NATIONAL COORDINATOR and EXPERT DJIBOUTI

Terms of Reference

NATIONAL COORDINATOR and EXPERT DJIBOUTI

CIVIPOL – Better Migration Management Phase IV

(Consultancy)

LIMITE DE CANDIDATURE

09 Décembre 2025

DURÉE DE LA MISSION

Long Terme

ZONE GÉOGRAPHIQUE

Afrique

POSITION

: National Coordinator and Expert Djibouti for CIVIPOL's Activities in the Better Migration Management (BMM) Programme. Activities in Djibouti – Contribution to Regional Activities.

CONTRACT: Consultancy

JOB LOCATION: Djibouti (Djibouti-ville) with travels to other locations in the country, and to other countries according to project needs and plans.

DURATION: 125 working days in total over 20 months, from January 2026 to May 2028 (with possibility of extension or renewal in case of continuation of the Programme and mutually satisfactory work relationship)

THEME: *Criminal Justice System Cooperation to Counter Trafficking in Persons and Smuggling of Migrants*

PROJECT DESCRIPTION

The objective of the Better Migration Management (BMM) programme is to support Horn of Africa countries to promote the safe, orderly and regular migration through human-rights-based and gender-responsive, victim-centred approaches, and in particular to support national authorities in addressing the trafficking of human beings and the smuggling of migrants within and from the Horn of Africa.

CIVIPOL, as an implementing partner of the BMM Programme, works to pursue the first Output of the programme "**The capacities of law enforcement, judicial, border and immigration authorities regarding anti-trafficking/anti-smuggling in accordance with a human-rights and victim-based approach are strengthened"**.

For such Output, following Output Indicators (OI) have been set:

- **OI 1.1** – Number of personnel of law enforcement, judicial bodies, border, and immigration authorities that completed a training under BMM IV and confirm having applied their newly gained knowledge in their daily work.
- **OI 1.2** – Number of partnerships, policies, agreements, or measures/SOPs on anti-trafficking/anti-smuggling have been implemented.

- **OI 1.3** Number of THB/SoM-related trainings (courses, modules) that have been institutionalized with relevant state-owned training institutes.

CIVIPOL also works to pursue the second Output of the programme "**The access to institutionalised and gender-responsive protection services for victims of trafficking and vulnerable migrants in countries is improved following a regional whole-of-route-approach "**.

For such Output, following Output Indicators (OI) have been set:

- **OI 2.4** – Number of measures defined through inter-agency meetings with the involvement of CSOs to improve the referral mechanisms that have been implemented.

JOB DESCRIPTION

The **National Coordinator and Expert for CIVIPOL's BMM Activities in Djibouti** (Coordinator and Expert for Djibouti, from here afterwards), under the supervision of the Regional Coordinator / Team Leader and in liaison with the Project Implementation Manager, in liaison with the key Anti-Trafficking Policing Expert, is **in charge of all relevant activities** included in ***CIVIPOL's BMM Strategic and Operational Action Plan*** and its possible adjustments that might be produced during the course of the project. Furthemore, the Coordinator and Expert for Djibouti **intervenes in the planning, implementation** and reporting of **regional activities**.The Coordinator and Expert for Djibouti is in charge of managing and coordinating the activities in the country and ensuring implementation at high qualitative standards and ensuring that the timetable is respected, including deadlines for deliverables.The Coordinator and Expert for Djibouti is therefore in charge of the activities in terms of planning, organizing, ensuring implementation, ensuring sound financial and administrative management, providing specific direct input and deliverables as trainer and consultant, ensuring evaluation is undertaken, assessing and reporting on all activities carried out. The Coordinator and Expert for Djibouti ensures control on and proposes possible revision of the budget and monitors respective expenditures ensuring they are duly documented.

The Coordinator and Expert for Djibouti alerts the Regional Coordinator / Team Leader on issues which may affect the programme in terms of timely and/or qualitative delivery and in terms of relationships with national partners, IPs or other organisations.

