Belarus, Bulgaria, Romania, the Philippines, Vietnam, Saudi Arabia, Burma, Indonesia, Georgia, Syria, Uganda, Cameroon, Sierra Leone or Guinea.



Source: Data compiled by the Ministry of Interior and Administration on the basis of reports on the implementation of the public task titled Management of the National Consulting and Intervention Centre for the Victims of Trafficking

NCIC provides comprehensive crisis intervention assistance by providing accommodation in a secure centre, food, basic medical care, psychological support, legal consultations, assistance in contacting law enforcement authorities and the assistance of an interpreter. It also runs shelters, ensures that victims of human trafficking exercise their rights, supports state and local government institutions in identifying and working with victims of human trafficking, and provides preventive counselling to individuals and consultation to institutions providing assistance to victims.

International legal regulations

Council of Europe

- [Council of Europe Convention on Action against Trafficking in Human Beings, adopted in Warsaw on 16 May 2005 \(Journal of Laws of 2009 r. item 107\)](#)

As defined by the above Convention, “trafficking in human beings” means “the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force

or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs”.

European Union

- [Council Directive 2004/81/EC of 29 April 2004 on the residence permit issued to third-country nationals who are victims of trafficking in human beings or who have been the subject of an action to facilitate illegal immigration, who cooperate with the competent authorities \(OJL UE L 261, 6.8.2004, p. 19–23, as amended\)](#)
- [Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA \(OJL 101, 15.04.2011, p. 1, as amended\)](#)
- [Directive 2011/93/EU of the European Parliament and of the Council of 13 December 2011 on combating the sexual abuse, sexual exploitation of children and child pornography, replacing Council Framework Decision 2004/68/JHA \(OJ L 335, 17.12.2011, p. 1 and OJ L 18 of 21.01.2012, p. 7\)](#)
- [Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime and replacing Council Framework Decision 2001/220/JHA \(OJL 315, 14.11.2012, p. 57\)](#)

The prohibition of human trafficking and forced labour is explicitly introduced in Article 5 of the European Union Charter of Fundamental Rights³:

1. *No one shall be held in slavery or servitude.*
 2. *No one shall be required to perform forced or compulsory labour.*
 3. *Human trafficking is prohibited.*
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United Nations

- [Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others \(Journal of Laws of 1952 item 278\).](#)

³ Official Journal of the European Union 2016/C 202/02

- [Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime, adopted by the United Nations General Assembly on 15 November 2000 \(Journal of Laws of 2005 item 162\)](#)
- [Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the](#)
[United Nations Convention against Transnational Organized Crime, adopted by the UN General Assembly 15 November 2000 \(Journal of Laws of 2005 item 160\)](#)
- [Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography, adopted in New York on 25 May 2000 \(Journal of Laws of 2007 r. item 494\)](#)

Within the UN, matters related to human trafficking are handled by the United Nations Office on Drugs and Crime (UNODC). According to data presented in the latest UNODC report – GLOTIP(*Global Report on Trafficking in Persons 2020*), approximately 50,000 victims of trafficking were detected and reported in 148 countries in 2018. However, given the hidden nature of this crime, the actual number of victims of trafficking is much higher. Globally, female victims continue to be the main targets of trafficking. For every 10 victims detected worldwide in 2018, approximately five were adult women and two were young girls. Nearly 20 percent of trafficking victims were adult men and 15 percent were young boys. The report further shows that migrants and persons without employment are particularly vulnerable to becoming victims of human trafficking. The recession caused by COVID-19 could put more people at risk of falling victim to human trafficking.

North Atlantic Treaty Organisation

- [NATO policy against trafficking in human beings, 29 June 2004, adopted at the Istanbul Summit](#)

International Labour Organisation

- [Convention No. 29 concerning Forced or Compulsory Labour, adopted in Geneva on 28 June 1930 \(Journal of Laws of 1959 r. item 122\)](#)
- [Convention No. 105 concerning the Abolition of Forced Labour, adopted in Geneva on 25 June 1957 by the General Conference of the International Labour Organisation \(Journal of Laws of 1959 r. item 240\)](#)
- [Convention No. 182 of the International Labour Organisation concerning the Prohibition and Immediate Action for the Worst Forms of Child Labour, adopted in Geneva on 17 June 1999 \(Journal of Laws of 2004 r. item 1474\)](#)
- [Protocol of 2014 to the Forced Labour Convention No. 29 of 1930 \(Journal of Laws of 2017 item 1418\)](#)

