



National Plan of Action to Address Human Trafficking and Smuggling of Migrants 2026-2030

Dhaka, 23rd June, 2026

Ministry of Home Affairs

Government of the People's Republic of Bangladesh



**National Plan of Action to Address
Human Trafficking
and
Smuggling of Migrants**

2026-2030

**Message from the Honourable Prime Minister
Mr. Tarique Rahman, MP**

Human trafficking and the smuggling of migrants are grave crimes committed not only against individuals, but also against the sovereignty and security of states. These offences constitute serious violations of human rights and human dignity. Through the enactment of the comprehensive new law, the *Prevention and Suppression of Human Trafficking and Smuggling of Migrants Act, 2026*, the Government of Bangladesh has reaffirmed its zero-tolerance policy against such heinous crimes. The *National Plan of Action to Address Human Trafficking and Smuggling of Migrants, 2026–2030* stands as a profound reflection of our firm commitment to combating these offences.



Addressing these challenges demands not merely a whole-of-government approach, but a whole-of-society response. We will work collectively to isolate and punish the perpetrators, empower the vulnerable, assist the victims, and uphold the rights of our citizens to life, livelihood, safety and security within and across the borders. The present National Plan of Action lays the strategic foundation for achieving these objectives.

I call upon all concerned to actively engage in the effective implementation of this National Plan of Action, which is a high priority of our government and an integral part to the peace, dignity, and development of our beloved motherland.

As we confront these ruthless criminals and extend support to their victims, we must continue to uphold the values of national unity, compassion, and patriotism.

I wish every success to the initiatives, projects, and programmes undertaken under the *National Plan of Action to Address Human Trafficking and Smuggling of Migrants, 2026–2030*.

Tarique Rahman, MP
Honourable Prime Minister
Government of the People's Republic of Bangladesh

Message from Honourable Minister, Ministry of Home Affairs,

The Ministry of Home Affairs plays the leading role in combatting human trafficking and smuggling of migrants. It also addresses all forms of irregular and unsafe migrations. However, these crimes cannot be addressed through law enforcement alone. Effective action requires addressing the root causes embedded in the socio-economic context, shaped by actors and factors operating at both the national and global levels. The National Plan of Action to Address Human Trafficking and Smuggling of Migrants, 2026–2030, recognizes these interlinkages and outlines a comprehensive strategy. In addition to legal measures, it encompasses psychosocial, economic, socio-cultural, and legal responses.



The Government is committed to strengthen coordination and collaboration of all relevant ministries, agencies, development partners, international organizations and non-governmental organizations under this National Plan of Action.

Human trafficking and smuggling of migrants are organized crime - transnational in nature. Therefore, they cannot be addressed by any single organization or state isolation. While Bangladesh is taking all necessary measures to eliminate human trafficking and the smuggling of migrants, international cooperation remains crucial. The cooperation of transit and destination countries is critical to bringing perpetrators to justice and dismantling their transnational networks.

Under the leadership of the Ministry of Home Affairs, government agencies, NGOs, INGOs, and UN agencies joined hands to prepare this NPA. No action plan can work, without the effective engagement and support of the relevant actors. I believe that the current NPA is actionable and it will be duly implemented to achieve the desired objectives. I would like to thank and congratulate all the stakeholders and contributors for their sincere efforts in shaping the current NPA to Address Human Trafficking and Smuggling of Migrants, 2026–2030.

I remain highly optimistic this multi-stakeholder and multi-agency partnership and collaboration will continue and strengthen further during the implementation phase of the current NPA.

Salahuddin Ahmed, MP
Honourable Minister
Ministry of Home Affairs
Government of the People's Republic of Bangladesh

Message from Honourable Senior Secretary, Ministry of Home Affairs,

I would like to echo the spirit of cooperation and firm commitment to combating human trafficking and the smuggling of migrants, as expressed by the Honourable Prime Minister, Mr. Tarique Rahman, MP, and the Honourable Home Minister, Mr. Salahuddin Ahmed, MP. The National Plan of Action to Address Human Trafficking and Smuggling of Migrants, 2026–2030 reflects the current Government’s priority of ensuring safe, regular and dignified mobility and migration.



The current NPA is built around five key objectives: prevention, protection, prosecution, partnership, and monitoring and evaluation. However, the scope of the current NPA is broader, as it addresses the smuggling of migrants alongside human trafficking. The NPA outlines both the actions and strategies required to guide all relevant actors to achieve these five objectives.

Due the transnational and complex nature of the crimes related to human trafficking and smuggling of migrants, collaboration and cooperation across the borders and among the agencies working in the broad spectrum of migration and mobility – are of paramount importance. The extent and level of cooperation and collaboration includes data-sharing about the victims and their perpetrators; their modus operandi, routs and networks.

I strongly believe that, through the effective implementation of this NPA, we will be able to strengthen prevention, expand victim protection services and increase effective prosecution. I extend my sincere thanks and gratitude to all those who have made excellent efforts and worked as a team in various stages of this NPA. I wish a successful implementation of the NPA.

Manzur Morshed Chowdhury
Senior Secretary
Ministry of Home Affairs
Government of the People’s Republic of Bangladesh

FOREWORDS

The Government of Bangladesh has been making sincere efforts to combat all forms of trafficking-in- persons. As a recognition of its efforts, the country is ranked at the Tier 2 position in the United States Department of State’s annual Trafficking in Persons (TIP) Report for consecutive years.



The scope of the *National Plan of Action to Address Human Trafficking and Smuggling of Migrants, 2026–2030* is defined by the newly enacted *Prevention and Suppression of Human Trafficking and Smuggling of Migrants, 2026*. The new law has reshaped the landscape of NPA by including the issue of smuggling of migrants. This is a response to the emerging trends of smuggling of Bangladeshis which more often than not ends in trafficking. The NPA identifies both the intersectionality of these two types of crimes and the distinct nature of the two. It looks at promoting safe migration as a preventive measure against SoM and vulnerability reduction as the key to reduce the risk of trafficking. NPA embraced the newly formed National Referral Mechanism (NRM) as the base of protection services and the new law as a base of prosecution. Partnership is viewed as a national to global strategy of extending services to the victims and vulnerable in one hand and prosecution of the criminal actors on the other. Current NPA proposes the monitoring and evaluation process as a source of knowledge to modify the strategies and interventions for better impact and not merely as a means of judging success.

The Ministry of Home Affairs is indebted to the honourable Members of the National Authority for their time and attention in finalizing the NPA. The Members of the Drafting Committee also played a praise-worthy role with utmost dedication in developing such an excellent plan. We also acknowledge the technical assistance of U.S. Department of State extended through FSTIP project of Winrock International and INCIDIN Bangladesh. We thank NGOs, INGOs, UN agencies and all of our development partners in playing an excellent supportive role. I am optimistic that all the stakeholders and actors, IOM Bangladesh, UNODC, ICMPD and Justice and Care – to mention a few, will continue to play collaborative roles during the implementation stage of this NPA.

The process of NPA updating was enriched by the invaluable advice and guidance of the honourable Minister of MoHA, Mr. **Salahuddin Ahmed, MP** and respected Senior Secretary of MoHA, Mr. **Manzur Morshed Chowdhury**. I am also expressing my sincere gratitude towards them.

Dr. Ziauddin Ahmed
Additional Secretary
(Add Charge: Political Wing)
Ministry of Home Affairs,
Government of the People’s Republic of Bangladesh

EXECUTIVE SUMMARY

Human trafficking is a heinous crime. The organised criminals target and entrap men, women and children to extract profit through human trafficking. Due to trafficking people endure different forms of exploitations including sexual exploitation, forced labour, forced prostitution, debt bondage and removal of organ for the purpose of trade. Traffickers take advantage of the need for employment, livelihood, marriage, migration, and mobility. They victimize people through fraud, false information, allurements, or direct application of force. In labour trafficking, traffickers entrap migrants with false information or by concealing information and exploit them in hard, low-paid, and risky work. They are trafficked under the pretext of labour migration and upon arrival at their destinations, are exploited through forced or bonded labour. A large proportion of victims of labour trafficking are men. Women and children, on the other hand, are usually trafficked both internally and across borders for sexual exploitation. In recent years web-enabled trafficking and nexus of human trafficking and smuggling of migrants are two emerging features of trafficking in Bangladesh. In response and in line with the election commitment of the current government¹, the country has also introduced a new legislation, namely; Prevention and Suppression of Human Trafficking and Smuggling of Migrants Act, 2026 and the current National Plan of Action to Address Human Trafficking and Smuggling of Migrants 2026-2030.

Last year, the National Plan of Action (NPA) for Prevention and Suppression of Human Trafficking reached its conclusion. Within the set period, a large proportion of the planned interventions were effectively implemented. However, implementation of NPA 2023-2025 was impacted by political unrest. As such, some of the activities were delayed and required additional time for completion. Hence it was extended up to June, 2026.

To address the changing context of human trafficking and increased incidence of smuggling of migrants within a changed global and national context, the Ministry of Home Affairs (MoHA) revised the structure and scope of the NPA. As such, the current NPA addresses SoM, alongside human trafficking.

The NPA for Prevention and Suppression of Human Trafficking and SoM, 2026-2030 has identified key roles and relevant actions of government and non-governmental actors to comprehensively address both internal and cross-border human trafficking. It addresses human trafficking as a problem which can be effectively resolved through coordinated actions. The NPA has two sets of actions for state and non-state actors:

- Firstly, a Matrix containing **Ongoing and proposed Activities/Projects/Programs of GoB, NGOs, INGOs and UN actors.**
- Secondly a Matrix containing **priority actions** are built in line with the framework of NPA 2026-2030.

There are five action areas under the updated NPA 2026-2030: prevention of human trafficking, holistic protection of trafficking victims, prosecution of traffickers, partnership and monitoring and evaluation. For each objective, a set of activities is planned with specific, expected outcomes. The following matrix presents- NPA objectives, Strategic objectives and Actions.

¹ Election Manifesto of BNP/border security; www.bnepbd.org

Overview on Goal, Strategic Objectives and Generic Actions of NPA 2026-2030

NPA Objectives	Strategic Objectives	Actions
NPA Objective 1: Prevention of human trafficking and SoM	• Strategic Objective-1.1 Reduction of economic vulnerability of marginalized households • Strategic Objective-1.2- Prevention of irregular migration and Smuggling of Migrants • Strategic Objective-1.3- Prevention of web-enabled trafficking and cyber scamming • Strategic Objective-1.4- Comprehensive behaviour change campaigns for at risk vulnerable aspiring migrant communities	• Awareness campaign • Social Protection & Safety-net program • IGA support • Stipend, • training • job-placement • IGA • Policy, MoU and Agreements • Training • Web monitoring and intervention
NPA Objective 2: Protection of Victims of Human Trafficking and SoM	• Strategic Objective: 2.1: Strengthened efforts in rescue of woman, man and child victims of human trafficking within and outside the country • Strategic Objective: 2.2: Strengthened efforts in repatriation of man, woman and child victims of trafficking rescued abroad • Strategic Objective: 2.3: Strengthened National Referral Mechanism for Care and Support of the Victims of Human Trafficking • Strategic Objective: 2.4: Support for sustainable psychosocial and economic integration of Victims of Human Trafficking	• Strengthening the capacity of National Authority • Training on victim identification and referral on NRM • Training for standardized service delivery • Different standardized services for effective social integration through NRM • Support for service delivery • Support for meeting • Different standardized services for effective social integration through NRM • Organizational development
NPA Objective 3: Effective Prosecution of human trafficking cases	• Strategic Objective- 3.1: Reform of the legal policy, Rule and guidelines on human trafficking and Smuggling of Migrants (SoM) as per the new • Prevention and Suppression of Human Trafficking and Smuggling of Migrant (PSHTSoM) Act 2026	• Preparation and endorsement of new PSHTSoM Act , 2026 • Revised VoT identification guidelines • Training on revised VoT identification of guidelines • Signing and implementation of MLA, MoU

	• Strategic Objective- 3.2: Strengthened implementation of law on human trafficking and smuggling of migrants (SoM) • Strategic Objective- 3.3: Ensuring speedy and effective trial of human trafficking and Smuggling of Migrants	• Logistic Support • Expansion of Special Tribunal • Training on new legislation and legal tools • Legal Services • Victim Witness Protection • Awareness on legal provisions and services
NPA Objective 4: Multi-sectoral partnerships in combatting human trafficking and SoM	• Strategic Objective- 4.1: Strengthened multi-stakeholder coordination to combat human trafficking. • Strategic Objective- 4.2: Consultation and cooperation across source, transit and destination countries. • Strategic Objective- 4.3: Strengthening of oversight and collaborative Institutions	• Coordination Meetings at all levels of CTC • Cross-sectoral consultations • GO-NGO coordination meeting • Service Providers' Network (GO, INGO, INGO, UN and Private Sector) • Meeting and review by National Anti-Trafficking Authority • Consultative meetings • Strengthening RRRI • Policy formulation in BIMSTEC /SAARC • Treaties/MLA/MoU • Orientation • Motivation and strategy building on CSR • Training • Resource support • Review and reform of Institutions formed under the PSHTSoM Act, 2026
NPA Objective 5: An effective system of monitoring, evaluation and reporting	• Strategic Objective-5.1: Strengthening of monitoring of NPA implementation. • Strategic Objective-5.2: Conducting mid-term and end of NPA evaluation. • Strategic Objective-5.3: Identifying key lessons learnt • Strategic Objective –5.4: Periodic update of NPA	• Online monitoring and reporting capacity strengthening / Effective monitoring tools • Mid-Term evaluation • Endline Evaluation • Annual review of NRM • Thematic research • Revisit of NPA

The general planning matrix of NPA 2026-2030 presents a range of activities of relevant ministries, departments and agencies of the government along with actions of NGOs/INGOs/UN agencies. Apart from the general actions planned under the five objectives of NPA, a second matrix present some of the priority actions of the government, that needs to have visibility within 2026-2027 to have an effective impact on the current situation of human trafficking.