The Coordinator and Expert for Djibouti is responsible as well, under the guidance of the Project Implementation Manager and in liaison with the Project Officer and Project Assistant at the regional office in Nairobi, for identifying the service providers needed for the different activities and to use the proper administrative procedures for their selection and assignment.

The Coordinator and Expert for Djibouti coordinates and supports the work of the international and national experts assigned to project activities.

The Coordinator and Expert for Djibouti is in charge of ensuring support to the implementation of possible joint activities with GIZ and other IPs and to support the assigned experts.The Coordinator for Kenya is consequently also in charge of liaising with the BMM Implementing Partners in Djibouti (including regular participation in the Monthly Coordination Meetings – MCMs, providing input and reports according to needs and requests) as well as with the National Partners relevant for the foreseen activities.The Coordinator and Expert for Djibouti is tasked to manage data and contribute to the reporting and M&E system of the programme as for the activities in Djibouti, and prepare minutes and reports of meetings, workshops and trainings, as well as providing input for the BMM Djibouti updates and newsletter.The Coordinator and Expert for Djibouti is also tasked to contribute to the Regional Activities comprised in CIVIPOL's BMM Action Plan, under request and guidance by the Regional Coordinator / Team Leader. In particular this relates the regional workshops taking place in Kenya, and trainings taking place in Djibouti, and to contributing to the planning, organisation and implementation of the Multi-Agency simulations to take place at the international level in Ethiopia.The Coordinator and Expert for Djibouti is also in charge of providing direct input in trainings, workshops and meetings.Furthermore, the Coordinator and Expert for Djibouti will contribute to, write, revise and finalise documents planned in the project.The Coordinator and Expert for Djibouti supports the Experts and the Regional Coordinator / Team Leader in the review of documents prepared by the consultants/experts, i.e. presentations, work procedures, surveys, reports etc. and gives recommendations for improvement.The Coordinator and Expert for Djibouti will:

- coordinate with and report to the Regional Coordinator / Team Leader and, for administrative and financial specific issues to the Implementation Project Manager;
- liaise with CIVIPOL experts, and in particular with the anti-trafficking policing expert as key expert for Djibouti, as well as with BMM Implementing Partners and with national stakeholders under guidance by the Regional Coordinator / Team Leader;
- coordinate the work of the Focal Point/Project Assistant Djibouti;
- coordinate with the Implementation Project Manager and with the Project Officer for matters to be dealt with by the regional office in Nairobi, for ensuring financial and administrative accuracy of procedures and for delivering reports, data, and all relevant documents and information.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

The incumbent is expected to demonstrate the following technical and behavioural competencies / accountabilities**:**

A – Adoption of an approach which is consistent with the Work Plan elaborated by CIVIPOL team within the BMM Programme

- Ensure that response is in line with CIVIPOL's strategy and principles contained in the work plan;
- Ensure that a human rights-based, victim-centred and trauma-informed approach, gender, child and cultural sensitive approach and multi-agency approach is adopted in the design and implementation of activities

B – Coordination with Government Institutions, national/local authorities, State institutions, local civil society and other relevant actors

- Ensure that response within the actions to be implemented build on the involvement of all relevant national and local stakeholders;
- Ensure appropriate links with national and local authorities, State institutions, local civil society and other relevant actors and ensure appropriate coordination and information exchange with them.

C – Application of standards

- Ensure that participants of project activities are aware of relevant policy guidelines, technical standards and relevant commitments that the Government and relevant institutions have undertaken under international and Domestic Law to counter Human Trafficking;
- Ensure that responses are in line with existing policy guidance, technical standards, and relevant Government human rights legal obligations and in line with overall anti-trafficking and victim protection Guidelines.