Council of the Baltic Sea States

- [Council of the Baltic Sea States Task Force against Trafficking in Human Beings, Strategic Plan 2020-2025](#)

Objectives of the National Action Plan Against Trafficking in Human Beings

The main objective of the National Action Plan Against Trafficking in Human Beings is to ensure conditions required for the effective counteraction to trafficking in human beings in Poland and to support victims of such crime. **The specific objectives** of the NAP are presented below:

- to raise the public awareness of the phenomenon of trafficking in human beings;
- to increase the standard of support provided to victims of trafficking in human beings (including underage victims of trafficking);
- to improve the effectiveness of actions taken by institutions responsible for prosecuting human trafficking by means of enhancing legal tools and structures and implementing the best practices;
- to improve the qualifications of representatives of institutions and organisations involved in preventing human trafficking and supporting the victims;
- to extend knowledge of the phenomenon of trafficking in human beings and the effectiveness of action taken, in particular in the context of forced labour;
- to consolidate international cooperation.

Tasks planned for implementation under the NAP have a nationwide range: they concern activities of central institutions in the scope of creating commonly implemented legal regulations or model practices, as well as activities undertaken in all regions through competent units (in particular voivodeship teams for counteracting trafficking in human beings).

Action Plan implementation and monitoring system

The system for implementation and monitoring of tasks provided for in the Action Plan consists of the following elements:

- **The Team for Counteracting Trafficking in Human Beings**, chaired by the Minister of Internal Affairs and Administration and deputised by the Secretary or Undersecretary of State, whose activities include matters relating to counteracting trafficking in human beings. The Team consists of representatives of departments within the Ministry of Interior and Administration and subordinate and supervised units, as well as other government administration entities and invited institutions and non-governmental organisations dealing with the issue of trafficking in human beings (in accordance with Ordinance No. 6 of the Minister of Interior and Administration of 15 February 2019 *on the establishment of the Team for Counteracting Trafficking in Human Beings* [Official Journal of the Ministry of Interior and Administration of

2019, item 6, the composition of the Team is approved and appointed by the Minister of Interior and Administration].

The Team consists of Working Groups:

- **Working Group for monitoring the implementation of the NAP**, consisting of experts representing the institutions participating in the work of the Team;
- **Working Group for support for victims of trafficking in human beings**, consisting of experts representing the institutions participating in the work of the Team;
- **Working Group for a handbook for judicial and law enforcement authorities, as well as other authorities involved in counteracting trafficking in human beings, on the handling of trafficking cases (for the duration of the task);**
- **Working Group for the development of guidelines for labour inspectors on the methodology of carrying out inspection activities in cases of suspected trafficking in human beings, in particular forced labour (for the duration of the task);**
- **Voivodeship Teams for Counteracting Trafficking in Human Beings**, which were established on the basis of Article 22 item 15 of the Act of 12 March 2004 on social assistance⁴ and Article 17 and Article 18 section 2 of the Act of 23 January 2009 on the Voivode and Government Administration in the Voivodeship⁵ in connection with the National Action Plan Against Trafficking in Human Beings.

The Voivodeship Teams are composed of representatives of various public institutions, law enforcement bodies and non-governmental organisations at the regional level. The participation of representatives of individual institutions depends on the decision of the voivode. The representatives of voivodeship offices, the Police, the Border Guard, the prosecutor's office, the labour inspectorate, labour offices, local governments, school superintendents and educational institutions and non-governmental organisations take part in the work of the appointed teams.

The representatives of the institutions participating in the work of the regional teams increase the effectiveness of their activities through the ongoing exchange of information and coordination of all undertakings, including those of a preventive nature.

The tools for periodic evaluation of the implementation of the NAP include:

- a report on the implementation of the National Action Plan approved by the aforementioned Team,
- a report on the work of the Team for Counteracting Trafficking in Human Beings submitted to the Minister of the Interior and Administration by the end of February each year,
- meetings of the Working Group for monitoring the implementation of the NAP.

