

**Information on conducted training, workshops and seminars on the subject of Trafficking in human beings/children**

Specialized institutions for training the personnel employed in the public authorities are in operation in Montenegro and those are: Human Resources Management Authority – institution in competence of implementation and conduct of training of those employed in the state administration authorities, and the self-government authorities, Center for Judicial Training, Institute for Social and Child Protection – responsible for training of professionals employed in the institutions of social and child protection, Police Academy – in charge of training of police officials, and the Bureau for Educational Services – responsible for training of teaching staff. To the end of systematically designed approach related to training of all professionals involved in a program of fight against trafficking in persons / children, child prostitution, pornography certain programs accredited at all specified institutions treating these areas.

Therefore in the framework of Program of the **Human Resources Management Authority** have been conducted regular semi-annual training since 2013 intended to all those representatives of the institutions who within the scope of their activities may come into contact with the potential victims and the victims of trafficking in human beings (Inspection services, health-care workers, employees in the Employment Agencies, Shelters for foreigners and the Center for asylum seekers, police officers). Training sessions are aimed at improving professional skills for detecting, and proactive identification, as well as improving skills of taking testimony of the victims of human trafficking, especially when the victims are children. Also, pursuant to the Program of the Human Resource Management Authority semi-annual training intended to the representatives of the local self government units and the councilors to the local assemblies have been conducted with the aim to raise awareness on the phenomenon of trafficking in human beings / children and obtain their support for implementation the goals of the national policy in the fight against those negative social phenomena at the local level. Mentioned training are realized under the territorial principle for the north, central and the south region. They are also followed by developing of the Handbook for practical use in the field of fight against trafficking in human beings / children, which would serve as a useful tool to the training participants providing them with practical advice on indicators of human trafficking, its reasons and phases, forms of exploitation of the victims, as well as the established mechanisms in combating this problem. Its issuance is expected by the end of September 2015.

In 2014 – 3 training sessions held (1 two-day training to the central region, and 2 one-day training for the northern and the south region) on the topic “Strengthening skills for early identification of potential cases of trafficking in human beings in Montenegro” in attendance of 15 representatives of the Directorate for Inspection Affairs, as well as 15 representatives of the Centers for Social Work, 15 police officers, and the 5 representatives of the Centre for asylum seekers and the Shelter for foreigners.

In 2015 – 1 one-day training session held on the topic “Strengthening skills for early identification of potential cases of trafficking in human beings in Montenegro with special emphasis on multiagency cooperation” in attendance of 27 officials of all institutions which may come into contact with the victims of human trafficking (5 health care workers, 5 representatives of the Center for asylum seekers, 5 labour inspectors and inspectors in the field of safety at work, 5 police representatives, 5 representatives to the Employment Agency, and the 2 NGOs representatives). Second semi-annual training scheduled for 26 September of the current year.

-In the course of April, May, June and July the 3 seminars held on the topic “Strengthening awareness on human trafficking / children at the local level” ( to the central region in Podgorica a total of 38 councilors and officials of the local self-governments actively participated in seminar).

At the **Police Academy in Danilovgrad** trafficking in human beings / children has been taught even since 2006 as a separate teaching unit. Also, the attendants would be taught within the additional classes by all those segments assessed as important such as: the child prostitution, pornography, investigative techniques, identification of cases of children begging in the streets, arranged marriages etc. – wherein the lectures held by the professionals of the relevant

institutions who possess practical experience in these cases, as well as the international experts. A special segment in training of such structures dedicated to specific methods of taking testimony from the children victims of the mentioned criminal offences. Also, the Officers in the Police Directorate according to the adopted **Work Program of the Police Academy** continuously undergo specific training and enhance their skills and knowledge in view of the subject topics.

In 2014 - Training conducted at the Police Academy:

- Primary education for (m/f) cadets - 8 hours / 21 participants
- Border Police Course - 4 hours / 100 participants, officials of the Border Police Sector
- A two-day training on human trafficking -34 participants, officials of the Criminal Police Department and the Police Academy - 2 implemented training at the Police Academy - 34 officials of the Criminal Police Department , 1 female official of the Police Academy.