Priority Response						
SoM and Trafficking to Europe, Americas and labour sending destinations						
Key Strategies: • <i>Legal measures against identified smugglers of migrants and traffickers</i> • <i>Zero tolerance on official complicity</i> • <i>Retention of trained officials for effective technical and procedural advantage</i>						
Strategic Objectives	Target Group	Activity	Implementing Agency	Specific intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
Legal measures against identified smugglers of migrants and traffickers	Listed criminals and individuals under suspicion of being involved in profiting from SoM and trafficking of Bangladeshis to Americas and labour sending destinations	Special law enforcement team set at District Level to follow-up on high level decisions on the target group	MoHA, MoLJPA, MoEWOE, MoFA	1. Formation of Emergency Response Cell on SoM and trafficking of Bangladeshis to Americas and labour sending destinations at Police HQs under the leadership of DIG and involvement of officials of MoEWOE, MoLJPA, MoFA and Anti-Corruption Commission (representation at least of DS level) 2. Relevant districts having similar cell under SI 3. Preparation of a list of individuals suspected /accused/absconding after verdict in relation to SoM and trafficking of Bangladeshis to Europe, Americas and labour sending destinations . 4. Measures taken to bring the above under legal scrutiny (joint action of MoHA, MoLJPA, MoFA and MoEWOE.	2026-2030	<u>1.</u> Arrest of proven smugglers of migrants and human traffickers (both inside and outside the country). <u>2.</u> Joint investigation for effective trials of criminals. <u>3.</u> Effective use of available technology and trained human resource. <u>4.</u> Results visible from 2026

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
Zero tolerance on official complicity		conducting investigation on official complicity as a priority	MoHA, MoLJPA, MoEWOE, MoFA Anti-Corruption Commission	- Under the supervision of the Emergency Response Cell – conduct / reopen investigation of officials linked with identified cases of human trafficking and SoM (associated with Smart Card approval, immigration overlook, nexus with fraudulent recruiting agents and travel agencies etc.) in relation to Americas and labour sending destinations . - Formation of a Special Counter Intelligence Unit/Measures for internal surveillance. - Take immediate actions against officials found with reasonable evidence of compliance with criminal actors at administrative level and file case at the Special Tribunals. - Involve Anti-Corruption Commission in the investigation process under the Emergency Response Cell.	2026	- Government officials having complicity with criminal actors (smugglers of Migrants and human traffickers) are brought to justice as a priority - Results visible from 2026

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
<i>Retention of trained officials for effective technical and procedural advantage</i>	Relevant ministries	Review and recommendation	MoHA, MoLJPA, MoEWOE, MoFA	1. The Emergency Response Cell will conduct mapping of criminal justice and law enforcing resources (both technological and human) and recommend for retention and utilization. 2. The recommendations of the Cell will go through proper administrative channels to the concerned Ministries/Departments/Agencies for urgent case of action.	2026	1. Effective use of available technology and trained human resource. 2. Results visible from 2026

The NPA 2026-2030 has been drafted through a multistakeholder consultative process under the leadership of MoHA. The drafting process captured the assessments, perceptions and propositions of the victims and survivors of human trafficking and SoM. The inputs of the people with lived-experience helped to better contextualize and strategize the NPA. The government ministries and departments, the NGOs, INGOs and UN agencies working to address human trafficking have also provided their inputs in the drafting process. This helped to bring in projects and initiatives of different actors under the framework of NPA. It also ensured ownership of all relevant actors on the NPA. In selecting projects and initiatives, along with their strategic values, importance has been given on the mandate and resources of the respective actors in implementation of these actions. As such, almost 90 percent of the actions under the current NPA is already resourced.

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List of Abbreviations and Acronyms

ADP	Annual Development Plan
AGO	Attorney-General's Office
ATSEC Bangladesh	Action against Trafficking and Sexual Exploitation of Children in Bangladesh
BAIRA	Bangladesh Association of International Recruiting Agencies
BDT	Bangladesh Taka
BGB	Border Guards of Bangladesh
BGMEA	Bangladesh Garments Manufacturers and Exporters Association
BISTEC	Bay of Bengal Initiative for Multi-Sectoral Technical and Economic Cooperation
BMET	Bureau of Manpower, Employment and Training
BNWLA	Bangladesh National Women Lawyers Association
BTMC	Bangladesh Textile Mills Corporation
BTRC	Bangladesh Telecommunication Regulatory Commission
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women 1979
CM	Child Marriage
CRC	The United Nations Convention on the Rights of the Child 1989
CSR	Corporate Social Responsibility
CTCs	Counter-Trafficking Committees
CWCS	Centre for Women and Children Studies
DC	Deputy Commissioner
DEMO	District Employment and Manpower Office
DIP	Department of Immigration and Passport
DLAC	District Legal Aid Committee.
DSS	Department of Social Services
DWA	Department of Women Affairs
FSTIP	Fight Slavery and Trafficking-in-Persons
HT	Human Trafficking
ICT	Information and Communication Technology
ICTD	Information and Communication Technology Division
IGA	Income Generating Activities
IGO/IO	International Governmental Organisations
ILO	International Labour Organisation
INCIDIN Bangladesh	Integrated Community and Industrial Development in Bangladesh
INGO	International Non-Governmental Organisation
IOM	International Organisation for Migration
J&C	Justice and Care

JATI	Judicial Administrative Training Institute
LEAs	Law Enforcing Agency/Agencies
M	Months
M&E	Monitoring and Evaluation
ME& R	Monitoring, Evaluation & Reporting
MLA	Mutual Legal Assistance
MoA	Ministry of Agriculture
MoCAT	Ministry of Civil Aviation and Tourism
MoDMR	Ministry of Disaster Management and Relief
MoE	Ministry of Education
MoEFCC	Ministry of Environment, Forest and Climate Change
MoEWOE	Ministry of Expatriates' Welfare & Overseas Employment
MoF	Ministry of Finance
MoFA	Ministry of Foreign Affairs
MoFE	Ministry of Forestry and Environment
MoHA	Ministry of Home Affairs
MoHFW	Ministry of Health and Family Welfare
MoIB	Ministry of Information and Broadcasting
MoICT	Ministry of Information and Communication Technology
MoLE	Ministry of Labour and Employment
MoLE	Ministry of Labour and Employment
MoLGRDCC	Ministry of Local Government, Rural Development and Cooperative
MoLJPA	Ministry of Law, Justice and Parliamentary Affairs
MoP	Ministry of Planning
MoPTIT	Minister of Posts, Telecommunications and Information Technology
MoPME	Ministry of Primary and Mass Education
MoRA	Ministry of Religious Affairs
MoSW	Ministry of Social Welfare
MoSW	Ministry of Social Welfare
MoWCA	Ministry of Women and Children Affair
MoYS	Ministry of Youth and Sports
NACG	National Action and Coordination Group
NGO	Non-Governmental Organisation
NLASO	National Legal Aid Services Organisation
NLGI	National Local-Government Institution
NPA	National Plan of Action
NRM	National Referral Mechanism
OC	Officer-in-Charge
OCC	One-stop Crisis Centre
PHQ	Police Headquarters
PP	Public Prosecutor
PPP	Public-Private Partnership

PS	Police Station (Thana)
PSHTA	Prevention and Suppression of Human Trafficking Act
PSHTSoMA	Prevention and Suppression of Human Trafficking and Smuggling of Migrants Act
RADP	Revised Annual Development Plan
RJ	Rights Jessore
RRRI	Rescue, Recovery, Repatriation and Integration
SAARC	South Asian Association for Regional Cooperation
SDG	Sustainable Development Goal
SoM	Smuggling of Migrants
SOP	Standard Operating Procedure
SoV	Source of Verification
SP	Superintendent of Police
SPP	Special Public Prosecutor
SRO	Statutory Rules and Order
TIP	Trafficking in Persons
TMED	Technical and Madrasa Education Division
TMSS	Thengamara Mohila Sabuj Sangha
TTC	Teachers Training College/s
UN	United Nations
UN CTIPWG	United Nations Counter Trafficking in Persons Working Group
UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime
UP	Union Parishad
UPZ	Upazilla
VAC	Violence against Children
VAW	Violence against Women
VoT	Victim of Trafficking
VSC	Victim Support Centre/s
WI	Winrock International
Y	Year

CHAPTER 1: BACKGROUND AND INTRODUCTION

Human Trafficking is both a cause and consequence of human rights violations. Human trafficking is not only a heinous and inhuman offense, but it is also a phenomenon which undermines the human value, worth, and dignity. The cross-border crime of trafficking-in-persons (TIP) is a massive global problem victimizing a large number of men, women, and children. ILO estimates 27.6 million men, women and children are in forced labour – as an outcome of human trafficking². According to the latest available IOM data, more than 125,000 victims of trafficking have been officially identified worldwide, although the true number is believed to be significantly higher due to widespread underreporting and gaps in detection. Of those identified, close to 30,000 are children – meaning nearly 1 in 4 detected victims globally is a child.³

The magnitude of the multifaceted crimes under the umbrella term trafficking-in-persons is so alarming that it is often referred as “modern slavery.” The dynamics underlying the phenomenon have united many nations in the fight against human trafficking. The visible outcomes of the global initiatives include international and regional legal instruments, as well as national legislative and administrative actions. The national plan of action of Bangladesh against human trafficking, portrays its commitment to the issue and provides a set of concrete and comprehensive strategies and actions against TIP.

1.1: HUMAN TRAFFICKING & SMUGGLING OF MIGRANTS: An Overview

Human trafficking is a complex phenomenon, resulting from diverse national and transnational factors. Although the organized crime of human trafficking is often identified as part of cross-border crime, it also occurs within national boundaries. When it happens across borders, it is called cross-border or international trafficking and when it happens within national borders, it is called internal trafficking. Human trafficking, whether internal or cross-border, is inextricably linked with forced, fraudulent, or involuntary movement of people. The ultimate target of traffickers is to exploit their victims in sexual, labour, or other forms of exploitations. Smuggling of Migrants always takes place across the national border. It is an irregular form of migration. In other words, smuggling takes place across the national borders and outside the official migration channels. SoM often utilizes false travel documents or fraudulent visa or fake job contract or other fake documents. It exploits gaps in emigration process or lack of border control. In many occasions, smugglers utilize the same routes and payment channels used by the traffickers. As SoM brings an individual beyond legal monitoring and protection, an incidence of trafficking can easily turn into an incidence of human trafficking. Although these two are separate crimes, this inter-linkage often makes it difficult to distinguish between the two.

Research informs that migration decisions, including the use of irregular migration channels, are often influenced by household economic pressures, debt burdens, livelihood constraints, and aspirations for socioeconomic mobility.⁴ As a result, the decision on SoM of an individual may not be solely of that individual’s own choice. This reveals an urgency of involving the family members of potential migrants in the fight to prevent SoM.

Human trafficking involves the recruitment, transportation, movement or harbouring of people

² ILO; <https://www.ilo.org/topics-and-sectors/forced-labour-modern-slavery-and-trafficking-persons>

³ IOM; <https://www.iom.int/news/125000-trafficking-victims-worldwide-30000-children-iom-chief-calls-global-action>

⁴ Government of Bangladesh and IOM's **Bangladesh Migration Snapshot Report** (launched in October 2025)

for the purpose of exploitation - such as sexual exploitation, forced labour, forced criminality, slavery or organ removal. Traffickers use means such as the threat or use of force, fraudulent schemes, deception, or abuse of power to recruit their victims.

The term “trafficking” is interchangeably used with “human trafficking”, “trafficking in human beings” or “trafficking-in-persons,”. In the Prevention and Suppression of Human Trafficking and Smuggling of Migrants Act, 2026, “human trafficking” is defined as: “the selling, buying, recruitment, receipt, transportation, transfer, or harbouring of any person for the purpose of sexual-exploitation, labour-exploitation or any other form of exploitation whether in or outside of Bangladesh by means of (a) threat or use of force or other forms of coercion, or (b) abduction, fraud or deception, or of the abuse of any person's socio-economic, environmental or other types of vulnerability, or (c) of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person.”⁵ As an exception, in the case of child trafficking, the act of trafficking may occur without using the means (abduction, coercion etc.) as described in element three above.⁶

The term “victims,” which in some cases in this NPA is interchangeably used with “survivors,” means a person against whom the offense of human trafficking (wholly or in part) has been committed and includes, where applicable, his or her legal guardian or heirs/representatives. “Survivor” means those victims who have survived the crime of trafficking committed against them and hence been identified and rescued. Unlike the term victims, the term survivors do not include the legal guardians and legal heirs. This explains why both terms should in an appropriate case be used interchangeably.

1.2: SITUATION OF HUMAN TRAFFICKING AND SMUGGLING OF MIGRANTS IN BANGLADESH

Ministry of Home Affairs works with different ministries and government agencies alongside NGOs, INGOs and UN agencies to periodically collect information on situation of human trafficking to identify status, trends and routes. Efforts have also been made to collect information on interventions and programs.⁷

People of all genders and age groups are at risk of domestic and cross-border trafficking. Under Bangladeshi immigration regulations, labour migration involves high fees, skill-certification and a waiting period which make many young men and women impatient. Thus, some are misled by criminal networks to travel abroad utilizing the networks of smugglers of migrants. This heightens their risk of trafficking in persons. Women and girls are frequently subjected to trafficking for domestic servitude, sexual exploitation, and other forms of gender-based exploitation. Men and boys are predominantly trafficked into forced labour in sectors such as construction, agriculture and service. Boys and girls are targeted by traffickers and subjected to different forms of exploitation, such as forced labour, sexual exploitation, forced begging,

⁵ The Prevention and Suppression of Human Trafficking and Smuggling of Migrants Act, 2026. This definition is in line with the definition of human trafficking provided in the most significant international protocol on human trafficking: the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (popularly known as Palermo Protocol).

² For the definition of exploitation, see Chapter 1 (15) of the Prevention and Suppression of Human Trafficking Act, 2012.

⁶ See S. 3(2) of the Act of 2012.

⁷ A reflection of the latest status of this database is presented in the US TIP report (2025).

forced criminal activities and fake marriage.

Across the South Asia, extensive and porous land borders present opportunities for traffickers to move victims across international boundaries while evading formal border controls. From Bangladesh, traffickers also utilize maritime routes that overlap with those used for migrant smuggling, with victims leaving from the southern sea border in the Bay of Bengal. In recent times, a proportion of the migrants using the Mediterranean route of SoM end up being trafficked.