⁴ Journal of Laws of 2020 item 1876 and 2369 and 2021 item 794 and 803.

⁵ Journal of Laws of 2019 item 1464

Financing sources

2022, 2023 and 2024

The Ministry of the Interior and Administration for the implementation of the tasks envisaged in the National Action Plan Against Trafficking in Human Beings for 2022 secured funds in the state budget in the total amount of PLN 1,235,000, including PLN 1,100,000 for the continuation of comprehensive protection of the needs of victims and victims-witnesses of trafficking in human beings (item III.4 of the Plan) and PLN 135,000 for other current activities resulting from the Plan. For 2023 and 2024, the Ministry of the Interior and Administration expects to secure funding at a similar level. Funds are secured on an annual basis.

In addition, the **Ministry of Family and Social Policy** earmarked funds of PLN 80,000 in the 2022 budget for trainings of welfare assistance personnel that teach them how to approach a victim/witness of trafficking in human beings. For 2023 and 2024, the Ministry of Family and Social Policy expects to secure funding at a similar level. Funds are secured on an annual basis.

In total, PLN 1,315,000 is secured in the budgets of the Ministry of the Interior and Administration and the Ministry of Labour and Social Policy for 2022.

State budget expenditures for the implementation of the Plan carried out by the Ministry of Interior and Administration and the Ministry of Family and Social Policy scheduled to be incurred in 2022-2024 will be financed within the part of the state budget in a given year and within the allocated limit, without the need to apply for additional funds from the state budget for this purpose.

The costs of operation of Voivodeship Teams for Counteracting Trafficking in Human Beings in the years 2022-2024 will be financed by voivodes within the limits of expenditure set for a given budgetary year, without the need to apply for additional funds for this purpose from the state budget.

The final amounts will result from budgetary acts, while the possibility of providing funding for the activities of Voivodeship Teams for Counteracting Trafficking in Human Beings will be analysed.

It should be emphasised that in order to perform their tasks, institutions and organisations involved in their implementation, as in previous years, may apply for funding from external sources such as European Union funds (including the Asylum, Migration and Integration Fund and the Internal Security Fund), the Norwegian Financial Mechanism and similar. In this case, national co-financing under projects financed from the above sources shall be financed within the part of the state budget in a given year and within the allocated limit, without the need to apply for additional funds from the state budget for this purpose.

Part I

Coordination of activities

I.1. Organisation of meetings of the members of the Team for Counteracting Trafficking in Human Beings and of the working groups established within the Team

The task will be implemented by: Ministry of the Interior and Administration in cooperation with the members of the Team.

Timeframe: 2022-2024.

Indicator: number of meetings organised/number of attendees.

I.2 Organization of meetings of members of Voivodeship Teams for Counteracting Trafficking in Human Beings

The task will be implemented by: Ministry of Interior and Administration in cooperation with Voivodeship Teams for Counteracting Trafficking in Human Beings.

Timeframe: 2022-2024.

Indicator: number of meetings organised/number of attendees.

Part II

Training and information activities

II.1 Education and information activities addressing the issue of human trafficking, addressed to the general public, including information campaigns

The task will be implemented by: Ministry of Interior and Administration in cooperation with the institutions/organisations concerned.

Timeframe: 2022-2024.

Indicator: number of events/campaigns organised.

II.2 Development and distribution of information materials on the phenomenon of trafficking in human beings, with particular emphasis on the phenomenon of trafficking in children, including the preparation of information and education materials to be used by teachers and students

The task will be implemented by: Ministry of Interior and Administration in cooperation with Voivodeship Teams for Counteracting Trafficking in Human Beings and interested institutions/non-governmental organisations.

Timeframe: 2022-2024.

Indicator: circulation of materials for distribution.

II.3 Dissemination of knowledge on the phenomenon of human trafficking among schoolchildren and persons who seek employment through the organisation of information meetings

The task will be implemented by: Voivodeship Teams for Counteracting Trafficking in Human Beings, in particular representatives of probation offices, public order services, district labour inspectorates, provincial and district labour offices in cooperation with the Ministry of Science and Higher Education.

Timeframe: 2022-2024.

Indicator: number of meetings held/number of participants in meetings.