Planned training that will be conducted at the Police Academy in 2015:

- Primary education for (m/f) cadets - 8 hours / 27 participants
- Remedial teaching for primary education - 4 hours + workshop, display and analysis of films on the fight against human trafficking, cooperation with the local community on the occasion of the International Anti-trafficking day.
- Border Police Course - 4 hours / 100 participants.
- The two-day training on human trafficking 2x20 participants, officials of the Criminal Police Department and the General Police Authority Sector.
- In cooperation with OSCE Mission to Montenegro will be organized a study visit to the Centre for Combating Trafficking in Human Beings in Hungary among the representatives of the Public Academy, border police, criminal police and other relevant entities; exchange of best practices with countries in the region. Using models from B&H. Training for police officers conducted on the subject of hearings of minor victims of human trafficking, in cooperation between the Police Academy and the French Embassy.

At the same time the non-institutional level officials of the Police Directorate – the Border Police, the Department for fight against organized crime and corruption, and the Criminal Police Department in which monitoring the issues of human trafficking in a concrete way, attended the following workshops, seminars and training:

In 2013:

- " Building capacity to combat human trafficking for labor exploitation "(Budva, 5-7 March 2013) -1 officer of Police Directorate;
- "Preventing human trafficking", organized in Budva, 25-28 March 2013 - 14 officers of Police Directorate;
- "Fight against sexual exploitation during the season" (Podgorica, 17-18 April 2013) -1 PD Officer;
- "Strengthening the capacity of law enforcement agencies to identify victims of trafficking in persons / children to the RE population" (Budva, May and Bijelo Polje, July 2013) - 18 Police Directorate officers;
- "Combating trafficking in the process of accession to the EU - the exchange of experiences," (Podgorica, 29-30 October 2013);
- "The criminal and justice response to trafficking in Montenegro," (Podgorica, 26-27 November 2013) - 7 representatives of the Police Directorate;
- "The prosecution of cases of trafficking in human beings - cooperation between police and prosecutors - experiences of the SEE countries" (Budva, 12-13 December 2013) - 2 representatives of the Police Directorate;
- "Together in prevention and protection" (Podgorica, 10 April 2014) - 3 PD officials;
- "Strengthening of institutional cooperation in the fight against trafficking in human beings" (Bar, 20 June, and Ulcinj 27 June 2014) – 2 PD representatives;
- "Interviews with minor victims of human trafficking "(Podgorica, 23-27 June 2014) -7 police officers;

2014 – 2015:

- Specialized training on Trafficking in human beings held 06.04.-11.04.2014 Valbandon, Croatia
- The workshop held on 07.05.2014 in Skopje on the topic Fight against human trafficking and illegal migration, organized by IOM, in participation of several countries of the Western Balkans
- Workshop held on May 13 and 14, 2014 in Sarajevo, on the topic Fight against child trafficking, organized by the Ministry of Interior of B&H, and the TAIEX, in participation of the countries from the Balkans and Western Europe.
- Specialized training on human trafficking and illegal migration held on 19.06.2014 in Bucharest related to the international action "MIRAGE", in organization of the Selec
- Specialized training on Human Trafficking held on June 26-27, 2014 at the Police Academy in Danilovgrad
- Specialized training on the topic Interrogation techniques of minor victims of human trafficking, held on June 23-27, 2014, in Podgorica, organized by the Embassy of France
- 28 July 2014 - A thematic meeting held with police officials from the countries in the region engaged to assist in the Montenegrin coastal area during the summer tourist season, during which the participants acquainted with the mechanisms and strategic priorities of the Government of Montenegro on this issue as well as to the importance of proactive identification of potential victims and victims of human trafficking. Also operation activities of the Police Directorate performed within the actions entitled "Trafficking" and the "Beggar."
- Specialized training on the fight against human trafficking was held on October 06 and 07, 2014 at the Police Academy in Danilovgrad;
- Specialized training on the fight against human trafficking in Southeast Europe was held on October 07 and 08, 2014 in Croatia and B & H, in organization of the Embassy of France;

The European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union - Frontex, has developed a training on human trafficking for the border police, "which is specifically focused on the prevention and identification of trafficking in human beings / children by border police. The cooperation of the Government Office for Combating Trafficking in Human Beings, the Ministry of Interior / PD- the Border Police Sector and the OSCE Mission to Montenegro resulted in developing of the two-year plan to the training implementation for border police officers in accordance with this training program. The plan provides for the training of around 600 border police officers for a period of 2014-2015. During 2014 the first cycle of training realized in two phases by 260 officers, while during 2015 (in May and October) training would be implemented by the remaining officials.