D – Planning, monitoring, reporting

- Ensure design and implementation of activities are based on proper needs and feasibility analysis, and entail needed flexibility to respond to upcoming needs for change
- Ensure activities are properly planned, recorded, monitored and reported
- Ensure BMM communication and visibility rules are applied
- Drawing lessons learned from past and implemented activities and revising strategies or recommendations accordingly

- All activities will be reported separately, shortly on a monthly basis and in a comprehensive and detailed way at the end of each activity using the Civipol BMM templates and charts.

REQUIRED QUALIFICATIONS AND EXPERIENCE

Education level

- University degree in law, political science, social science or related discipline

Qualifications

- Extensive experience in capacity building and coordination
- Extensive knowledge of counter trafficking and/or protection humanitarian programming
- Previous consulting experience in East Africa and knowledge of the context related to counter-trafficking in the Horn of Africa, particularly in Djibouti

Personal qualities

- Good organizational skills and attention to detail.
- Excellent time management skills.
- Ability to work in a collaborative manner with team members and with multiple stakeholders at various levels from regional, national to sub-national and community levels.
- Excellent communication and interpersonal skills, including cultural sensitivity.
- Demonstrated ability to work effectively in highly stressful situations.
- Proficiency in written and spoken French language.
- Proficiency in written and spoken English language.
    - **National 2-day multi-agency trainings delivered by the national trainers and CIVIPOL Experts jointly for 15 participants: 1 training in DJIBOUTI**

Better Migration Management (BMM) Programme – Phase IV

CIVIPOL

Summary Overview of CIVIPOL’s Action in DJIBOUTI and at the Regional level

Indicative list of key activities

Output Indicator 1.1

Number of leading personnel of law enforcement, judicial bodies, border, and immigration authorities confirm that the training of their employees has strengthened their authority's capacities.

CIVIPOL 1.1.1 - **Strenghtened capacity of the national teams of trainers** set up in Djibouti, Ethiopia, Kenya and regionally, as well as the national anti-trafficking stakeholders in adopting a human rights-based and victim-centred approach in a multi-agency coordinated dimension, during criminal proceedings and the intertwined processes of identification referral and assistance to victims: Regional and national ToTs and trainings, including on interviewing using the PEACE model, and International and national Multi-Agency Simulation-based trainings.

CIVIPOL 1.1.2 - **Strenghtened capacity of law enforcement and justice system agencies** in **applying**

the SOPs on Investigating and Prosecuting TiP and SoM, the **Crime Scene Management and Examination SOPs** in TiP Investigations, the **TiP Financial Investigation SOPs**, the **Guidelines for Labour Inspectors in Combatting Labour Trafficking**, the **procedures to detect TiP for the Aviation Sector**, adopting a **human rights-based, victim-centred, trauma-informed and gender sensitive approach** and a proactive **intelligence-led, multi-agency-driven approach, comprehensively encompassing international cooperation, financial intelligence, technology-based counter trafficking responses**.

Output indicator 1.2

Number of Partnerships, policies, agreements, or measures/SOPs on anti-trafficking/anti-smuggling have been implemented.

CIVIPOL 1.2.1 - **Continued support to the Multi-Agency Task Forces/Technical Working Groups for the implementation of the Standard Operating Procedures (SOPs) on Investigating and Prosecuting TiP and SoM** in their national dimension in Djibouti, Ethiopia and Kenya and in their regional dimension: full **use of the digitalised SOPs Checklist**, national and regional regular meetings and workshops, development and application of related SOPs on Crime Scene Management, Financial Investigations, TiP Labour Inspection Guidelines, Aviation Sector Strategies and Procedures, specialised practice-oriented Training Centres, in close collaboration with the ROCK Project

Output Indicator 1.3

Number of TiP/SoM-related trainings (courses, modules) that have been institutionalized with relevant state-owned training institutes

CIVIPOL 1.3.1 – **Training Curriculums for Investigating TiP and SoM actually regularly in use in the institutional training programmes** of police services in Djibouti and Ethiopia and possible adoption by other state-owned training institutes

Output indicator 2.4

Number of measures defined through inter-agency meetings with the involvement of CSOs to improve the referral mechanisms that have been implemented