II.4. Organization of celebrations of the European Anti-Trafficking Day, i.e. in police schools and training centres of the Border Guard and the Regional Police Headquarters/the National Police Headquarters, as well as in subordinate police organizational units and among school pupils, as well as organising conferences

The task will be implemented by: members of the Team, Voivodeship Teams for Counteracting Trafficking in Human Beings and schools of the Police and Border Guard.

Timeframe: 2022-2024.

Indicator: number of events/number of participants.

II.5 Promoting and implementing the Code of Conduct, the purpose of which is to protect children from commercial sexual abuse in the tourism sector.

The task will be implemented by: Foundation "Give Strength to Children" with the support of the National Police Headquarters and the Ministry of Economic Development and Technology.

Timeframe: 2022–2024

Indicators: number of companies to which the idea of the Code of Conduct has been disseminated/number of companies that have a child protection policy in place.

II.6 Strengthening cooperation with institutions organizing job fairs in order to disseminate knowledge about human trafficking and popularize principles of conduct that serve to minimize the risk of this phenomenon

The task will be implemented by: Ministry of Family and Social Policy, Voivodeship Teams for Counteracting Trafficking in Human Beings, district labour offices and interested institutions.

Timeframe: 2022-2024.

Indicator: number of job fairs with which cooperation has been established.

II.7 Awareness building of the risks of exploitation and forced labour, e.g. through poster campaigns, information meetings

The task will be implemented by: Ministry of Family and Social Policy in cooperation with Voivodeship Teams for Counteracting Trafficking in Human Beings and the Ministry of Interior and Administration

Timeframe: 2022-2024

Indicator: number of actions/events.

II.8 Development of information materials and implementation of information meetings and workshops for entrepreneurs on due diligence procedures in the area of human rights in business. Activities will address the phenomenon of trafficking in human beings for forced labour and the obligations of companies under new legislation to develop environmental and human rights due diligence procedures

The task will be implemented by: Ministry of Development Funds and Regional Policy in cooperation with other ministries and external partners cooperating within the Team for Sustainable Development and Corporate Social Responsibility and its working groups

Timeframe: 2022-2024

Indicator: the number of enterprises participating in events and covered by the distribution of information materials.

Support for and protection of victims

- III.1 Organizing and monitoring the implementation of the public task entitled “Management of the National Consulting and Intervention Centre for the Victims of Trafficking”**
The task will be implemented by: The Ministry of Interior and Administration, in cooperation with the institutions and organisations involved in preventing trafficking in human beings.
Timeframe: 2022-2024.
Indicator: number of persons supported.
- III.2 Development and publication of the rules of the National Referral Mechanism for victims of trafficking in human beings – continuation of works**
The task will be implemented by: The Ministry of Interior and Administration, in cooperation with the institutions and organisations involved in preventing trafficking in human beings.
Timeframe: 2022-2024.
Indicator: development of the document and its publication.
- III.3 Development of a *Programme for support and protection of minor victims of trafficking in human beings* and its implementation – continuation of works**
The task will be implemented by: working group on support for victims of trafficking in human beings.
Timeframe: 2022-2024.
Indicator: development of the *Programme*.
- III.4 Developing a catalogue of rights of a victim of trafficking in human beings and its translation into the languages of victims and publication – continuation of works**
The task will be implemented by: working group on support for victims of trafficking in human beings.
Timeframe: 2022-2024.
Indicator: development of a catalogue.

Part IV

Prosecution of the crime of trafficking in human beings

IV.1 Organization of meetings of representatives of the Border Guard and the National Labour Inspectorate involved in the implementation of the control of the legality of employment on the territory of the Republic of Poland, taking into account the issues of trafficking in human beings and forced labour, and conducting joint controls

The task will be implemented by: Chief Labour Inspectorate, Border Guard Headquarters.

Timeframe: 2022-2024.

Indicator: number of inspections/number of victims identified.

IV.2 Meetings with Polish liaison officers and those accredited in Poland to strengthen cooperation and information exchange in combating trafficking in human beings

The task will be implemented by: National Police Headquarters.

Timeframe: 2022-2024.

Indicator: number of meetings.