**Judicial Training Centre** in its work program during the reporting period continuously organize training on the most important criminal justice institutes, institutes which are also applied in cases of human trafficking, with a focus on cross-border organized crime.

In 2013 - Two training with 60 participants on the most important criminal justice institutes, institutes which are also applicable in cases of human trafficking, with a focus on cross-border organized crime. During the second half of 2013 through the Judicial Training Centre two judges of the Basic Court in Podgorica and Niksic participated in the International Seminar for Judges on the theme: " The critical role of the judiciary in the fight against human trafficking ", which was held on August 5-8, 2013 in Israel/Haifa. International seminar aimed to bring together judges dealing with cases of human trafficking, so as the same share experience and improve knowledge in this field.

In 2014 a total of 84 judges were trained on the most important criminal justice institutes that applied in cases of trafficking in human/children with an emphasis on cross-border organized crime. Judicial Training Centre, in cooperation with UNODC and the Judicial Academy of the Republic of Serbia, organized a workshop and training for the development of regional programs in the area of human trafficking for criminal justice professionals from Southeast Europe, with the aim to gather representatives nominated by the judicial training institutions from the countries of Southeast Europe and develop a regional work program on human trafficking for criminal justice professionals, methodology and training materials. Pilot training was focused on practical testing of the efficiency of the Regional SEE program of work, and the same was translated and adopted follow to the holding of these training in July 2014.

-20 and 21 November 2014 - Herceg Novi, Judicial Training Centre of Montenegro, in cooperation with the US Embassy in Podgorica and the EXBS Program (Program of the US Government that provides support to the border police and customs) in Montenegro, organized seminar on the topic "International Legal Assistance and the fight against transnational organized crime and other forms of cross-border crime, with a focus on cooperation between Montenegro and Bosnia and Herzegovina".

-In 2015: During the month of September, the Office for combating human trafficking in cooperation with UNODC and the Judicial Training Centre planned training of judges, police officers and prosecutors on the topic Protection of victims of crime with a special focus on child protection.

**Bureau for Educational Services** - In the framework of the Rulebook on professional development of teachers of the school year 2011/2012, every school year as part of teacher training programs is accredited the program entitled "Integrating the principle of prevention of trafficking in persons/children through the education system.

In the period January - November 2012, a total of 70 professors from the whole territory of Montenegro passed a training program on said topic.

Teachers at primary and secondary schools from Podgorica took part in the work of the thematic meeting of the Working Group for monitoring the implementation of the Strategy for Combating Trafficking in Human Beings, on the following topic: "Roma women in arranged marriages", which is held on 29. 04. 2014. (5 teachers / professors).

Also, teachers from primary schools from Bar (2 teachers) took part in the panel discussion "Strengthening of institutional cooperation in the fight against human trafficking", organized by the Institution of Protector of Human Rights and Freedoms and the Office for Combating Human Trafficking on 20 June 2014, in Bar (2 teachers).

In 2015, the Handbook was printed on the best methods of transferring knowledge intended to teachers of civic education that will run classes on human trafficking as of September this year.