In Bangladesh, a significant number of men and women are recruited for work overseas. A large proportion of these migrants are targeted by traffickers and smugglers of migrants. They attract them with fraudulent employment promises. Many of these migrants subsequently end up in exploitative and inhumane conditions in forced labour or debt bondage. The First National Study on Human Trafficking in Bangladesh found that traffickers operate by leveraging individual conditions or social contexts that render people vulnerable to trafficking. Different risk factors shape the environments of individual and structural vulnerability that traffickers may take advantage of.⁸

The issue of trafficking is integrally linked with limited awareness on safe and regular pathways of migration, insecurity over livelihood, economic disparities and deprivation of vulnerable communities; inclusive of women. Many trafficked persons are lured and deceived by false promises of good jobs or marriage. Some are abducted, lured, deceived, coerced, threatened with force or exploited under debt bondage. Some of these women and children are trafficked with the tacit consent of their poverty-stricken families (NPA 2023-25).

In case of international trafficking, men are exposed to greater risks. Such trafficking often takes place under the guise of irregular or even regular forms of labour migration. Recent reports highlight that men are using the Mediterranean Sea routes to migrate irregularly to Europe but most of them end up in exploitative situation.⁹

Human trafficking is a clandestine, organized and multi-layered crime carried out by transnational organized criminal networks. They quickly change their modus operandi and adapt to the changing context. As a result, it is almost impossible for the government to combat this crime on its own. Moreover, due to fear of social discrimination and stigma, threats from the criminals, lack of awareness of legal provisions and socio-cultural barriers to legal assistance, in most cases, trafficking victims and their family members avoid the legal system of seeking justice. As a result, the true prevalence of trafficking is difficult to ascertain. This also decreases the likelihood of punishing the offenders.

The Constitution of Bangladesh bans forced and bonded labour (Article 34), imposes a duty on the state to prevent and suppress “prostitution” (Article 18), and guarantees a number of fundamental human rights (Articles 27-44). In plain terms, the Constitution provides for an obligation for the state to prevent violation of human rights in any form,

⁸ MoHA; First National Study on Trafficking in Persons in Bangladesh, study conducted under technical assistance of UNODC, GLO.ACT-Bangladesh Project, Vienna, 2022.

⁹ IOM DTM; file:///C:/Users/IBang/Downloads/DTM%20Europe_Bangladesh%20nationals%20arriving%20by%20sea%20and%20by%20land%20in%20Europe_2025-1.pdf

including human trafficking. In line with its commitment, in 2012, Bangladesh enacted, The Prevention and Suppression of Human Trafficking Act, 2012,¹⁰ which provided comprehensive legislative framework for the prevention of trafficking, prosecution of traffickers, and the treatment/protection of suspected and confirmed trafficking victims. In 2026, This Act has been replaced by the Prevention and Suppression of Human Trafficking and Smuggling of Migrants Act 2026. As described above, smuggling of migrants often turns into episode of trafficking but not all the victims of smuggling are victims of human trafficking. The new legislation recognizes this distinction and accordingly addresses these two crimes separately while recognizing their interlinkages. As a country with a high number of aspirant migrants, cases related to smuggling of migrants (SoM) were expected to be higher than trafficking cases. However, as the SoM component was absent from the Prevention and Suppression of Human Trafficking Act, 2012 – there was no legal means of identifying and prosecuting SoM as a separate crime. Hence, all the cases of trafficking and SoM used to be lodged under the PSHT Act, 2012. This created challenges for investigation, prosecution, and adjudication. To address these gaps, the government undertook initiatives to promulgate a new ordinance repealing the 2012 Act. The new Act, enacted in 2026, incorporates provisions on smuggling of migrants and strengthens investigative and prosecutorial procedures, thereby minimizing existing gaps. Now, the cases of trafficking and SOM will be lodged separately, and the Judges during the charge framing stage will be able to rectify any mistakes committed by investigation or prosecution in identification of these two crimes.

Apart from this, the Overseas Employment and Migrants Act, 2013 and the Children Act, 2013 also contribute in framing of a legal safety net against human trafficking. Other major laws addressing trafficking and SOM include the Emigration Ordinance 1982,¹¹ the Penal Code 1860, the Bangladesh Passport Order, 1973,¹² the Passports Act, 1920, the Passport (Offenses) Act, 1952,¹³ and the Bangladesh Labor Act, 2006 (revised in 2025). Bangladesh in practice also works in partnership with nongovernmental organizations (NGOs) and international agencies, including United Nations (UN) bodies, to combat trafficking. Bangladesh has also made commitments at the international level to combat TIP. Bangladesh participated in the First World Congress against Commercial Sexual Exploitation of Children, which was held in Stockholm in 1996, and the Fourth World Conference on Women, held in Beijing in 1995. Bangladesh also ratified a number of core UN Conventions and human rights treaties, as mentioned above. At the regional level, Bangladesh is a party to the “SAARC Convention on Prevention of Trafficking in women and Children for Prostitution” as a member of the South Asian Association for Regional Cooperation (SAARC).

Bangladesh upholds the framework of Sustainable Development Goals (SDGs) which has a few specific goals, targets, and indicators to combat trafficking and SoM (such as SDG-10). Three goals (5, 8 and 16) are directly related to the prevention and suppression of human trafficking. Apart from these, there are few other related goals and targets. The Government of Bangladesh (GOB) is firm in its commitment to meeting the SDGs. As such, this NPA has given higher priority to the relevant SDGs. As such, the current NPA (2026-

¹⁰ The Prevention and Suppression of Human Trafficking Act, 2012; official translation; Bangladesh Gazette, July 21, 2013.

⁶ Sections 20 and 21 criminalize the act of emigrating or attempting to emigrate unlawfully, and the act offraudulently inducing others to emigrate.

¹² Criminalizes travelling from Bangladesh without holding a valid passport/travel document.

¹³ Criminalizes (Sections 3 and 11) forgery, alteration, and tampering of passports.

2030) is aligned with the SDG implementation plan.

In 2024 Bangladesh established the the National Referral Mechanism to Protect and Assist the Victim of Human Trafficking. Under this structure government bodies, NGOs, INGOs, UN agencies, and the private sector extend services to trafficking victims. Through the referral mechanism, the GOB promotes comprehensive services for trafficking victims through multi-stakeholder cooperation. Under the NPA 2023-2025 (extended up to June 2026) Bangladesh made targeted improvements to its National Referral Mechanism (NRM) and devised a digital platform to strengthen systematic referral of trafficking victims to protection services. The NRM platform provides a digital, centralized system for accessing protection services and has been integrated with the amended Victim Identification Guidelines; ensuring that victims identified through the guidelines are systematically referred to appropriate care. These measures institutionalize a standardized, structured, and digitized referral process, demonstrating the government's ongoing efforts to ensure that trafficking victims are proactively and consistently connected to protection and support services.

Despite making considerable progress in combating human trafficking and SoM, Bangladesh still has a long way to go. Within this context, the Government of Bangladesh has been framing and implementing NPAs to combat human trafficking and SoM under the leadership of MoHA. Other relevant ministries, NGOs, human rights organizations, women and children's rights organizations, development organizations, networks, INGOs, UN organizations, donor agencies, and development partners are also engaged in preparation and implementation of the NPA.

1.3: THE EXPERIENCE OF IMPLEMENTING THE NPA 2023-2025¹⁴

On 24th December, 2024, MoHA organized a Multistakeholder Consultation for NPA Progress Assessment and Formulation of New NPA.¹⁵ In addition MoHA has periodically collected data from different ministries, GOs and CSOs to assess progress and achievements. The following key features and achievements of the implementation of NPA 2023-2025 are noted through this process-

1.3.1 Prevention

During the 2023-2025, the Government of Bangladesh spent from the national budget under the National Action Plan (NPA) 2023–2025 - on average annually, the GoB spent BDT 80,853,333 (USD 662,732) for prevention of human trafficking to raise awareness and prevent human trafficking. The amount spent on anti-human trafficking awareness raising has been built within the projects/programs of different ministries; inclusive of MoHA, MoSW, MoWCA, MoLE, MoFA and MoEWOE. In addition to this, MoIB has on-going initiatives in raising awareness on human trafficking.

The awareness raising initiatives on human trafficking had two components – information related to vulnerabilities and consequences of human trafficking, and information on

¹⁴ The NPA 2023-202

¹⁵ ESTIP, WI/U.S. Department of State provided technical assistance to the workshop.

accessing safe migration (as promotion of safe migration has been adopted as a strategy on preventing human trafficking under the NPA 2023-2025). However, the awareness raising and prevention activities did not address the critical role of family members in pre-departure decision making phase when trafficking is carried out under the pretext of regular or irregular form of migration.

Several government agencies carried out prevention activities using their own budgets or in-kind support, often in collaboration with development partners. This among others include the expenditure of MoEWOE under the action plan on General Compact for Safe, Orderly and Regular Migration (GCM) and its on-going initiatives to promote safe migration. Apart from these:

1. Border Guard Bangladesh (BGB): While not receiving a dedicated prevention budget, BGB conducted awareness sessions across all battalions
2. Bangladesh Coast Guard (BBCG): Anti-trafficking operations and prevention activities were funded through its government-allocated budget.
3. Ministry of Social Welfare (MoSW): Carried out awareness campaigns among social service beneficiaries at different levels, with funding from the national budget and UNICEF. Activities included preventive campaigns, interest-free microloans, medical assistance, and vocational training to rehabilitate potential victims financially.
4. Ministry of Information and Broadcasting (MoIB): Funded awareness campaigns and supported implementation of the NPA for trafficking prevention, with agency-specific budget allocations.

Key achievements include:

- Community awareness meetings: Reached 534 individuals, providing information on trafficking risks, safe migration, and available protection and referral mechanisms.
- School-based campaigns: Trained 624 teachers to integrate trafficking prevention and safe migration messages into curricula, reaching 9,067 students with age-appropriate, preventive information.
- Digital awareness campaigns: A national online campaign reached over 500,000 people, demonstrating broad coverage and rapid dissemination compared to traditional in-person approaches. Social media and digital platforms allowed adaptation to regional contexts and increased accessibility for populations who might not be reached through schools or community events.
- The Department of Social Services regularly conducted awareness campaigns targeting trafficking prevention. Campaigns used various media formats, including regional languages for accessibility. Materials were prepared in Braille to reach visually impaired populations. Approximately 16 million beneficiaries of social service programs were reached with information on safe migration, trafficking risks, and protective measures.

The prevention efforts through social protection involving both safety-net and welfare schemes assisting marginalized households are effective in reducing push factors. The awareness efforts are found less effective in pull factors. To this end, the challenge is greater and greater efforts and innovation (such as online /social media-based campaign and change makers' role played by survivors) are required.

1.3.2 Protection

The Government of Bangladesh (GoB) spent on average annually a total of BDT 401476667 (USD 3290792 under the NPA 2023-2025. Further the total expenditure under NPA has two components- a) Investment in Policy Reform, administrative development costs and cost of improvement of standards of care and b) Services and support provided to the victims. In 2026 the pattern of expenditure in these two components shows- 47 % of the resources was directed towards policy reform and standard upgrading while the remaining 53% was spent on direct supports to victims.

Victims of trafficking (VoTs) were referred to social service providers through two complementary pathways. First, VoTs requiring protection-related services were referred to shelter homes and institutions run by the Department of Social Services through law enforcement agencies and the courts, following the prevailing legal process in Bangladesh. Second, VoTs who directly approached government agencies or NGOs for social services could be referred by the receiving agency directly to service providers without additional verification.

Under the previous NPA, the most significance development was the formation of the National Referral Mechanism to Protect and Assist the Victims of Human Trafficking. It has evolved in an online platform undergoing continual improvement for better coordination among service providers and easier access by the users. Under the NPA 2023-2025 (extended up to June 2026) Bangladesh made targeted improvements to its National Referral Mechanism (NRM) to strengthen systematic referral of trafficking victims to protection services. Based on users' feedback during the trial phase of the NRM digital platform, the government implemented two key modifications: first, the "Need Assessment Committee" was replaced with a "Need Assessment Pool" to streamline decision-making; second, the NRM focal point at the district level was placed within the District Police, enabling more speedy and structured coordination for referrals. Within the ongoing rollout of the National Referral Mechanism (NRM), victim identification is followed by filing of case with the police or courts to assess the application for victim support. At the same time, under the NRM, victims can directly apply for support either on-site with the NRM focal point or via the digital NRM platform, facilitating flexible and survivor-centered access. At the same time, MoHA initiated a process to mobilize financial resources from government and non-government/private sources to operationalize the Anti-Human-Trafficking Fund to strengthen government's protection initiatives.

To ensure that all referrals reached genuine trafficking victims, MoHA introduced the Victim Identification Guidelines initially in 2023 and then updated it in 2025. The guidelines provide structured guidance for detectives and frontline officials to ensure ethical standards during interviews with potential victims. Key improvements include rephrased questions to better capture relevant information, amendments to make the guidance more user-friendly, and the addition of several new sections to enhance comprehensiveness. These updates institutionalize a formal, government-led approach to victim identification, complementing existing referral mechanisms and supporting consistent, trauma-informed identification and protection practices.

Government of Bangladesh, through the Department of Social Services (DSS) under the Ministry of Social Welfare, and Department of Women under the Ministry of Women and Children Affairs continued to provide and fund comprehensive victim care, including shelter, medical care, psychosocial counselling, legal assistance, and repatriation support. All

government-operated shelters has the provision of DSS-approved NGO support. Eligibility of a victim of trafficking to these services includes- Bangladeshi nationals of all ages and, in certain cases, foreign nationals. Child victims of trafficking in Bangladesh were primarily placed in government-operated shelters under the Ministry of Social Welfare (MoSW), Department of Social Services (DSS). Shelter options included Child Development Centers, Safe Homes for Women and Children and Adolescents in Custody, and Training and Rehabilitation Centers for Deprived Girls, which also serve children in conflict with the law or other vulnerable populations. These measures ensured that child trafficking victims received specialized protection, care, and rehabilitation, while minimizing the risk of re-exploitation. Children generally had access to education and other activities outside the shelter, allowing some choice and mobility depending on age and protection needs.