CIVIPOL 2.4.1 – **Improved referral procedures and activities through strengthened trust and mutual understanding, shared approaches and coordination mechanisms between Law Enforcement Agencies (LEAs) and Service Providers** (governmental coordination structures and specialised CSOs/NGOs)

CIVIPOL 2.4.2 – **Improved cross-border referral procedures through the definition of SOPs and Flow Charts and a pathway towards a Transnational Regional Referral System** as for the support to the victim-witnesses in accessing justice and contributing to the criminal proceedings against the pepetrators, and as for the provision of comprehensive assistance services along the whole transnational referral process and along main trafficking routes (NRM governmental coordination structures, LEAs and specialised CSOs/NGOs).

CIVIPOL's PLAN of ACTIONS by Output Indicators in Ethiopia and at Regional level

Output 1: The capacities of law enforcement, judicial, border and immigration authorities regarding anti-trafficking/anti-smuggling in accordance with a human-rights and victim-based approach are strengthened.

Output Indicator 1.1

Number of leading personnel of law enforcement, judicial bodies, border, and immigration authorities confirm that the training of their employees has strengthened their authority's capacities.

1.1.1 - CIVIPOL - Strenghtened capacity of the national teams of trainers set up in Djibouti, Ethiopia, Kenya, as well as the national anti-trafficking stakeholders in adopting a human rights-based and victim-centred approach in a multi-agency coordinated dimension, during criminal proceedings and the intertwined

processes of identification referral and assistance to victims: Regional and national ToTs and trainings, International and national Multi-Agency Simulation-based trainings (involving Ugandan stakeholders in the regional activities).

Indicative list of key activities

Indicative instruments

Strengthening the Multi-Agency National Teams of Trainers for Combating TiP and Supporting the Victims, set up in KENYA, ETHIOPIA, DJIBOUTI, and in a regional dimension (including UGANDA): Regional ToT with a special foucs on PEACE model interviewing (Regional dimension)

In BMM III CIVIPOL has supported the creation and training of Multi-Agency National Teams of Trainers, representing the Coordination Offices of the National Referral Systems, the Criminal Justice Agencies, Immigration, Human Rights Institutions, Labour Inspection Services, Specialised anti-trafficking Service Provider CSOs/NGOs.

Regional 5-day Training of Trainers Workshop for 26 trainers, to share experiences, further develop training skills, methodologies and tools (training methodologies and techniques; multi-agency simulations; interviewing using the PEACE model; specific areas of work, such as financial intelligence and investigations, cyber crime and technology-based TiP responses; utilisation of the tools developed in BMM III such as the digitalised SOPs Checklist, the videos on interviewing, the 360 degrees dynamic panoramic images)

Regional 5-day ToT for 26 trainers (5 from Uganda, 5 from Djibouti, 8 from Ethiopia, 8 from Kenya).

Target: Total **20** Agencies

5 from Djibouti (Police, Gendarmerie, Coast Guard, Prosecutors, Labour Inspection)

Trainings for PEACE model interviewing - victims, witnesses and suspects. (National dimension) KENYA, ETHIOPIA, DJIBOUTI

Interviewing is a key skill to identify trafficked persons, understand their needs, assess risks, obtain information about the perpetrators. It is a key skill also when it comes to interviewing witnesses and alleged perpetrators. Through the Multi-Agency simulations implemented in BMM and other kind of trainings, one of the most important gaps identified is the very capacity to properly conduct interviews and to use the PEACE model, the international standard for interviewing, included also in the SOPs for police and prosecutors and in the Guidelines for labour inspectors.

The selection of trainees will include: police officers, prosecutors, immigration officers, labour inspectors, NGO experts, NRM practioners.

Foreseen actions are:

Target: Same agencies as above but rom different geographical areas

Regional and National "Multi-agency Simulation-based trainings for investigating, prosecuting and adjudicating migrant smuggling and human trafficking and identifying and referring the victims to assistance" (Regional dimension; National dimension)

INTERNATIONAL SIMULATIONS (with practical cross-border actions such as Prosecution-guided Joint Investigation Teams, and conducting transnational referrals of victims of human trafficking).