**Institute for Social and Child Protection** - as a newly established institution showed openness to the accreditation program that will exclusively be intended for the education of professional workers employed in institutions of social and child protection. Namely, starting from the fact that in particular these categories of employees are the key link in the prevention, identification and especially protection of victims of all criminal offenses covered by the Protocol – the Office, together with UNICEF Representatives in Montenegro initiated the engagement of experts who will develop and implement a training program for training of trainers - (a total of 20 representatives from different institutions) - of which five coaches (one from the police, prosecutor's office, institute for social and child protection and two from the Office for combating Trafficking in Human Beings) which turn out to be the best coaches receive certificates of UNICEF and to be selected to further spread the knowledge to their colleagues across Montenegro. Training of trainers will be implemented at the beginning of June this year. Selected trainers will **accredit the program** at the Institute for Social and Child Protection and organize the transfer of knowledge through two phases of the project. The first phase involves the training of representatives of institutions (professional workers in institutions of social and child welfare, police, prosecutors and representatives of NGOs) for the northern region, where the organization of training provided for all municipal centers of northern regions (a total of 5 training), and training teams for the prevention of begging in arranged marriages established at the Centre of Security in Podgorica. In the second phase of implementation will be organized training for central and southern region. In further work of the Institute for Social and Child Protection these trainers will be engaged in relation to the program that is accredited and continuously transmitting knowledge to the representatives of social and child protection on the territory of Montenegro in accordance with the annual work plans, assessing the need for training and from the field thereby the training issue of the mentioned categories of professionals would be systematically resolved in relation to all other issues treated with the Protocol. In the reporting period organized a number of training for representatives of the Centers for social work, as well as multi-disciplinary training which, in addition to social workers attended by health care workers and representatives of the Police Directorate - of which as significant would be to mention the following:

In 2013:

- 16-17 May and 12 July - The Office for Combating Trafficking in Human Beings and the American NGO "Fair girls" and NGO "Montenegrin Women's Lobby" held 2 one-day training, intended to social and health workers, representatives of the Police Directorate and local authorities from the southern and central regions on the theme: "Strengthening the capacity of law enforcement agencies to identify victims of trafficking in persons / children in RE population."

The same training was organized in July for representatives of the aforementioned institutions from the northern region of Montenegro. Training was successfully attended by 22 officers from the Centers for Social Work, 16 employees in the health centers, 9 employees of the Emergency Medical Service, 18 representatives of the Police Directorate, 9 employees in local governments and two officials

of the Office.

- 17-18 April, Podgorica - 2 social workers and 1 representative of Health participated in the work of the international workshop "Fight against seasonal sexual exploitation";
- Budva, May and Bijelo Polje, July 2013 - 22 social and 25 health workers were trained on the theme: "Fighting against seasonal sexual exploitation":

In 2014:

- Podgorica, April 10, 2014 - 2 social workers and 6 health care workers participated in the round table on the theme "Together in prevention and protection";
- Bar 20 June, and Ulcinj 27 June 2014 - 2 social workers and one health care worker participated in the round table on the theme "Strengthening of institutional cooperation in the fight against human trafficking"
- 29, 04, 2014, -1 representative of the Centre for Social Work and 1 representative of the Health participated in the thematic meeting of the working group called "Roma women in arranged marriages"
- At the same time, officials of the Ministry of Health held a meeting with representatives of the Emergency Medical Assistance with the aim of presenting the indicators for early identification of potential victims of trafficking and further referral procedures with particular reference to the Agreement on mutual cooperation in the fight against human trafficking - 5 health workers-employees in the Emergency Medical Service.
- Representatives of the Centers for social work - social workers attended the following training:
- The role of Centers for Social Work as a guardianship authority in criminal proceedings - minors (June, 5) in total of 42 participants;
- Training of professionals to the Centers for Social Work on the protection of the rights of children without parental care and the application of the institute of guardianship over the child (27-28 May and 29 and 30 May) a total of 50 experts from the Center for Vocational Education, Center for Youth - Ljubović, expert services of the courts and prosecutors' offices;
- Prevention and protection of victims of human trafficking - TAIEX expert mission (22-24 October 2014)
- The Office for the fight against human trafficking with the support of the Human Resources Management Authority organized 3 seminars on the theme "Enhancing the skills of early identification of potential trafficking cases in Montenegro" for police officers, social workers, inspection services, employees of the Employment Agency, in the Shelter for foreigners and Asylum centers in the northern, central and southern regions.

Members of **the Army of Montenegro** in preparation for participation in peacekeeping missions and operations undergo various trainings in the country and abroad. Information on the major dangers obtained through the training indicate to the activities of all types of crime in these countries including the existence of human trafficking. In this way, members of the Army will be informed on the basic data and ways of functioning of the criminal structures, in order to protect themselves and don't come into any contact with them.