Other services under the NPA (2023-2025) included Medical care and psychosocial counselling, Legal assistance: through the National Legal Aid Services Organization (NLSO), and Repatriation support: safe return and integration with shelter and care.

Key Achievements include-

During the implementation period of NPA 2023-2025, Bangladesh made targeted improvements to its National Referral Mechanism (NRM). These measures institutionalize a standardized, structured, and digitized referral process, demonstrating the government's ongoing efforts to ensure that trafficking victims are proactively and consistently connected to protection and support services.

The NPA 2023-2025 focused on trauma informed and victim-centric protection services for the VoTs. Victim Identification Guidelines and the National Referral Mechanism (NRM) are steps under the NPA 2023-2025 to integrate these services to ensure systematic, survivor-centered referral to care. However, the NRM under the previous legal framework lacked institutional recognition. As such the previous NPA could not further the institutional base of NRM. At the same time, the the facilities providing specialized care to trafficking survivors, including trauma-informed psychosocial counselling, educational support, legal assistance, and health services – were not always tailored to the needs of the VoTs. During the previous planning phase the Anti-Human-Trafficking Fund could not be effectively engaged.

1.3.3 Prosecution

During the NPA 2023-2025 implementation phase trafficking cases were handled within existing police units, judicial divisions, and specialized prosecution teams. Seven tribunals are dedicated to human trafficking cases, while 75 Women and Children Repression Prevention Tribunals performed trafficking-related functions alongside their principal mandates. The Criminal Investigation Department (CID) of the Bangladesh Police is responsible for investigating trafficking cases, and the Trafficking in Human Beings (THB) unit under CID is being trained in modern investigation techniques, including digital and tech-enabled crimes. This unit generally operates nationwide, though resource limitations and personnel capacity remain challenges in some districts. Government's promoted effective prosecution through updated guidelines, bench books, and practical tools for law enforcement and judicial staff. These efforts aimed to strengthen coverage, improve case management, and ensure consistent application of anti-trafficking laws across all jurisdictions. Through the THB unit and the seven dedicated tribunals, alongside the 75 concurrent tribunals, Bangladesh has ensured nationwide coverage for trafficking cases.

During the previous NPA (extended up to June 2026), the Prevention and Suppression of Human Trafficking Act (2012) has been replaced by Prevention and Suppression of Human Trafficking and Smuggling of Migrants Act, 2026. In the new legislation-

- A separate legal definition of “Smuggling of Migrants” is introduced to assist the legal system to identify it as a crime separate from human trafficking.
- A separate chapter is added on smuggling of migrants (SoM), criminalized fraudulent documentation, forced criminality, and updated investigation procedures.
- Separate legal provisions (especially punishments) are provided to address smuggling of migrants.

To address the growing trends of web enabled trafficking, the newly enacted Act (Gazette publication in 2026) recognizes new elements of punishable offenses. It covers the forced criminality inclusive of scamming, and related offenses. Five Cyber Crime Units under the Police analyze data to respond to tech-enabled trafficking. Police, judges, and prosecutors have been trained in cyber trafficking investigations, supported by a cyber forensic lab at CID headquarters. The 2025 Cyber Security Ordinance and BTRC monitoring strengthen legal and regulatory oversight, while public awareness campaigns promote safe migration, online safety, and digital literacy.

In the closing year of the NPA 2023-2025, a total of 1,441 case petitions were filed before the Anti-Human Trafficking Offences (AHTO) Tribunals, while an additional 1,128 police investigation reports were submitted to the Tribunals. In total, 712 cases were adjudicated and concluded during the last year (2025). Of the 712 cases disposed of, 42 cases resulted in the conviction of 76 traffickers (59 male and 17 female). Among the 76 convicted individuals, 32 accused were sentenced to fines only. The remaining 670 cases were disposed of through acquittal of the accused persons. The overall conviction rate, calculated against the total number of cases disposed of, was approximately 6 per cent. Notably, due to increased awareness and improved understanding of human trafficking offences and victim identification among judges, a total of 1,128 cases were dismissed prior to prosecution, as they were determined not to meet the legal threshold for human trafficking offences. In this year, 1,128 police investigation reports were submitted to the Tribunals and a further 1,441 new cases were registered with the system. The number of newly registered trafficking in persons (TIP) cases during the last year of NPA was higher than the previous year.

NPA 2023-2025 prioritized on the capacity building of law enforcing agencies and judiciary. As part of this initiative in 2025 alone 243 judges and 85 Special public prosecutors were trained on anti-trafficking laws and case adjudication at the Judicial Administration Training Institute under the Ministry of Law, Justice and Parliamentary Affairs (MoLJPA). The trainings were government-led with technical supports of the development partners. MoHA also carried out routine capacity building of its agencies. The Bangladesh Border Guard (BGB) prioritized capacity-building by integrating anti-trafficking laws and enforcement protocols into its training curriculum at multiple levels. Training contents included the Prevention and Suppression of Human Trafficking Act, 2012, victim identification, and transnational crime prevention. Additionally, 24 BGB officers participated in national and international seminars, supported by development partners in which BGB provided venues, logistics, and resource persons. Officials of Bangladesh Coast Guard (BBCG) participated in 10 inter-agency anti-trafficking training programs. In 2025, apart from the basic training on human trafficking carried out in the Police Training Academies, around 10,000 police personnel received specialized training (investigation and legal issues) to address human trafficking.

Key Achievements include, introduction and improvement of several key instruments to strengthen anti-trafficking measures:

1. Prevention and Suppression of Human Trafficking and Smuggling of Migrants Act 2026 – Incorporated a separate chapter on smuggling of migrants (SoM), criminalized fraudulent documentation and forced criminality, and updated investigation procedures. (Attachment-3)
2. Updated Human Trafficking Crime and Victim Identification Guideline – Added new questions to improve precision in identifying victims. (Attachment-4)
3. Bench Book on Human Trafficking Cases – Provides guidance for effective court procedures and judicial handling of trafficking cases.

At the same time progress was made in capacity strengthening of law enforcing agencies and judiciary. However, throughout the implementation of the previous NPA, the human trafficking and smuggling of migrant related cases were amalgamated in the process of prosecution which constituted a key cause behind a low rate of conviction. Moreover, the separate Anti-Human Trafficking Offences (AHTO) Tribunals could not be expanded to all the required hotspots.

1.3.4 Partnership

Under the NPA 2023-2035, Ministry of Home Affairs strengthened partnership with the survivors' organizations. Consultative process has been initiated which is showing promise of bigger engagements. National NGO, INGO and UN agencies (such as IOM, UNODC, Winrock International, Justice & Care, BRAC, Rights Jessore and INCIDIN Bangladesh) closely worked with MoHA to implement NPA 2023-2025. MoHA received technical assistance from these agencies and cooperated with these non-state actors to implement actions on the ground. International development partners (such as USA, EU and Switzerland) contributed in development of policy and planning documents as well as capacity building of GOs and NGOs. Through, these multi-stakeholder engagement structural reforms (such as NRM), legal reform (such as the new Act, 2026), strategy formulation (NPA) and institutional strengthening (such as measures to make the Anti-Human-Trafficking Fund operational) could be ensured. The Counter Trafficking Committees remained as the critical mechanism of facilitating bottom-up process of partnership. To this end, CTCs were trained in selected locations with the support of NGOs, INGOs and UN agencies.

Collectively, these measures demonstrate the government's continued progress toward meeting the minimum standards for the elimination of trafficking by strengthening prosecution capacity, expanding victim protection, boosting reintegration mechanisms, and institutionalizing international cooperation through multi-stakeholder partnership.

Key Achievements include-

1. Concrete advancement in making NRM and the Anti-Human-Trafficking Fund operational through multistakeholder partnership
2. Multi-stakeholder partnership placed at the center of NPA implementation

During the implementation phase, withstanding procedural progress,, the true potentiality of partnership could not be achieved through joint financing under the Anti-Human-Trafficking Fund. The CTCs at the grassroots level had low and varied performance.

1.3.5 3. Monitoring & Evaluation

Through internal reporting structure, MoHA carried out periodic (annual) monitoring of progress of NPA implementation – which provided inputs to global reporting on human trafficking situation on behalf of the Government of Bangladesh. MoHA also conducted a workshop to assess progress and achievement of implementation process of NPA 2023-2025. MoHA has also developed an online reporting platform with technical assistance of UNODC and INCIDIN Bangladesh. Which is expected to be fully operational by December, 2026. However, the reporting from different partners could not be standardized during the implementation of the previous NPA.

1.4: SPECIAL CONSIDERATIONS IN PREPARING THE NPA 2026-2030

The NPA development process identified gaps in institutions, instruments, procedure and capacities in addressing human trafficking and smuggling of migrants (SoM) and proposed way forward. Among others, to address gaps in logistical and capacity in investigation of cases of Human Trafficking and SoM, it stressed upon development of professional-skills along with technical and logistical capacities of judiciary, Police, BCG and BCG. The NPA further analysed the key features of the changing context and features of human trafficking to devise appropriate strategies. It observed that the context of human trafficking has changed with –

- 1 A trend of web-enabled human trafficking becoming stronger.
- 2 Linkage between smuggling of migrants and human trafficking is getting stronger.
- 3 A new PSHTSoM Act, 2026 being enacted with the scope of HT and SoM to be jointly addressed.
- 4 Internal trafficking needs to have additional focus
- 5 Trafficking for forced criminality is an emerging trend
- 6 Mediterranean route to Europe is becoming a channel of mixed mobility (SoM and Trafficking)
- 7 Route through Americas is now under stricter legal enforcement of USA with a flow of deportees – collaboration at government level is needed to dismantle traffickers at both ends.

Among these issues, two thematic areas, namely; web-enabled trafficking and nexus between human trafficking and smuggling of migrants need to have special attention.

Web-Enabled Trafficking

Web-enabled trafficking refers to the use of digital technologies—such as social media, online job portals, and encrypted messaging applications—to facilitate trafficking at various stages, including recruitment, transportation, and exploitation. Web-enabled trafficking represents a rapidly evolving dimension of human trafficking in Bangladesh. The integration of digital technologies has increased both the scale and sophistication of trafficking operations, making prevention and enforcement more challenging. In absence of effective legal framework to ensure such protection coupled with absence of a robust code of conduct for the ISPs, practically the IPS are exempted from formal and informal liabilities (even while increasing number of children are subjected to online exploitations/harassments).¹⁶ There are different forms of web-enabled trafficking. This includes - online recruitment and fraud, digital grooming, sexual exploitation and cyber-enabled Forced Labour.

To this end, digital forced labour is a growing trend. Traffickers recently recruit Bangladeshi citizens

¹⁶ ASK, Review of Code of Conduct for Internet Service Providers (ISPs)

both from within the country and abroad to forcefully engage them in scamming centers. According to a news report¹⁷, traffickers operating in Dubai target Bangladeshi migrants who are already struggling to make ends meet. They approach them with tempting offers—jobs in Thailand with salaries far higher than what they currently earn. Many are promised work in IT, customer service, or online businesses. These offers seem legitimate, and in their desperation to improve their lives, the migrants agree. Once the migrants arrive in Thailand, the nightmare begins. Instead of being taken to a workplace, they are ambushed by armed traffickers. They are smuggled across borders, transported deep into Myanmar, where scam centres operate under the protection of armed groups.¹⁸ On another account, *an organized trafficking network operating in Cambodia deceived prospective migrants through false promises of overseas employment. Law enforcement agencies-initiated investigations, rescued victims and pursued legal action against members of the trafficking network.*¹⁹

The rapid expansion of digital technologies has significantly transformed the global landscape of human trafficking. The total number of mobile phone subscribers in the country was **187.06** million by the end of November 2025.²⁰ While it stood at 165.57 million in December 2019²¹ and at 170.13 million in December 2020²². The experts associated this rapid growth in Internet and mobile phone subscriptions with the repercussions of COVID-19 lockdown of the second wave. Due to COVID-19 restrictions, the country experienced an unprecedented shift from offline to online mediums of education, office, shopping, etc. and multitudes of people have activated/reactivated their internet outlet in their smartphones, desktops and laptops. However, increased use of the ICT technology at the backdrop of low awareness, skills and use of safety protocols and ethical boundaries- heightened the risk of victimization of general mass (inclusive of children) by online-based offenses.²³ In Bangladesh, the growing penetration of internet services, widespread smartphone usage, and increased engagement with social media platforms have heightened exposure to online risks. Increasingly, traffickers are also utilizing online platforms to recruit, control, and exploit victims, giving rise to what is commonly referred to as *web-enabled* or *cyber-enabled trafficking*. This emerging dimension enables criminal networks to operate with greater anonymity, efficiency, and transnational reach.

In Bangladesh, traffickers commonly exploit social media platforms to advertise fraudulent overseas employment opportunities, initiate deceptive relationships, and conduct long-term online grooming of victims. Research indicates that digital grooming and deception are increasingly used, particularly targeting women and adolescents through online interactions.²⁴ A recent report highlights that social media has become a major recruitment hub, where traffickers lure victims with false promises of lucrative jobs abroad, especially targeting unemployed youth.³

In response, digital and social media platforms are actively monitored by law enforcing authorities to detect traffickers' recruitment strategies. These include: deceptive online advertisements and fabricated success stories, false overseas employment offers and fraudulent marriage proposals and misleading opportunities in modelling, acting or other entertainment sectors. Recently, specialized law enforcement units analyse recruitment patterns, develop offender profiles and take enforcement actions

¹⁷ Published in 2025 by Business Standard

¹⁸ <https://www.tbsnews.net/thoughts/trapped-nightmare-bangladeshi-migrants-hellish-journey-dubai-scam-centres-myanmar-1095906>

¹⁹ MoHA

²⁰ Mobile Phone Subscription distribution among different service providers; at the end of November, 2025

https://www.amtob.org.bd/home/industrystatics?utm_source=chatgpt.com

²¹ Financial Express; <https://thefinancialexpress.com.bd/trade/over-165m-mobile-phone-subscribers-in-country-brtc-1580739006>

²² Financial Express; Ibid

²³ TdH NL, 2025, Policy Brief on OSAEC

²⁴ International Journal of Social, Political and Economic Research, 'Digital Trafficking of Women and Girls in Bangladesh' (2024).

against suspected traffickers and brokers.²⁵

The newly enacted Prevention and Suppression of Human Trafficking and Smuggling of Migrant Ordinance 2026 addresses web-enabled trafficking by- criminalization of fraudulent digital advertising, utilization of social media and digital platform for recruitment of victims, imposition of tougher penalties and focusing on online evidence.²⁶ Section 25(1) of the Cyber Security Ordinance, 2025²⁷ criminalizes the intentional or knowing use of websites or digital/electronic means to engage in blackmailing, sexual harassment, revenge porn, or sextortion, or to create, obtain, store, transmit, publish, or broadcast information, videos, images, audio-visual content, still images, graphics, or digitally captured data including AI-generated or AI-edited content that is harmful or intimidating. These provisions are critical in addressing exploitation such as trafficking in cyber space. However, there is a critical gap-²⁸ namely, absence of platform accountability.