- Set up and training of a team of role players for the simulations to be implemented at the Ethiopian Police University (EPU) in Sendafa, Ethiopia
- ETHIOPIA, DJIBOUTI (1 simulation at the EPU)

INTERNATIONAL SIMULATIONS

Set up and training of a team of role players for the international simulations at the EPU: 4-day training

ETHIOPIA, DJIBOUTI (1 inception training in respective countries; 1 simulation at the EPU -tbc)

Output Indicator 1.1

Number of leading personnel of law enforcement, judicial bodies, border, and immigration authorities confirm that the training of their employees has strengthened their authority's capacities.

1.1.2 - CIVIPOL - Strenghtened capacity of law enforcement and justice system agencies in applying the SOPs on Investigating and Prosecuting TiP and SoM, the Crime Scene Management and Examination SOPs in TiP Investigations, the TiP Financial Investigation SOPs, the Guidelines for Labour Inspectors in Combatting Labour TiP, the procedures to detect TiP for the Aviation Sector, adopting a human rights-based, victim-centred, trauma-informed and gender sensitive approach and a proactive intelligence-led, multi-agency-driven approach, comprehensively encompassing international cooperation, financial intelligence, technology-based counter trafficking responses.

Support the Ministry of Justice, Office of the Procureure Générale, Djibouti, to achieve strengthened engagement of the public prosecutors in guiding investigations on TiP and SoM and guiding the use of the SOPs on Investigating and Prosecuting those crimes

- 1 agency specific 1-day workshop (8 participants)
- 1 multi-agency 3-day training for 20 participants (3 prosecutors, 5 immigration and police officers, 4 gendarmes, 4 coast guards, 2 labour inspectors, 2 financial intelligence officers)

Capacity building for Labour Inspectors to implement the Guidelines for Combatting Labour Trafficking (National dim.: Ethiopia, Djibouti, Kenya)

- Support the national Labour Inspection Services in implementing the Guidelines by providing Trainings in clustered local areas, with a part in a multi-agency setting with police and prosecutors and also financial intelligence officers. In total **4 day training** divided das follows:
  - days 1-2: 15 labour inspectors
  - joined on day 3 by 10 police/immigration officers, gendarmes, coast guards, prosecutors,
  - joined on day 4 by 5 financial intelligence officers

1 Trainings in Djibouti

Producing short effective videos/animations on TiP with African context & content for the region(Regional dimension)

The videos and 360 degrees dynamic images produced in BMM III (interviewing, surveillance, crime scene management) can effectively be complemented with additional videos on following aspects:

- Detection of TiP in the Aviation Sector
- Trauma and trauma-informed approaches

Output indicator 1.2

Number of Partnerships, policies, agreements, or measures/SOPs on anti-trafficking/anti-smuggling have been implemented.

CIVIPOL 1.2.1 - Continued support to the Multi-Agency Task Forces/Technical Working Groups for the implementation of the Standard Operating Procedures (SOPs) on Investigating and Prosecuting TiP and SoM in

their national dimension in Djibouti, Ethiopia and Kenya and in their regional dimension including Uganda: full use of the digitalised SOPs Checklist, national and regional regular meetings and workshops, development and application of related SOPs on Crime Scene Management, Financial Investigations, TiP Labour Inspection Guidelines, Aviation Sector Strategies and Procedures, specialised practice-oriented Training Centres, in close collaboration with the ROCK Project

Continued support to the Regional Forum of the National Multi-Agency Task Forces/Technical Working Groups for the implementation of the SOPs on Investigating and Prosecuting TiP (and SoM) (Regional dimension)

Holding 2 international workshops in collaboration with the ROCK Project – REGIONAL: KENYA, DJIBOUTI, ETHIOPIA, UGANDA (in BMM II and BMM III workshops held in September 2022, November 2023, May 2025)