Bearing in mind the enormous importance of **diplomatic and consular missions** in the support and protection they can be provided to our citizens who may be the subject of criminal offenses abroad since 2014 an agreement has been reached with the line Ministry that a national coordinator conducts "briefing" during the annual ambassadorial consultation so as to acquaint them with the achievements and challenges of Montenegro in its fight against human trafficking. Also started with the practice that all diplomatic and consular representatives who are sent to work abroad - in the framework of the visits to the key institutions for gaining relevant information to perform their missions they also have consultations with the National Coordinator for Combating Human Trafficking. Bearing in mind the fact that the media have an important power in creating full awareness of the public in relation to the particular phenomenon during the reporting period the Ministry of Culture organized a seminar with the self-regulatory bodies on ethics in reporting and implementation of the journalistic code.

- Also in September will be held a two-day seminar aimed at raising awareness of media representatives, exchanging the existing and acquiring new knowledge about the problem of trafficking in persons / children, developing strategies for promotion of more constructive public attitude towards victims of human trafficking, and improving the cooperation between the media, state institutions and non-governmental organizations.

## **Campaigns:**

- Bearing in mind that Montenegro is an attractive tourist destination, in cooperation of the Office for Combating Human Trafficking with the OSCE mission to the joint project the representatives of the tourism industry of Montenegro signed the "Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism", which aims to intensify efforts of the companies operating in tourism of Montenegro in terms of their commitment to join the efforts in the fight against child trafficking and exploitation of children for the purpose of human trafficking. Under this project employed in tourism are trained to recognize potential victims of this crime and to inform police officers thereof. The project in terms of prevention aims to raise public awareness especially in tourists and travelers through Montenegro in order to prevent sexual exploitation of children in tourism by obliging tourist operators to comply with the terms of the Code.
- Before and during the tourist season are held meetings with the Coordinating body for monitoring of the tourist season in coastal municipalities with a view to strengthening the capacity of the inspection services operating in the field during the summer season for the proactive identification of trafficking cases.
- At the same time Head of the Government Office for the fight against human trafficking holds regular meetings every year with the leaders of the coastal municipalities for the purpose of gaining support in the implementation of activities in the fight against human trafficking at the local level, especially during the tourist season.
- Representatives of the Institution of Protector of Human Rights and Freedoms in the framework of the campaign "Children write to the Ombudsman" and "Talk to Ombudsman" intensified the direct work with children and young people with the aim of a comprehensive introduction to the rights they are entitled to, as well as the mechanisms of protection to the guaranteed rights. Education of children implemented through creative workshops, public forums and organized focus groups with specific categories of children. Educational program also contained workshops, as well as specialized public lectures on various forms of abuse and exploitation of children in the context of which covered the topic of trafficking in human beings / children. These activities on behalf of the Institution of the Ombudsman conducted highly specialized and sensitized person trained to work with children.
- Government Office for Combating Human Trafficking continuously developed and implemented targeted campaigns, primarily aimed at raising awareness of the general public on the phenomenon of trafficking in persons / children, among which are the following:

- Office for fight against human trafficking printed flyers that contained information on all forms of trafficking in persons/children and protection mechanisms with prominent SOS phone number for (potential) victims of trafficking. The same was distributed to the high school students across Montenegro.

- Prepared and printed informational and educational material- flyers and cards containing key messages related to precautionary measures that are shared in the streets and in public transport.

-Publication made on the topic "Stop Trafficking in Children". During the campaign of "Two Little Girls" shared the promotional material and presented the film to the children and professional staff in elementary schools.

-In order to mark the 18th October - European Day against human trafficking at the lessons of Civic education in all primary and secondary schools in Montenegro were carried out debates and workshops on the topic of prevention of trafficking in human beings. October 18 was also celebrated by media appearances as well as the Conference on the subject of joint action of all relevant entities in this field. The aim of this event was to draw attention and call for decision makers as well as relevant stakeholders, to engage in the fight against human trafficking. At the conference, organizations and institutions that are already active in this field presented their experiences and work and drew attention to the major problems and challenges they face with.

The result of the Conference was an agreement reached among the participants on the further efficient fight against human trafficking. The conference was attended by representatives of the Prosecutor's Office, High Court, Supreme Court, the relevant Ministries, Embassies and other entities that have a significant role in the fight against human trafficking. In addition, implemented workshops for the students of final grades to the secondary schools in Nikšić, Bar, Budva, and Cetinje. It was an interactive type of training where the students talked about the very notion of human trafficking, ways of recruitment of the victims, with the video display of the contents appropriate to the children's age and with their active involvement in resolving the assigned case study.