The NPA 2026-2030 recognizes a need of addressing web-enabled trafficking as a specific cluster. The NPA proposes for assessing and adopting appropriate legal reform so that harmony and clarity prevail across different legislative instruments and platform accountability is ensured. NPA proposes policy, legal and mass awareness on the crime along with development of appropriate procedures, tools and skills to identify, investigate, interrupt and prosecute. It further proposes specialized assistance to the victims.

Nexus between Human Trafficking and SoM

In recent years, irregular migration from Bangladesh to Europe has increased significantly, particularly through dangerous smuggling routes. This phenomenon is closely linked with human trafficking, as many migrants who initially consent to smuggling subsequently become victims of exploitation. The distinction between migrant smuggling and trafficking often becomes blurred in practice, especially along irregular migration routes. Bangladesh has emerged as a significant source country for irregular migration to Europe. In 2025, 24,318 migrants from Bangladesh arrived in Europe by sea and by land, a 59 per cent increase compared to the number registered in 2024.²⁹ News reports indicate that thousands of Bangladeshis attempt to reach Europe each year through unsafe and unauthorized channels, often facilitated by organized criminal networks.³⁰ A significant number of Bangladeshi respondents (22%) has reported long periods of residence, of one year or more, in a transit country before moving again towards Europe³¹.

Smuggling operations are highly organized and transnational. Criminal networks coordinate recruitment, transportation, documentation, and border crossings. According to international assessments, migrant smuggling from Bangladesh is a significant organized crime issue involving

²⁵ Information shared by MoHA for USTIP reporting, 2025

²⁶ Prevention and Suppression of Human Trafficking and Smuggling of Migrant Ordinance 2026;

²⁷ Child Protection Provisions under the Cyber Security Ordinance, 2025; Section 25: Sexual Harassment, Blackmailing, and Obscene Content; [Cyber Security Ordinance, 2025 \(Ordinance No. 25 of 2025\) | PDF | Security | Computer Security](#)

²⁸ Mohammad Yamin Hoque; Child Safety in Bangladesh's Cyberspace: Evaluating the Cyber Security Ordinance 2025 and the Path Forward; 2026; <https://recordoflaw.in/author/rol2>

²⁹ IOM; BANGLADESHI NATIONALS ARRIVING BY SEA AND BY LAND IN EUROPE; March, 2026; file:///C:/Users/IBang/Downloads/DTM%20Europe_Bangladeshi%20nationals%20arriving%20by%20sea%20and%20by%20land%20in%20Europe_2025.pdf

³⁰ Dhaka Tribune, "Bangladeshis continue taking illegal migration routes" (2024)

<https://www.dhakatribune.com/bangladesh/353080/bangladeshis-continue-taking-illegal-migration>

³¹ IOM; Ibid

complex cross-border networks.³² Although smuggling of migrants (SoM) and human trafficking are two different crimes, they are closely interconnected in practice. While migrants may initially consent to smuggled, they often encounter situations that amount to trafficking, including:

- Debt bondage
- Forced labour
- Sale or transfer between criminal groups

Reports suggest that Bangladeshi migrants are frequently exposed to exploitation abroad due to fraudulent recruitment and coercive conditions, which are indicative of trafficking. The smuggling of Bangladeshi migrants to Europe represents a complex phenomenon closely linked with human trafficking. Although migration may begin voluntarily, the conditions encountered by a large proportion of the participants during transit or at destination often result in exploitation that meets the definition of trafficking. Trafficking is a crime committed against the migrants, while in case of smuggling, the aspirant migrants collude with the smugglers to cross the international borders in irregular means. Recent days, many of the traffickers pose as smugglers to attract potential migrants. In such a case, at the destinations or at transits, when they are held captive or sold out or forcefully exploited- the migrants realize that they have being trafficked. This is a prominent trend in case of the Mediterranean-rout-based trafficking to Europe.³³

The current NPA 2026-2030 recognizes a set of needs and gaps to be address under its scope to make new legislation operational–

- The law enforcement and judicial actors need to be made aware and skilled on the new legislation so that the cases under trafficking and SOM are lodged separately, and the Judges during the charge framing stage are able to rectify any mistakes committed by investigation or prosecution.
- Appropriate reforms need to be initiated to make the law enforcement and judicial structures, procedurals and tools for identification, criminalization, investigation and trial of the crime of SoM- to ensure it is not amalgamated with the crime of human trafficking.
- General awareness and targeted awareness of the family members of potential migrants need to be raised on SoM and the new legal instrument addressing the crime.

³² UNODC, “*National policy response against smuggling of migrants in Bangladesh*”
<https://www.unodc.org/unodc/human-trafficking/glo-act7/Countries/expert-meeting-towards-national-policy-response-against-smuggling-of-migrants-in-bangladesh.html>

³³ IOM Dhaka, 2025, Understanding the Phenomenon of Human Trafficking in Bangladesh

CHAPTER 2: THE NATIONAL PLAN OF ACTION TO ADDRESS HUMAN TRAFFICKING AND SMUGGLING OF MIGRANTS 2026-2030

Initially in 2002, the Government of Bangladesh, prepared the first National Plan of Action against Sexual Abuse and Exploitation of Children, including Trafficking, principally to meet its obligations under the CRC, in 2002. This instrument was to remain in force for five years and was adopted at the initiative of the MoWCA. It was a significant step forward towards combating human trafficking, although, the focus of that plan was solely on the prevention of child trafficking for sexual exploitation. Regardless of few achievements, it should be admitted that the 2002 NPA had many limitations.

From that perspective, in 2015 the NPA (2015-17) made significant progress. However, the inter-ministerial coordination appeared as a great challenge. During the planning, the representatives of different ministries were engaged and they provided important propositions and inputs. But during the implementation phase, most cases, the respective ministries did not put priority on implementation of their commitments and there was no fund allocated for these planned activities. As such, many of the critical actions planned under NPA were not implemented and in some cases, actions could not be implemented due to lack of funding.

To overcome these limitations, the NPA 2018-2022 was developed in harmony with the 7th Five-Year Plan and SDG implementation plan. Already, the SDG implementation plans of different ministries had been integrated with the 7th Five-Year Plan. In this mega process of SDG planning and implementation, each of the ministries, under the leadership of the Ministry of Planning, was engaged with ongoing projects, projected budgets and propositions. To utilise this commitment and coordinated initiative in favour of the implementation of the NPA on prevention and suppression of human trafficking- the relevant goals of SDGs were incorporated within the framework of NPA 2018-2022. By doing this, the prioritized programs of each of the ministries could be included in the NPA and required funding could also be ensured.

The same process of coordination was followed in NPA 2023-2025. The updated NPA 2023-2026 however considers the 8th FYP as its main guideline and linked the anti-human trafficking actions to the sectors and sub-sectors of the 8th FYP. The NPA 2023-25 objectives/expected outputs were aligned with SDG and 8th FYP's objectives. The actions of NGO, INGO and UN agencies were also clustered around the sectors and sub-sectors of the 8th FYP and SDG targets. The implementation phase of NPA 2023-2025 was expanded up to June 2026, to make the next NPA (for 2026-2030) harmonize with the annual budget cycle.

Under the leadership of MoHA, based on its role in preparation of the previous NPA, INCIDIN Bangladesh was assigned as the technical resource in the multi-stakeholder drafting process of the NPA 2026-2030. Since 2018, the process of extending technical assistance to NPA drafting process was supported by USA through Winrock International. In 2024 MoHA initiated the drafting of NPA 2026-2030 with the technical assistance of FSTIP project of Winrock International with the support of US Department of State.

The process was spearheaded by the Drafting Committee and involved consultations with ministries, government agencies, NGOs, INGOs, UN agencies and survivors. These consultations generated a set of suggestions and recommendations. During the drafting of the current NPA, these suggestions were carefully considered. At the same time, to evolve a pragmatic NPA, the members of the NPA 2026-2030 Drafting Committee have given valuable and insightful inputs. Once the draft was prepared, it was shared among the stakeholders and experts. Later, the Drafting Committee finalized the NPA through editing and revisions based on the feedback of the Inter-Ministerial Meeting, headed by the Senior Secretary of MoHA. Structurally,

- the NPA 2026-2030 carries forward the efforts under NPA 2023-25
- the framing of the draft NPA is based on assessment and learnings derived from the experience of implementing the NPA 2023-25 and the consultations feeding the drafting process.

The NPA provides a set of strategic actions to achieve its goals and specifies the roles of different ministries and organizations in implementing these activities. The NPA provides the scope for inter-agency and inter-actor coordination and a centralized system of monitoring, reporting, and evaluation. For the current NPA, special care has been taken to coordinate it with SDGs and the changes in the legal context – situation of human trafficking (such as emphasis on web-enabled trafficking and nexus between trafficking and SoM) and specifically the enactment of the Prevention and Suppression of Human Trafficking and Smuggling of Migrants Act, 2026. The broader scope of the new legal instrument of 2026, contributed in expanding the scope of the current NPA and enabled it to address human trafficking and SoM both separately and at their intersections. Hence, the current NPA is titled as the National Plan of Action to Address Human Trafficking and Smuggling of Migrants, 2026-2030.

2.1: BASIC PRINCIPLES AND SCOPE

Keeping in mind the human rights implications of the crime of human trafficking and SoM (see Annex 1), the NPA 2026-2030 is firmly based on the following basic principles:

Guiding Principles

- no discrimination against anyone based on sex, religion, caste, education, political ideology, or wealth
- government responsibility and ownership
- protection of victims of trafficking from revictimization by ensuring comprehensive protection assistance
- protection of the best interests of the child victims³⁴ and respect for human dignity of all during the rehabilitation, rescue, and criminal justice processes (protection of victims from re-victimisation/harassment)
- civil society participation through promotion of public-private partnerships
- localization of counter trafficking initiatives through participation of local-level people and local government institutions

³⁴ This is to note that, the principle of best interest of the child has been clearly recognised in the Prevention and Suppression of Human Trafficking Act, 2012. For example, its Section 2 provides that when a child has been the victim of trafficking, the prosecutors will not have to prove the exercise by the offender of force or threat.

- interdisciplinary coordination or cross-section responsibilities shared among government agencies and between the government agencies, UN, INGOs, and NGOs
- conformity with other relevant policies of the government
- mainstreaming the NPA within the key development plans of the government
- Bangladesh's solidarity with the concerns and efforts of the international community
- Best interest of a child- UNCRC Article 3 asserts that in all actions concerning children, whether undertaken by public or private social welfare institutions, courts of law, administrative authorities, or legislative bodies, the best interests of the child shall be a primary consideration.³⁵ It serves as a guiding principle, ensuring that every decision, every policy, and every initiative is evaluated through the lens of its impact on children.

Non-punishment principle for victims- As per the new Act 2026, victims of human trafficking shall not be arrested, detained, charged, prosecuted or otherwise penalized for unlawful acts committed as a direct consequence of being trafficked or smuggled.³⁶

Scope of NPA

- to provide for certain implementable activities to address human trafficking and SoM; involving prevention of the incidence of human trafficking and SoM, delivery of protection services to the victims, prosecution of the crime, partnership between and among the stakeholders and periodic monitoring & evaluation of the implementation process.
- to coordinate and allocate the responsibilities among various government agencies and other implementing organisations (including NGO, INGO and UN agencies) for the implementation of the planned activities.