(Year 1: 2,5 days; Year 3: 2,5 days including for the TRRS – 90 participants in each)

Support to the Multi-Agency Task Forces/Technical Working Groups for the implementation of the Standard Operating Procedures (SOPs) for police/prosecution/judiciary cooperation in handling human trafficking cases and smuggling of migrant cases: KENYA, ETHIOPIA, DJIBOUTI

- Support for the **regular meetings of the SOPs Multi-Agency Technical Working Group** (**4 meetings**)
- Support **1 broader strategic and operational National Workshop**: central-local levels of the criminal justice system and enlarged multi-stakeholder level (involving immigration, financial intelligence entities, labour inspection services, specialised civil society service providers, international organisations)
- Support for preparing participation and following up on the outcomes of the workshops of the Regional Forum of the SOPs Multi-Agency Task Forces/Working Groups
- Facilitating regular participation by the ROCK Project Liaison Officers (LOs) and on an ad hoc basis of the ROCK Technical Advisors
- The ROCK Project, when appropriate, based on intelligence collected and interactions held with the LEAs, might propose investigations and international police cooperation in complex cases to be supported by the SOPs Technical Working Groups
- The activation of Joint Investigation Teams for specific operations might be suggested and supported by the ROCK Project (possibly also in the framework of the MoUs promoted in BMM by UNODC)
- When ROCK supports specific TiP and SoM investigations and field operations, the ROCKTeam will advise and assist the LEAs in following the SOPs and filling-in the SOPs Checklist

Propose to the 3 law enforcement agencies in Djibouti, **Police, Gendarmerie and Coast Guard, and to the Procureur de la République in the Office of the Procureure Générale de la République, the possibility of:**

- **setting up a TiP/SoM Specialised Judicial Police Group**

(Mixed or in each LEA but coordinated among them) to be proactive: obtain information and intelligence on criminal networks (Who? Where? When? How?)

Identify those behind and involved in trafficking. Work on illicit assets (in collaboration with other services such as customs and tax). Close collaboration with the ROCK.

Developing TiP/SoM Crime Scene Management and Examination SOPs for DJIBOUTI

Involved actors Office of the Prosecutor General, National Police, Gendarmerie Nationale, Coast Guard (special focus on maritime CSM&E)

- 2 drafting workshops of 2 days each

- 1 validation workshop
- 1 endorsement ceremony
  - Designing a MEL System on the implementation of the Guidelines: KENYA, ETHIOPIA, DJIBOUTI, UGANDA

Target: SOPs endorsed by 4 agencies: National Police, Gendarmerie Nationale, Coast Guard, Prosecutor General

Supporting the implementation of the Guidelines for the Labour Inspectors for Combating Trafficking in Persons (Regional dimension; National dim.)

Regional dimension

National dimension

- Support the definition of clear agreements between the Labour Inspection Services and the LEAs on how to collaborate in applying in a coordinated way the TiP Labour Guidelines and the Investigation/Prosecution SOPs, including about crime scene management and evidence management
- Support the participation of the Labour Inspection Services in the Multi-Agency Task Forces/Technical Working Groups for the implementation of the SOPs on Investigating and Prosecuting TiP
- Support the national Labour Inspection Services in implementing the Guidelines by providing needed equipment (safety equipment, evidence collection tools, tablets and laptops, etc.)
- Support the national/local Labour Inspection Services in implementing the Guidelines by **technical assistance** and **support/accompaniment in field operations**, including link with the LEAs and NRMs and Service Providers (1 week in each of following countries: Djibouti, Ethiopia, Kenya)
- Design and print a pocket-version of the Guidelines, containing a selection of excerpts: the key procedures, the checklist, the key tools

Output Indicator 1.3

Number of TiP/SoM-related trainings (courses, modules) that have been institutionalized with relevant state-owned training institutes