IV.3 Development of a handbook for judicial and law enforcement authorities, as well as other authorities involved in combating trafficking in human beings, on the handling of trafficking cases and its publication - continuation of works

The task will be implemented by: ad hoc working group for the development of a handbook for judicial and law enforcement authorities, as well as other authorities involved in the fight against trafficking in human beings, on the handling of trafficking cases.

Timeframe: 2022-2024.

Indicator: publishing the handbook.

IV.4 Development of guidelines for labour inspectors on the methodology of conducting control activities in cases where there is a suspicion of human trafficking, in particular forced labour, and implement them – continuation of works

The task will be implemented by: ad hoc working group for the development of guidelines for labour inspectors on the methodology of carrying out inspection activities in cases where there is a suspicion of human trafficking, in particular forced labour.

Timeframe: 2022-2024.

Indicator: development and implementation of guidelines.

IV.5 Evaluation and possible update of the *Algorithm of conduct for law enforcement officers in the case of disclosing a human trafficking crime and the Algorithm of identification and conduct towards an underage victim of human trafficking for Police and Border Guard officers*

The task will be implemented by: working group on support for victims of trafficking in human beings.

Timeframe: 2022-2024.

Indicator: survey/number of identified victims based on Algorithms.

IV.6 Data analysis and creation of a unified system for data collection on ongoing proceedings on trafficking in human beings and court sentences

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Document adopted by the Council of Ministers

The task will be implemented by: Ministry of the Interior and Administration with the participation of the Border Guard Headquarters, Police Headquarters, National Prosecutor's Office, Ministry of Justice.

Timeframe: 2022-2024.

Indicator: development of a diagram.

Part V

Training activities

- V.1 Workshops for Police officers, Border Guard officers and prosecutors on cooperation in prosecuting perpetrators of human trafficking, exchange of experiences, best practices and analysis of case law on human trafficking**
The task will be implemented by: Police Headquarters, Border Guard Headquarters in cooperation with the Ministry of Interior and Administration, the National Public Prosecutor's Office and non-governmental organisations.
Timeframe: 2022-2024.
Indicator: number of workshops/number of participants.
- V.2 Training workshops for police officers from police organisational units responsible for combating trafficking in human beings from voivodeship/metropolitan police headquarters and the CIBP in order to exchange experience and information**
The task will be implemented by: National Police Headquarters.
Timeframe: 2022-2024.
Indicator: number of workshops/number of participants.
- V.3 Training workshops for coordinators from municipal police headquarters/district police headquarters/local police headquarters and for prevention officers on the issue of human trafficking**
The task will be implemented by: National Police Headquarters.
Timeframe: 2022-2024.
Indicator: number of workshops/number of participants.
- V.4 Trainings for Border Guard officers in the framework of a comprehensive system of trainings devoted to trafficking in human beings.**
The task will be implemented by: Central Border Guard Training Centre in Koszalin, Border Guard Training Centre in Kętrzyn, Border Guard Headquarters.
Timeframe: 2022-2024.
Indicator: number of persons trained.
- V.5 Training workshop on forensic, criminological and legal aspects of trafficking in human beings for probation officers, judges and prosecutors**
The task will be implemented by: National School of Judiciary and Public Prosecution.
Timeframe: 2022-2024.
Indicator: number of trainings/number of participants.
- V.6 Implementing the subject of trafficking in human beings (within the module of crimes against freedom) within the framework of judicial and prosecutorial application**
The task will be implemented by: National School of Judiciary and Public Prosecution.
Timeframe: 2022-2024.
Indicator: number of trainee attorneys trained.

V.7 Specialised trainings for social workers among others

The task will be implemented by: Ministry of Family and Social Policy

Timeframe: 2022-2024.

Indicator: number of trainings/number of participants.

V.8 Specialized trainings for employees dealing with legalization of stay, personnel of crisis intervention centres, operators of emergency numbers in rescue notification centres, employees of employment offices (career counsellors and employment intermediaries), district police officers and trainings for members of Voivodeship Teams for Counteracting Trafficking in Human Beings, as well as other interested services in the field of identification of victims of trafficking in human beings, crisis intervention, principles of dealing with victims of trafficking in human beings and principles of cooperation with other institutions

The task will be implemented by: Ministry of the Interior and Administration in cooperation with, among others, the Border Guard, the Police, the National Labour Inspectorate, the Office for Foreigners and non-governmental organisations.