2.2: CORE OBJECTIVES AND STRATEGIES

The NPA 2026-2030 aims to achieve five core objectives:

1. To prevent the incidence of human trafficking and SoM by promoting awareness and capacity within an empowering eco-system of social protection and safe migration.
2. To establish a comprehensive trauma informed and victim-centric protection and care structure for rescue and repatriation of the victims, recovery from the physical/ psychosocial trauma and sustainable integration into families and society.
3. To ensure justice for victims and their families through effective implementation of legal instruments addressing human trafficking and SoM
4. To systematically promote multistakeholder coordination and cooperation across relevant GOs, NGO/INGO/UN agencies both at home and abroad, with a view to effectively combating human trafficking and SoM
5. To guide a learning process by effective monitoring, evaluation and reporting of the progress in implementation of the activities planned under the NPA

³⁵ The children Act 2013 is at per with this principle

³⁶ The Prevention and Suppression of Human Trafficking and Smuggling of Migrants Act, 2026

Table 2. NPA objectives, Strategic objectives and Actions

NPA Objectives	Strategic Objectives	Actions
NPA Objective 1: Prevention of human trafficking and SoM	• Strategic Objective-1.1 Reduction of economic vulnerability of marginalized households • Strategic Objective-1.2- Prevention of irregular migration and Smuggling of Migrants • Strategic Objective-1.3- Prevention of web-enabled trafficking and cyber scamming • Strategic Objective-1.4- Comprehensive behaviour change campaigns for at risk vulnerable aspiring migrant communities	• Awareness campaign • Social protection and Safety-net program • IGA support • Stipend, training • job-placement • IGA • Policy, MoU and Agreements • Training • Web monitoring and intervention
NPA Objective 2: Protection of Victims of Human Trafficking and SoM	• Strategic Objective: 2.1: Strengthened efforts in rescue of woman, man and child victims of human trafficking within and outside the country • Strategic Objective: 2.2: Strengthened efforts in repatriation of man, woman and child victims of trafficking rescued abroad • Strategic Objective: 2.3: Strengthened National Referral Mechanism for Care and Support of the Victims of Human Trafficking • Strategic Objective: 2.4: Support for sustainable psychosocial and economic integration of Victims of Human Trafficking	• Strengthening the capacity of National Authority • Training on victim identification and referral on NRM • Training for standardized service delivery • Different standardized services for effective social integration through NRM • Support for service delivery • Support for meeting • Different standardized services for effective social integration through NRM • Organizational development

NPA Objective 3: Effective Prosecution of human trafficking cases	• Strategic Objective- 3.1: Reform of the legal policy, Rule and guidelines on human trafficking and Smuggling of Migrants (SoM) as per the new • Prevention and Suppression of Human Trafficking and Smuggling of Migrant (PSHTSoM) Act 2026 • Strategic Objective- 3.2: Strengthened implementation of law on human trafficking and smuggling of migrants (SoM) • Strategic Objective- 3.3: Ensuring speedy and effective trial of human trafficking and Smuggling of Migrants	• Preparation and endorsement of new Act , 2026 • Revised VoT identification guidelines • Training on revised VoT identification of guidelines • Signing and implementation of MLA, MoU • Logistical Support to the judiciary and law enforcement agencies, especially Bangladesh Police • Expansion of Special Tribunal • Training on new legislation and legal tools • Legal Services • Victim Witness Protection • Awareness on legal provisions and services
NPA Objective 4: Multi-sectoral partnerships in combatting human trafficking and SoM	• Strategic Objective- 4.1: Strengthened multi-stakeholder coordination to combat human trafficking. • Strategic Objective- 4.2: Consultation and cooperation across source, transit and destination countries. • Strategic Objective- 4.3: Strengthening of oversight and collaborative Institutions	• Coordination Meetings at all levels of CTC • Cross-sectoral consultations • GO-NGO coordination meeting • Service Providers' Network (GO, INGO, INGO, UN and Private Sector) • Meeting and review by National Anti-Trafficking Authority • Consultative meetings • Strengthening RRRI • Policy formulation in BIMSTEC /SAARC • Treaties/MLA/MoU • Orientation • Motivation and strategy building on CSR • Training • Resource support • Review and reform of Institutions formed under the Act

NPA Objective 5: An effective system of monitoring, evaluation and reporting	• Strategic Objective-5.1: Strengthening of monitoring of NPA implementation. • Strategic Objective-5.2: Conducting mid-term and end of NPA evaluation. • Strategic Objective-5.3: Identifying key lessons learnt • Strategic Objective –5.4: Periodic update of NPA	• Online monitoring and reporting capacity strengthening / Effective monitoring tools • Mid-Term evaluation • Endline Evaluation • Annual review of NRM • Thematic research • Revisit of NPA •
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2.3 : SDG AND NPA (2026-2030)

In Bangladesh, the actions under NPA to prevent and combat human trafficking and SoM are placed within the mainframe of national planning. It held committed interventions of government, non-government and UN actors with clearly identified sources and amount of budget allocations. To this end, the NPA linked the planned actions with SDG goals and Annual Development Plans (ADP) of relevant ministries and government agencies/departments. As such, the current NPA to Address Human Trafficking and SoM has also been harmonized with SDG implementation plan. The following three Goals of the SDGs are directly linked with the current NPA:

- SDG 5: Achieve gender equality and empower all women and girls
- SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Apart from these three, there are few other SDG targets which may contribute to the suppression and prevention of human trafficking. As such, in developing this NPA, the SDG goals and targets have been initially matched with the five key objectives of NPA 2026-2030. The matrix below presents the summary of these correlations.

Table 3. SDG targets and corresponding NPA core objectives

SDG Targets	NPA Core Objectives
1.31, 5, 1.B, 4.4, 4.7, 4.A and 8.6	Objective 1: To prevent Human Trafficking and Smuggling of Migrants (SoM)
5.2, 8.7, 16.2, 16.4	Objective 2: Protection to the victims / survivors of human trafficking and Smuggling of Migrants (SoM)
16.4	Objective 3: Effective prosecution of the human trafficking and Smuggling of Migrants (SoM) cases
16.4	Objective 4: Multi-stakeholder partnerships in combatting human trafficking and Smuggling of Migrants (SoM)

The Annual Development Plan (ADP) translates the strategies of GoB's commitment to growth, peace and development into practical actions. However, for budgetary accuracy, in updating the NPA, the Revised Annual Development Plan (RADP) 2026-27, and so of

subsequent years, will be of critical importance. To ensure coherence with updated actions of GOs and NGO/INGO/UN agencies the current NPA holds the flexibility of revising and updating its planning matrix after the mid-time evaluation.

2.4: IMPLEMENTATION GUIDELINES FOR NPA 2026-2030

MoHA is the lead ministry with overarching responsibility for overseeing the implementation of the NPA 2026-2030. At the same time, as per the roles assigned in different actions planned under the NPA, each of the ministries will take the lead and cooperate with relevant ministries to achieve the assigned goals and expected outputs by meeting the set targets.

Steps and Approaches of Multi-Stakeholder Cooperation for NPA Implementation

In the NPA 2026-2030, different ministries/departments/agencies and NGO/INGO/UN agencies are in charge of implementing projects falling within their mandates. However, not all the projects have 100 per cent coverage of population at risk of or victims of human trafficking and SoM. As such, for the projects without clearly mentioned objective and scope of addressing human trafficking, the NPA 2026-2030 proposes at least 5% coverage of population at risk of or victimized by human trafficking and SoM. Accordingly, the NPA 2026-2030 foresees these projects to utilize a proportion (%) of the budget allocated for the purpose of addressing human trafficking, SoM and related issues.

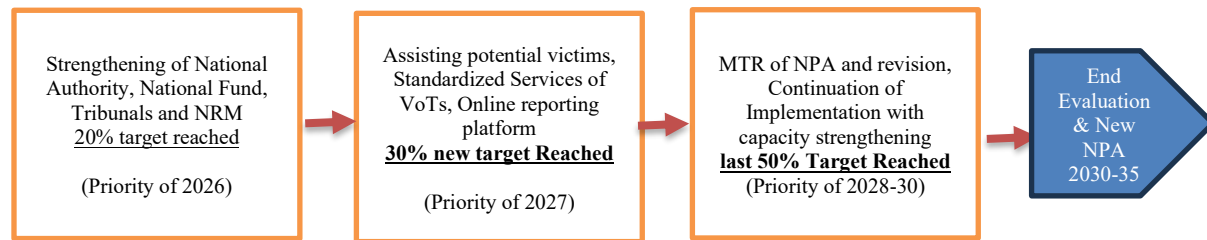
To ensure this, MoHA will take the following measures-

1. MoHA will have continual communication with the relevant ministries, departments, agencies (including NGO/INGO/ UN agencies) on the responsibility of inclusion of vulnerable or victims of human trafficking and SoM within the target groups of their projects which are included in the NPA 2026-2030.
2. MoHA will periodically collect information on the interventions from all the relevant ministries, departments, agencies (including NGO/INGO/ UN agencies) on the projects /interventions/ programs included in the NPA 2026-2030.
3. For clear and common understanding on NPA interpretation and implementation, MoHA will also carry out bilateral or multilateral (as per need) discussion and orientation sessions with the implementation partners of NPA 2026-2030.

At the same time;

- A. MoHA will bear the responsibility of mass dissemination of NPA 2026-2030. To this end, the NPA 2026-2030 shall be urgently sent to all stakeholders and to all the members of CTCs with a call for action. The MoHA shall raise awareness on the new Act of 2026 and its Rules (to be endorsed and enforced) and shall call upon the relevant actors to implement those.
- B. The National Authority SHALL coordinate, monitor and evaluate the implementation of the NPA 2026-2030 periodically (quarterly) in which the District, Upazila and Union CTCs will contribute in ensuring a bottom-up flow of data.
- C. In addition, along with the implementing agencies the CTCs are recognized and integrated as critical actors in the implementation and monitoring process of the NPA 2026-2030.
- D. To fight human trafficking and SoM effectively, mass people, local government and local community/ leaders will be motivated to work together and support the effective implementation of the initiatives to address the crimes of human trafficking and SoM.
- F. For effective monitoring and oversight on the implementation of the NPA 2026-2030, MoHA will make operational a web-based reporting portal and orient relevant actors on its use.

The implementation pathway of NPA 2026-2030 can be illustrated as follows-



CHAPTER 3: MATRIX OF THE NPA FOR PREVENTING AND SUPRESSING HUMAN TRAFFICKING 2026-2030

The NPA 2026-2030 is presented in two sets of matrices; one is a general planning matrix and another is a matrix of prioritized actions of the GO, NGO, INGO and UN Actors.

As mentioned above, the NPA 2026-2030 is presented in two sets of planning matrices. The first set outlines ongoing and proposed projects of government, NGO, INGO and UN actors to achieve the five key objectives and the related strategic objectives of the NPA. The government initiatives or programs/projects are drawn from the Annual Development Plan, except for a few exceptions (which are marked as “proposed project titles”). However, the matrix is simplified compared to that of NPA 2023-2025. The second set captures prioritized actions that need to have visibility from the year 2026 to address urgent issues at hand.

General Planning Matrix

Section 3.2 presents the general actions planned under the NPA 2026-2030. For each objective, a separate segment is prepared which presents actions of the government, NGO, INGO and UN actors (both ongoing and proposed) for the period 2026-2030. For each of the NPA objectives, there are several strategic objectives.

Table 5. Format for the planning matrix: NPA 2026-2030 (for GOs and NGO/INGO/UN agencies)

NPA Objectives – (the five goals of prevention, protection, prosecution, partnership and M&E)						
Strategic Objectives:						
• (Multiple expected outcomes under respective goals)						
Strategic Objectives	Target Group(s) National/ Annual Targets	Generic Action	Implementing Agencies	Specific Project(s)	Timeline	Indicator and Means of Verification
This column holds the expected outcomes for each of the Goal or NPA Objectives	This column lists the target groups need to be covered to achieve each strategic objectives	This column holds list of actions required to achieve each of the strategic objectives	The ministry/ government agency /NGO/INGO/ UN agency effectively responsible for overall implementation of a project	This column holds projects in line with one or several target groups and generic actions.	2026 2027 2028 2029 2030	As per the indicators associated with each of the projects

After the introduction of general planning matrix, in Section-3.2.2 a second set of prioritized actions are presented.

Priority Response

Under NPA 2026-2030, a special matrix is prepared on three key strategies as described in below.

Priority Response						
SoM and Trafficking to Europe, Americas and labour sending destinations						
Key Strategies: <i>Legal measures against identified smugglers of migrants and traffickers</i> <i>Zero tolerance on official complicity</i> <i>Retention of trained officials for effective technical and procedural advantage</i>						
Strategic Objectives	Target Group	Activity	Implementing Agency	Specific intervention	Timeframe	Indicators & Expected Results

The general plan of action and the priority responses together constitute the National Plan of Action to Address Human Trafficking and Smuggling of migrants for the period 2026 to 2030

3.1 General Planning Matrix
National Plan of Action to Address Human Trafficking and SoM
2026-2030

Prevention

NPA Objective 1: To prevent human trafficking and SoM

Key Strategies:

- **Strategic Objective-1.1** Reduction of economic vulnerability of marginalized households
- **Strategic Objective-1.2** Prevention of irregular migration and Smuggling of Migrants
- **Strategic Objective-1.3** Prevention of web-enabled trafficking and cyber scamming
- **Strategic Objective-1.4** Comprehensive behaviour change campaigns for at risk vulnerable aspiring migrant communities

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
Strategic Objective-1.1 Reduction of economic vulnerability of marginalized households	Economically marginalized households	Social protection programs	MoWCA, MoSW, MoDMR, MoLGRDCC, MoLE, MoEFCC, MoYS, MoE, MoPME, MoF			Increased coverage of potential VoTs under social Social protection programs
			MoWCA	Vulnerable Women Benefit Program	2026-2030	improve food security, nutrition, and financial inclusion for around 1.04 million to 3.2 million beneficiaries by 2030
			MoSW	224394800 <i>Title:</i> Improving the quality of life of marginalized professional communities in Bangladesh (Phase 2)' project Budget: 4980.91	2026-2030 (Proposed)*	Number of marginalized professional community having access to improved livelihood

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
			MoSW	224418300 <i>Title</i> :Poverty Alleviation through Employment Generation for Marginalized Communities Budget: 4757.84	2026-2028	Number of marginalized communities having access to skilling
			MoSW	224395100 <i>Title</i> :Creation of Modern Facilities and Reduction of Poverty through Self-Employment and Family Welfare (1st Revised) Budget: 2225.14	2026-2030 (Proposed)*	Number of marginalized rural women having access to self employment
			BRAC	<i>Title</i> :: Improved Sustainable Reintegration of Bangladeshi Returnee Migrants (Prottasha) Resource: European Union and BRAC	2026-2030	Number of at risk youth reached by service and finance referral /~5,000 youth linked to services. Location: MRSC catchment districts.
			Justice and Care (J&C)	<i>Title</i> : Integrated Approach to Combat Human Trafficking (IACHT) Resource: J&C UK and UBS UK \$ 450,000	2026-2030	Number of households reached with support/services
	Climate Change affected households	Social protection programs and awareness raising	MoEFCC, MoDMR, MoIB, MoE			Increased coverage of potential climate change induced VoTs -under the social protection programs and awareness raising campaigns
			MoWCA	<i>Title</i> : Enhancing Adaptive	2026*	An estimated 719,229

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
				Capacities of Coastal Communities, especially Women, to Cope with Climate Change-induced Salinity in Bangladesh 30083.41 lac BDT		people (about 245,516 directly and 473,713 indirectly) are set to benefit from this project Cash Grant to 43000 climate change affected women In 39 Unions training for 1020 beneficiary-groups
			BRAC	<i>Title:</i> Strengthening Economic Recovery Capacity of trafficking survivors/Migrant Households <i>Resource:</i> CBF-KfW/BRAC	2026-2030	Target Number of households (~2,000) reached by climate-sensitive recovery and social protection linkage. <i>Location:</i> Climate-vulnerable migration-prone districts.
			UNODC	<i>Title:</i> Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia (THB-SOM). <i>Resource:</i> EU-funded	2026-2030	Research consultations, surveys/FGDs and evidence generation to inform prevention responses on climate-induced trafficking at Climate-change affected communities
	Unemployed youth		MOEWOE/ DEMO /TTC /BMET, MoWCA, MoYS, MoE/ TMED/ MoPTIT			Number coverage of the economically marginalized families under training and IGA support
			MoWCA	<i>Title:</i> Training and Micro-Credit activities for self-	2026-2030	Transform poor, rural, and urban destitute women into