CIVIPOL 1.3.1 – Training Curriculums for Investigating TiP and SoM actually regularly in use in the institutional training programmes of police services in Djibouti and Ethiopia and possible adoption by other state-owned training institutes

Training Curriculum for Police Academies and other Law Enforcement Training Institutions on investigating TiP and SoM fully mainstreamed in Djibouti (Police, Gendarmerie EI3PJ, Cost Guard) and extended to the Academie Nationale of the Gendarmerie

- Continued support to ensure the Curricula are included in the LEAs regular training programmes, through on-site technical assistance
- Targeted ToT for the Gendarmerie to incorporate the Curriculum in their regular training programmes

(Target: 3 fully mainstreamed; 1 newly adopted and fully mainstreamed)

Output 2

The access to institutionalised and gender-responsive protection services for victims of trafficking and vulnerable migrants in countries is improved following a regional whole of route approach

Output indicator 2.4

Number of measures defined through inter-agency meetings with the involvement of CSOs to improve the referral mechanisms that have been implemented

CIVIPOL 2.4.1 – Improved referral procedures and activities through strengthened trust and mutual understanding, shared approaches and coordination mechanisms between Law Enforcement Agencies (LEAs) and Service Providers (governmental coordination structures and specialised CSOs/NGOs)

TRUST – Trafficking Response Upon Shared Trust: a Multi-Agency Victim-Centred initiative between law enforcement and service providers

(CIVIPOL, in liaison with GIZ and EHAAT) (Regional dim.; National dim.)

Effective Anti-Trafficking responses entail multi-agency coordinated work by which prosecution and protection are simultaneously pursued by the anti-trafficking stakeholders. This implies a profound understanding of each other's mandate, role and tasks and agreements and practices of joint work, whereby the LEAs have a full understanding of how to identify and refer trafficked persons to assistance and respective procedures and, on the other hand, Service Providers do not focus only on protection and assistance, but support victims of human trafficking in accessing justice, and therefore contributing to investigations and court proceedings. This includes making CSOs/NGOs aware of the legal process, rights and obligations, the obligations and limits of the LEAs etc.

Such an approach still has to be fully internalised by the anti-trafficking practitioners and fully transposed into common practice.

Activities:

- One 3-day Regional Multi-Agency Workshop ETHIOPIA, KENYA, UGANDA, DJIBOUTI
- One 2-day National Multi-Agency KENYA (20 participants)

Output: a Manual with Guidelines,

CIVIPOL 2.4.2 – Improved cross-border referral procedures through the definition of Transnational Regional Referral Systems as for the support to the victim-witnesses in accessing justice and contributing to the criminal proceedings against the pepetrators, and as for the provision of comprehensive assistance services along the whole transnational referral process and along main trafficking routes (NRM governmental coordination structures, LEAs and specialised CSOs/NGOs).

Developing cross-border Referral SOPs and Flow Charts and a pathway towards a Transnational Regional Referral System for Victims of Trafficking, granting access to justice and comprehensive support (Regional dimension)

Transnational Regional Referral Systems as for the support to the victim-witnesses in accessing justice and contributing to the criminal proceedings against the pepetrators, and as for the provision of comprehensive assistance services along the whole transnational referral process and along main trafficking routes

(CIVIPOL, in liaison with IOM, GIZ in relation to EHAAT)

with the Coordinators of the National Referral Systems in the lead and LEAs, CSOs/NGOs and with IGAD and EHAAT)

- 1 regional meeting (2 days, 20 participants)
- 1 regional workshop (4 days, 40 participants)
- Thematic sessions on the TRRS in the framework of the 3-day Regional Forum of the SOPs MATFs/MATWGs n.1 of BMM IV
- 1 regional conference/ceremony (1 day 90 partipants) in the framework of the Regional Forum of the

SOPs MATFs/MATWGs n.2 of BMM IV

Target: 1 SOPs and Flow Charts for cross-border referrals are functional and a pathway towards a Transnational Regional Referral System for Victims of Trafficking is defined