- The campaign "Stop Trafficking in Human Beings" is continuously implemented on the entire territory of Montenegro, including the broadcasting of TV video "Stop human trafficking" through which also promotes the Government's anti-trafficking SOS line (11 66 66). In the course of this campaign at all border crossings were placed posters with SOS telephone for victims of human trafficking.

- It was carried out a campaign aimed at education and introduction with the basic rights of women of RE population. Throughout Montenegro are organized events to mark the aforementioned campaign as well as the appearing at local television studios.

During this campaign carried out the following activities:

- Beginning of the campaign was marked by organizing a round table on the topic "Establishing an effective system of prevention and protection of children and young people from violence in family in educational institutions" in cooperation with NGO "SOS Hotline for Women and Children Victims of Violence - Podgorica "
- On the International Day for the Elimination of Violence against Women, Center for Roma Initiatives in cooperation with the women RAE network "FIRST" organized a two-hour Round table where they presented the results of research published in the publication "Violence in family in Roma and Egyptian communities in Montenegro " (November 2014), referring to the number, type and structure of the victims and perpetrators of criminal acts and violations in the field of family violence;
- The Lecture held in Budva on the topic: "Integration of the principles of gender equality within the educational institutions in Montenegro"
- Round table held on the theme: "Family violence - where we are and how to proceed"
- Presentation of the theater play "Piece" in Podgorica and Tivat
- Debate held in a high school, Budva among m/f students on the theme: "The important thing is / is not important to the overall economic and human capital of Montenegro for women to be registered as owners of assets" – and several public classes held for high school m/f students on the theme "Combating violence against women and domestic violence"
- Printing of brochures in Montenegrin and the minority languages along with the address book of institutions which the victims may contact in case of violence;
- The Ministry for Human and Minority Rights on 10 December, in Bijelo Polje, organized a conference to meet the International Day of Human Rights, as well as a panel discussion with m/f high school students and m/f high school directors and teachers, focusing specifically on the education of particularly vulnerable groups such as discriminated women of RE population and their rights.

- UNDP program of gender equality has provided support to civil society in promoting women's rights so that in addition to celebrating the traditional 16-day campaign support provided in promoting the Istanbul Convention which was ratified by Montenegro, as well as the promotion of women in the culture within which was supported the exhibition "Woman as inspiration to the Montenegrin painters of the twentieth century" - 23 12 2014.

Preventive program has been carried out with Roma girls and their mothers through direct individual talks to a general practitioner and gynecologist about the risks that may affect their health in general, and particularly the reproductive health upon early marriage. Workshops also treated the Roma common law, early marriages and arranged marriages with minors, with particular emphasis in possible consequences of this form of marriage that can be manifested through various forms of violence or trafficking in Roma girls. In addition to the workshops the above topics were discussed during individual interviews in the camps Konik I and II. Also a number of informative - educational workshops conducted with vulnerable groups of population in relation to trafficking in persons (children without parental care from home

"Ljubović" and children from the Roma refugee camp "Konik 1"). Within this project a publication was made entitled "Stop Trafficking in Children".

-Continuously are implemented workshops on the topic "Combating human trafficking" intended to the RE population.

- Municipal Organizations of the Red Cross of Montenegro marked the 18 October - European Day Against Human Trafficking under the slogan "Ring the bell for freedom." Red Cross volunteers shared flyers and cards containing key messages of precautionary measures to their fellow citizens in the streets and in public transport in order to act preventively against human trafficking. Organized lectures and workshops on this topic for various target groups. The objective of these activities was to turn public attention of the risks that trafficking in human beings brings with it, and that the victim and the trafficker could be anyone.

- A round table within the project "Act preventively" as part of a three-year regional project "Active inclusion and the rights of Roma women in the Western Balkans", which is supported by CARE International and the Austrian Development Cooperation. These activities were carried out during November and December 2014.

-Ministry Of Culture initiated the broadcasting of audio-visual content on adherence to the professional standards in the field of human trafficking in RTCG and local public broadcasting centers.