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
				employment of poor and distress Women <i>Title:</i> Promotion of women entrepreneurs for economic empowerment at the grassroots level (Grant N0-27 130) <i>Title:</i> Inclusive Services and Opportunities for Human Capital Development and Livelihoods Project 38644.50 lac BDT	2026-2030 2026-2028	productive, self-reliant entrepreneurs. Number of women entrepreneurs entered market Gender-based violence response and prevention services for at least 980,000 people in the Rohingya and host communities.
			MoE/TMED/DTE	Strengthening Skills for Economic Transformation (ASSET) Project BDT 429,999.55 lac <i>(Proposed)*</i> <i>Title: Inclusion of Human Trafficking and SoM related contents on the Teachers Training Module</i>	2026-2030 (Proposed)*	By 2030 one million skilled labour force in priority sectors
		Capacity building of teachers on Human Trafficking and SoM related topics	TMED		2026-2030	The teachers /instructors under TMED are oriented on human trafficking and SoM related issues
		Capacity development for Counter Trafficking in persons (CTIP) activists, and survivor leaders	Winrock International	<i>Title:</i> Ashshash Project-Phase-II	2026-2028	Number of CTIP Activists capacitated on prevention of human trafficking in the communities.
	At risk children (child labour, street children,	Stipend, Training, Employment, IGA support	MoWCA, MoLE, MoSW, MoE, MoPME,			Number coverage of the risk children (child labour, street children, child marriage)

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
	child marriage)		MoLJPA, Partners			under the Stipend, Training, Employment, IGA support
			MoWCA	<i>Title:</i> Prevention of Violence and Harmlul Practices against Children and Women in Bangladesh (PVHP) 17034.46 lac BDT	2026-2029	12 City Councils covered by 2500 Child Protection Committee
			MoLE	<i>Title:</i> Adolescent Clubs BDT 66627.00 lac	2026-2030	4883 Adolescent Clubs in 492 Upazilas to cover 878940 adolescents (boys and girls)
			MoE	<i>Title:</i> NPA to Eliminate Child Labour 2026-2030	2026-2030	Number of marginalized children (boys and girls) prevented from entry to child labour
			MoE	School Stipend Program for Marginalized Communities	2026-2030	Number of vulnerable children receiving stipend to continue study
			Justice and Care	<i>Title:</i> Integrated Approach to Combat Human Trafficking (IACHT) Resource: J&C UK and UBS UK \$ 375,000	2026-2030	Number of children reached with support/services
			INCIDIN Bangladesh	<i>Title:</i> Child Support on Street Location Resource: INCIDIN Bangladesh and development partner	2026-2030	Number of children reached with support/services on street locations

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
Strategic Objective-1.2- Prevention of irregular migration and Smuggling of Migrants						
	Destination countries	Policy, MoU, Treaty	MoHA, MoFA, MoEWOE			Number of Policy, MoU, Treaty with the destination countries
			MoHA	Title: MLAT, MoU on Migration	2026-2030	1. MLA with Hongkong, UAE, Cambodia 2. Extradition treaty with relevant transit and destination countries
			MoFA	(Proposed Title:)* Bilateral, Regional /Sub-Regional, Multilateral – MoU, Treaty and Dialogue to address SoM	2026-2030	• Arrangement in SAARC, BMSTEC • Role in Bali process, Colombo process, Abu Dhabi Dialogue • UNTOC implementation • Signing PCA with EU • Functioning of the Returnee Case Management System (RCMS), Repatriation Data Management System (RDMS), and Electronic Nationality Verification (ENV)
	Embassy/	Training	MoFA, MoEWOE			Number of

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
	Consulate/ Immigration Officials					embassy/consulate/ immigration officials trained on SoM, Human Trafficking related legal and procedural issues; integration & reintegration
			MoFA	(Proposed <i>Title</i> :)* Training of officials in Bangladesh Missions abroad	2026-2030	Training includes SoM, Human Trafficking related legal and procedural issues
	Potential migrant workers	Facilitation	MoEWOE, MoHA, MoIB, MoWCA, MoPTC Partners		2026-2030	Integration of returnees
	Potential migrant workers	Training	MoEWOE	223053300 <i>Title</i> : Reducing Irregular Migration and Supporting Returns in Bangladesh BDT 3486.04 lac	2026-2030 (Proposed)*	Number of migrants accessing safe migration channels
		Reduction of the risk of irregular migration/ smuggling of migrants and awareness raising on safe migration	MoEWOE, MoHA, MoIB, MoWCA, MoPCIT			Number reduction of the risk of irregular migration/ smuggling of migrants and awareness raising on safe migration
			MoEWOE/BMET	<i>Title</i> : A range of skill training along with Predeparture Orientation for potential migrants- through over 120 Technical Training Centers (TTCs) nationwide.	2026-2030	Skilled and safe migration avoiding trafficking and SoM

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
			Ministry of Posts, Telecommunications and Information Technology/ICTD	<i>Title:</i> Partnerships for a More Tolerant, Inclusive Bangladesh (PTIB) Budget: 998.63 lakh taka	2026-2030 (Proposed)*	Tolerance, inclusivity, diversity and gender equality in Bangladeshi communities (reduction of push factor)
	Returnees	Reintegration support to prevent unsafe mobility	BRAC	<i>Title:</i> Reintegration of Migrant Workers in Bangladesh Resource: Switzerland	2026-2030	Number of returnees sustainably reintegrated
	Foreign citizens	Risk reduction	MoWCA, MoSW, MoDMR, MoHA, RRRC Partners			Number of FDMC having access to training and IGA to reduce risk of human trafficking and SoM
			MoWCA	<i>Title:</i> Inclusive Services and Opportunities for Human Capital Development and Livelihoods Project 38644.50 Lac BDT	2026-2028	Livelihood training to - 25000 IGA financial grant to- 18000
			MoHA	(Proposed Title:) * Address trafficking and SoM of foreign nationals	2026-2028	Implementation guideline within the Rule of PSHTSoM Act 2026
			MoHA	(Proposed Title :) * Capacity development of relevant agencies in identification of foreign nationals among the human trafficking and SoM victims for effective rehabilitation	2026-2028	Number of Police, BGB, Coast Guard trained

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
				(Proposed Title :)*		
				Capacity development of relevant agencies in identification of foreign nationals among the human trafficking and SoM victims for effective rehabilitation	2026-2030	Number of RRC officials trained (ciC staff and CiC Officials)
			MoDRM / Refugee Cell, RRRC	(Proposed Title :)* Awareness Program among Foreign National (Rohingya Community)	2026-2030	Number of awareness program held / materials developed and number of participants reached
			IOM Bangladesh	<i>Title:</i> Strengthening Counter-Trafficking and Response to People Smuggling and Irregular Migration in Rohingya Camps under HCI	April-December 2026	1. 15,000 individuals reached through community sensitization and dialogue sessions on trafficking in persons, people smuggling, and irregular migration. Location: camps 8e,8w,9,10,11,12,13,14,15,16,17,18,19,20,20ex,22,24,25
			IOM Bangladesh	<i>Title:</i> Humanitarian Assistance to Rohingya and Host Communities in Bangladesh under DFAT	June 2026 to February 2028	- 120,000 individuals reached through information sharing and community dialogue sessions on key

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
						protection messages. Location: Cox's Bazar, Ukhiya, Teknaf, Moheshkhali. Additionally, camps: 8e,8w,9,10,11,12,13,14,15,16,17,18,19,20,20ex,22,24,25 .
			IOM Bangladesh	<i>Title:</i> Exchanging Resilience and Self Reliance of the Rohingya Refugee and Host Community in Cox's Bazar across Education, Food and Nutrition and Gender-Responsive protection through a Humanitarian Development Nexus Approach	October 2026 to Sep 2027	Target: Bangladeshi host communities and Rohingya refugees - 210,000 of persons reached with awareness raising activities on protection focusing on trafficking in persons. Location: Cox's Bazar, Ukhiya, Teknaf, Moheshkhali. Additionally, camps: 8e,8w,9,10,11,12,13,14,15,16,17,18,19,20,20ex,22,24,25 .
Strategic Objective-1.3- Prevention of web-enabled trafficking and cyber scamming	Potential migrant and displaced population	Awareness raising on online job scam	MoHA, DICT, MoEWOE, MOIB, MoYS, MoWCA Partners			Number of potential migrants aware on online job scam/human trafficking and traps on social media
	Youth and Children	Awareness on job scam on social media/cyber scam	MoWCA	<i>Title:</i> Toththo Apa BDT 66108.31 lac	2026-2030 (Proposed)*	To motivate and promote access of 2 crore rural and marginalized women to ICT
			IOM Bangladesh	<i>Title:</i> Cinema CinemArena	February 2026-	200 youths trained on life

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
				- <i>Title:</i> The Itinerant Education and Information Programme Raising Awareness on Socio-Economic Opportunities and Promoting Empowerment in Bangladesh, as Alternatives to Irregular Migration	April 2027	skills and financial literacy. 60 young women and men will receive vocational and need-based training, followed by grant support to strengthen their new or existing small businesses.
			IOM Bangladesh	<i>Title:</i> Countering Cyber-Enabled Human Trafficking Through Technology	September 2026 – August 2028	Location: Shariatpur, Madaripur, and Faridpur District A digital literacy training manual developed for communities on identifying cyber scams and unscrupulous practices.
			UNODC	Title: Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia (THB-SOM). Resource: EU-funded	2026-2030	Youth engagement through online recruitment risks, cyber-enabled trafficking and scam-related exploitation
			MoHA, DICT, MoEWOE, MOIB, MoYS, MoFA			Number of migrants aware on online job scam/human trafficking and traps on social media
	Migrant workers	Awareness on online scam	MoFA	<i>Title:</i> Training of the Bangladesh Missions officials abroad on awareness dissemination on legal remedies and	2026-2030	Bangladesh mission abroad has capacity and directives to extend information and assist verification of online job offers /contents

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
				repatriation and information verification on employment		
	Internet users	Skilling and increased security on cyberspace	MoHA, DICT, MoEWOE, MOIB, MoYS			Number of internet users aware on online safety
			MoYS	<i>Title:</i> Training of unemployed youth on Freelancing to create employment in 64 Districts BDT 37377.23 lac	2026-2027	Enhancement of web-skills
			INCIDIN Bangladesh,	<i>Title:</i> EU CSO Speak Up Project Resource: EU, TdHNL BDT. 2 crore 46 lac	2026-2028	Number of children and youth empowered with cyber security measures to avoid risks of online sexual exploitation
	Law enforcing agencies	Skill development through training	MoHA			Number of personnel trained on techniques of preventing web enabled trafficking
	Police	Capacity building	MoHA/PHQs	(Proposed <i>Title:</i>)* Capacity building on countering web-enabled trafficking	2026-2030	Number of police personnel trained on web/social media surveillance/review of complaints/ identification of cyber scam/fake / suspicious advertisements/online

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
			MoHA/PHQs	Proposed- Title: * Technological upgrading of cyber crime unit/ unit on organized crime	2026-2030	recruitment approach/ identifying grooming and required actions/, collection of online data and process request for action with the online platforms /digital forensic Increased interception/interruption of cybercriminal chains (traffickers & smugglers of migrants) through- 1. Preservation of electronic evidence; 2. cyber-monitoring of fraudulent recruitment networks; 3. Coordination between CID, CTTC/cyber units, immigration police and relevant agencies; 4. Training on digital forensics and open-source intelligence; 5. Lawful access to relevant digital data; 6. Monitoring of online advertisements for suspicious overseas employment offers; 7. Preservation of financial transaction trails;

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
						8. Coordination with mobile financial service providers where legally permissible; and 9. Preparation of digital-evidence guidelines for trafficking and smuggling cases.
Strategic Objective-1.4- Comprehensive behaviour change campaigns for at risk vulnerable aspiring migrant communities	Vulnerable at risk population	Awareness raising activities	MoHA, MoWCA, MoLE, MoSW, MoEWOE, MoEFCC MoIB, MoE, MoPME, MoLGRDC, MoRA			Number of marginalized women and children aware on human trafficking and SoM preventive measures (including the legal provisions and safe migration services)
	Community members	Awareness raising activities delivering information and motivation	MoLGRDC/LGD	(Proposed Title:)* Awareness Campaign carried out by the Union Parishad through CTC to address information gaps and faulty perceptions on human trafficking and SoM	2026-2030	Number of CTC actively raise awareness at respective communities
			MoHA, MoWCA, MoLE, MoSW, MoEWOE, MoEFCC MoIB	(Proposed Title:)* EC material/ digital content development and dissemination to empower marginalized women, youth, children, potential migrants, migrants and returnees	2026-2030	Number of at risk population aware on human trafficking and SoM preventive measures (including the risks and legal provisions against human trafficking and SOM, steps and means of

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
						organizing safe migration and available services for safe and regular mobility)
			MoLGRDC/LGD	(Proposed <i>Title:</i>)* Awareness Campaign carried out by the Union Parishad through CTC	2026-2030	CTC actively raise awareness at respective communities
			MoRA	<i>Title:</i> Capacity building of Imam and Shebayet	2026-2030	20,000 trained religious actors trained to raise awareness
			MoHFW	<i>Title:</i> Population planning promoting program	2026-2030	Increased adoption of measures among the community members to control unplanned family
			BRAC	Title: Mass Campaign to Combat Human Trafficking and People Smuggling Resource: Australian Border Force	2026-2030	Target ~250,000 people reached by community-based safe migration and anti-trafficking awareness. Location: Climate-vulnerable / migration-prone districts.
			UNODC	Title: Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia (THB-SOM). Resource: EU-funded	2026-2030	Roundtable to inform evidence-based prevention priorities, coordination and emerging trends
	Aspirant migrants,		IOM Bangladesh	<i>Title:</i> Australian Government Anti-people	July 2024- June 2026	1. More than 2 million potential Bangladeshi