Timeframe: 2022-2024.

Indicator: number of trainings/number of participants.

V.9 Organisation of trainings on trafficking in human beings for Polish consular staff who work in destination countries for Polish victims of trafficking in human beings identified abroad.

The task will be implemented by: Ministry of Foreign Affairs in cooperation with the Ministry of Interior and Administration, Border Guard Headquarters, Police Headquarters and non-governmental organisations.

Timeframe: 2022-2024.

Indicator: number of trainings/number of participants.

V.10 Trainings for the employees of the Office for Foreigners interviewing persons seeking international protection and working in centres for foreigners on identifying victims of trafficking in human beings, conducting interviews and counteracting the phenomenon of forced labour

The task will be implemented by: Office for Foreigners in cooperation with non-governmental organisations

Timeframe: 2022-2024.

Indicator: number of trainings/number of participants.

V.11 Trainings for labour inspectors devoted to trafficking in human beings for forced labour.

The task will be implemented by: National Labour Inspectorate in cooperation with invited institutions.

Timeframe: 2022-2024.

Indicator: number of trainings/number of participants.

Part VI

Studies on trafficking in human beings / Evaluation of actions

- VI.1 Development and dissemination of quantitative and qualitative analyses on the crime of trafficking in human beings, including annual reports on trafficking in human beings in Poland**
The task will be implemented by: The Ministry of Interior and Administration, in cooperation with the institutions and organisations involved in preventing trafficking in human beings.
Timeframe: 2022-2024.
Indicator: number of analyses.
- VI.2 Preparation and dissemination of reports and contributions to reports for the EC, the Council of Europe (GRETA) and other international institutions**
The task will be implemented by: Ministry of Interior and Administration in cooperation with the Police Headquarters, Border Guard Headquarters, Ministry of Justice, National Prosecutor's Office, Chief Labour Inspectorate, Ministry of Family and Social Policy and other institutions/organizations involved in counteracting human trafficking.
Timeframe: 2022-2024, as required.
Indicator: number of developed information – contributions to reports and studies.
- VI.3 Monitoring the situation of victims of human trafficking**
The task will be implemented by: The Ministry of the Interior, in cooperation with the institutions and organisations involved in preventing trafficking in human beings
Timeframe: 2022-2024.
Indicator: development of analysis.
- VI.4 Continuation and development of international cooperation**
The task will be implemented by: The Ministry of the Interior, in cooperation with the institutions and organisations involved in preventing trafficking in human beings
Timeframe: 2022-2024.
Indicator: number of activities (including international meetings).
- VI.5 Including the issue of combating and preventing trafficking in human beings in capacity-building efforts to manage these phenomena in partner third countries in accordance with the commitments made by Poland (Prague, Budapest, Rabat, Khartoum processes, Mobility Partnerships, etc.)**
The task will be implemented by: Ministry of the Interior and Administration.
Timeframe: 2022-2024.
Indicator: number of trainings/number of participants.
- VI.6 Analysis of the problem of the appropriate legal and criminal assessment of the offences of coercing or recruiting minors into prostitution, or benefiting from the practice of prostitution by minors, as well as the exploitation of minors in begging, in relation to trafficking in human beings**
The task will be implemented by: Ministry of Justice in cooperation with the National Prosecutor's Office, National Police Headquarters and Border Guard Headquarters.
Timeframe: 2022-2024.

Indicator: Analysis developed.

Part VII

Legislative changes

VII.1 Completion of the analytical works on the need to introduce a definition of forced labour or a separate offence of procuring such labour into the Criminal Code, and, if such a need is confirmed, continue work on draft legislation amending the Criminal Code with regard to this phenomenon.

The task will be implemented by: Ministry of Justice in cooperation with the Ministry of Development Funds and Regional Policy.

Timeframe: 2022-2024.

Indicator: development of analysis.

VII.2 Analysis of the need for an anti-trafficking law

The task will be implemented by: Ministry of Interior and Administration in cooperation with the members of the Team for Counteracting Trafficking in Human Beings

Timeframe: 2022-2024.

Indicator: development of analysis.