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
	Vulnerable migrants' community, displaced Community Influencers, and Teachers Students			smuggling Communication Campaign		migrants and communities in target districts were reached through the mass media campaigns 2. More than 4000 community influencers, including women, were empowered with messages on the risks of irregular migration. 3. 1,500 printed IEC materials on available services and risks of irregular movement for Rohingya refugees in Cox's Bazar. Location: Dhaka and Cox's Bazar District.
				<i>Title:</i> Cinema CinemArena - The Itinerant Education and Information Programme Raising Awareness on Socio-Economic Opportunities and Promoting Empowerment in Bangladesh, as Alternatives to Irregular Migration	February 2026-April 2027	1. More than 2 million potential Bangladeshi migrants and community members will be sensitised through an awareness campaign, with information disseminated via social media platforms and traditional media outlets. 2. Trained 225 journalists and teachers on migration, migration terminology, irregular migration

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
						challenges, and awareness of human trafficking. 3. 200 youths trained on life skills and financial literacy. 4. 60 young women and men received vocational and need-based training, followed by grant support to strengthen their new or existing small businesses. Location: Shariatpur, Madaripur, and Faridpur District
			Justice and Care	<i>Title:</i> Integrated Approach to Combat Human Trafficking (IACHT) Resource: J&C UK and UBS UK \$ 325,000	2026-2030	Number of community members/actors reached with support/services
			UNODC	<i>Title:</i> Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia (THB-SOM). Resource: EU-funded	2026-2030	Legal awareness on law students on human trafficking and SoM related instruments Location: Dhaka
	Street Children		INCIDIN B	<i>Title:</i> Drop-Center for Street Connected Children INCIDIN Bangladesh Freedom Fund BDT 1 core 54 lac	2026-28	Number of street children having access to free birth-registration
		Counter-Trafficking	Winrock	<i>Title:</i> Ashshash Project	2026-2027	Number of people received

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
		Campaign through Digital Mediums	International	Phase-II		awareness messages on the risks of human trafficking and safe migration through digital medium
			Justice and Care	<i>Title:</i> Integrated Approach to Combat Human Trafficking (IACHT) Resource: J&C UK and UBS UK \$ 350,000	2026-2030	Number of children reached with support/services

Protection

NPA Objective-2 : To Protect the victims/survivors of human trafficking and Smuggling of Migrants (SoM)

Key Strategies:

- **Strategic Objective: 2.1:** Strengthened efforts in rescue of woman, man and child victims of human trafficking within and outside the country
- **Strategic Objective: 2.2:** Strengthened efforts in repatriation of man, woman and child victims of trafficking rescued abroad
- **Strategic Objective: 2.3:** Strengthened National Referral Mechanism for Care and Support of the Victims of Human Trafficking
- **Strategic Objective: 2.4:** Support for sustainable psychosocial and economic integration of Victims of Human Trafficking

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
Strategic Objective: 2.1: Strengthened efforts in rescue of woman, man and child victims of human trafficking within and outside the country	Man, woman and child victims of human trafficking	Complaint registration/ Hotline/online	MoHA, MoWCA, MoSW, MoEWOE, MoFA			Functioning and strengthened complaint registration/hotline and online services to Number of VoTs
			MoWCA	<i>Title: Toll-Free Helpline- 109</i>	2026-2030	Number of reporting for assistance in women and child trafficking
			MoHA	<i>Title: National Emergency Service-999</i>	2026-2030	Number of reporting for assistance in human trafficking
			MoLJPA	<i>Title: Legal Aid Hotline 16699</i>	2026-2030	Number of VoTs receiving legal advice
			MoSW	<i>Title: Toll-Free Child Helpline-1098</i>	2026-2030	Number of reporting for assistance in child trafficking
			MoEWOE	<i>Title: Probash Bondhu call center- <u>16135</u></i>	2026-2030	Number of migrant workers reporting and receiving response on SoM and Human Trafficking related issues

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
		Coordinated rescue initiatives	MoHA, MoWCA, MoEWOE, MoFA			Number of coordinated rescue carried out
			MoHA	<i>Title:</i> Inter-Agency Coordination through updating protocol of Organized Crime Unit	2026-2030	Coordinate rescue within specific protocol
			Department of Immigration and Passports	Proposed) <i>Title:</i> * Strengthening Immigration Authorities to identify, assess and rescue travellers at risk of victimized by human trafficking and SoM within an iinter-connected system	2026-2030	• Technology-based integrated protocol of identification of victims and at-risk travellers at land, air and sea ports • Capacity building on identification of fake documents, identification of victims and behavioural detection • A system of coordination and information sharing among relevant authorities to ensure safety of prospective migrants-adopted • An SOP developed and used to identify, assist and refer the repatriated victims at airports
			MoWCA	<i>Title:</i> Quick Response Team	2026-2030	Rescue assistance for women and children within the country
		Upholding the human rights of the rescued VoTs	MoHA, MoFA			Number of law enforcing /border/immigration/first responders aware on the human rights of the VoTs

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
			MoHA	(Proposed <i>Title:</i>)* Mainstreaming of the contents in training module of Police Academy on victim identification and trauma informed services and rights of the VoTs	2026-2030	Updated training module All police stations and major international airports, land ports and sea ports shall have at least one designated and trained victim-identification officer available on each relevant shift
			MoHA, PHQs, BGB, BCG	Capacity building of law enforcing agencies and border security on the human rights of the victims of human trafficking and SoM as per the national laws and international Conventions/Treaties/Laws <i>Title:</i> Training of the relevant officials on existing	2026-2030	Number of personnel trained Issuance of a standing order incorporating the non-punishment principle for suspected trafficking victims <u>and not to treat them as criminal</u> for Police, BGB, BCG
		International cooperation	MoHA, MoFA	international tools on support to VoTs for recovery and repatriation	2026-2030	Increased number of international instruments used by officials to address the plights of the VoTs
Strategic Objective: 2.2: Strengthened efforts in repatriation of man, woman and child victims of trafficking rescued abroad	Man, woman and child victims of trafficking	Coordinated efforts for speedy repatriation	MoHA, MoWCA, MoSW, MoEWOE, MoFA			Increased number of VoTs having access to speedy repatriation
		Online database and tracking	MoEWOE	<i>Title:</i> Returning Migrants Management of Information System (ReMiMIS)	2026-2030	Number of VoT and SoM victims registered on the functioning online repatriation mechanism to track, analyze, and support reintegration

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
		Implementation of MoU/SOP	MoHA, MoFA	<i>Title: Implementation of Bangladesh-India MOU and finalize joint victim ID and Repatriation SOP</i>	2026-2027	SOP finalized with maximum limit of 90 days for completion of repatriation Number of persons repatriated Number of days required
	Frontline Officials	Capacity building of GO and NGOs to make National Referral Mechanism operational	MoHA Partners/Ashshash-WI/J&C/UNODC/IN CIDIN B			Annual increase in the number of officials and frontline workers trained to engage NRM to provide services to VoTs
			Justice and Care	<i>Title: Integrated Approach to Combat Human Trafficking (IACHT)</i> Resource: J&C UK and UBS UK \$ 650,000	2026-2030	Number of officials trained
	Police	Training on VoT identification and referral	MoHA/PHQs Partners/J&C/Ashshash-WI/BRAC	Proposed <i>Title: *</i> Orientation of the frontline officials on NRM and VoT identification guidelines at all stations	2026-2030	Improved identification and referral of VoTs Orientation contents on VoT identification guidelines & NRM for frontline officials of- Police, PBI, CID, BGB, BCG, DSS, DWA training Modules - mainstreamed
			Justice and Care	<i>Title: Integrated Approach to Combat Human Trafficking (IACHT)</i> Resource: J&C UK and UBS UK \$ 375,000	2026-2030	Number of police personnel trained

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
	Government / Non-government service providers	Capacity building	IOM Bangladesh	<i>Title:</i> Humanitarian Assistance to Rohingya and Host Communities In Bangladesh under DFAT	June 2026 to February 2028	- 4 training courses tailored to law enforcement and legal service providers conducted (reaching 100 actors) - cation: Cox's Bazar, Ukhiya, Teknaf, Moheshkhali. ditionally, camps: 8e,8w,9,10,11,12,13,14,15,16,17, 18,19,20,20ex,22,24,25.
			UNODC	Title: Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia (THB-SOM). Resource: EU-funded	2026-2030	Police officers trained on rights based identification applied -
			ATSEC Bangladesh, NACG Bangladesh, INCIDIN Bangladesh	Title: Capacity building of GO-NGO at district level on trafficking and SoM victim identification and referral	2026-2030	No of capacity building events Number of districts covered Number of personnel trained/oriented
			MoHA, MoSW, MoWCA, Partners/J&C/Ashshash-WI/ INCIDIN B	<i>Title:</i> Training for GO, NGO and private sector actors on standardized delivery of protection services for the VoT and victims of SoM	2026-2030	Number of Government and non-government service providers trained on standardized service delivery (shelter/psychosocial counselling/healthcare/re-integration support)
			UNODC	Title: Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia	2026-2030	Rights-based capacity-building to strengthen standardized victim identification, assistance and NRM-aligned referral practices;

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
				(THB-SOM). Resource: EU-funded		improve coordination through service mapping and referral directory updates
		International Cooperation	MoHA, MoFA, MoEWOE	(Proposed Title:)* Protocol/SOP/Platform for real-time Information Sharing among law enforcing agencies (of home and abroad), Interpol and Bangladesh Missions for rescue and repatriation of victims of human trafficking and SoM	2026-2030	Establishment of Real-time Information Sharing Window at Bangladesh Missions
Strategic Objective: 2.4: Support for sustainable social integration of Victims of Human Trafficking	VoTs	Protection services	MoHA, MoWCA, MoSW, MoEWoE, MoYS		2026=2030	Increased access of VoTs on quality services for effective psychosocial and economic integration
		Pilot-Delivery of services to VoTs under NRM	Ashshash-WI	<i>Title:</i> Ashshash Project Phase-II	2026-2027	1,500 victims of trafficking received standardized services for effective social and economic integration through the NRM Lessons Learnt for scaling up
		Scale-up Delivery of services to VoTs under NRM	MoHA Partners	<i>Title:</i> Delivery of protection/ reintegration services to VoTS through digital NRM	2026-2030	Number of VoTs receiving protection/ reintegration services under NRM
			BRAC	Title: Combating Human Trafficking through Strengthening 4Ps Resource: BRAC	2026-2030	Target ~1,250 trafficking-prone vulnerable households reached with livelihood referral and social protection linkage

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
						Location: Satkhira, Sirajganj, Manikganj, Khulna and Cox's Bazar.
			UNODC/RJ	Title: Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia (THB-SOM). Resource: EU-funded	2026-2030	A national CSO to operate a Half Way Home, to facilitate direct assistance (shelter, legal, medical, transport) to VoTs and vulnerable migrants in situations of exploitation and abuse in Jashore.
		Delivery of protection/ reintegration services to VoT and victims of SoM beyond the NRM	MoWCA, MoSW, MoEWOE	<i>Title: Delivery of protection/ reintegration services to VoTs directly by Go/NGO/INGO/ Private sector</i>		Number of VoTs received protection/ reintegration services beyond the NRM
			MoEWOE, IOM, NGOs	<i>Take measures to implement National Reintegration Policy</i>	2026-2027	No of personnel trained on the National Reintegration Policy No of persons reintegrated
			MoWCA	<i>Title: Quick Response Team</i> 223054500	2026-2030	Support to women and children for recovery from trauma
			MoEWOE	<i>Title: Strengthened Service Delivery System for Improved Migration Management and Sustainable Reintegration</i> BDT 6010.00 lac	2026-2027	Number of VoTs and SoM victims receiving sustainable reintegration after repatriation/deportation

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
				<i>Title:</i> Recovery and Advancement of Informal sector Employment (RAISE): Reintegration of Returning Migrants (1.t Revised) BDT 5i830.35 lac Project under process- Addressing the medium to long-term reintegration needs and strengthening social protection support mechanisms for the social inclusion of Bangladeshi migrants USD 2,568,521.00	2026-2030	Number of VoTs and SoM victims receiving psychosocial and economic /reintegration support
	Trafficked children/street children as VoTs	Child Sensitive Social Protection	MoSW		2026-2030	Strengthened system of child protection
			MoSW	Child Sensitive Social Protection in Bangladesh BDT 22030.00 lac	2026-2030	Strengthened system of child protection
			INCIDIN Bangladesh	Drop-in-Center for Street Connected Children INCIDIN Bangladesh Freedom Fund BDT 1 core 54 lac	2026-30	Number of street connected children (of street children who are victims of trafficking) receiving psychosocial counselling, drop-in-center and referral for social-reintegration

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
			BRAC	Title: Combating Human Trafficking through Strengthening 4Ps Resource: BRAC	2026-2030	Number of VoT assisted through referral-based, gender-sensitive social protection linkage.
			IOM Bangladesh	Strengthening Counter-Trafficking and Response to People Smuggling and Irregular Migration in Rohingya Camps under HCI	April-December 2026	1. 200 VOTs identified and assisted. Location: Cox's Bazar, Ukhiya, Teknaf, Moheshkhali. Additionally, camps: 8e,8w,9,10,11,12, 13,14, 15,16,17,18,19,20,20ex,22,24,25.
		Training /IGA/ Livelihood supports	MoSW, MoYS, MoWCA,			Number/Number of VoTs received training /IGA/ Livelihood supports
			MoSW	223056200 'Strengthening Social Protection for Improved Resilience, Inclusion and Targeting (SSPIRIT)' BDT 9041723 lac	2026-2030	Number of VoTs having access to cash-transfer and productive resources
		Psychosocial care/reintegration support	MoSW, MoWCA, MoHA	Expansion of the One Stop Crisis Centers	2026-2030	Number of VoTs received Psychosocial care/reintegration support
	CTC	Capacity Building	BRAC	Title: Combating Human Trafficking through Strengthening 4Ps Resource: BRAC	2026-2030	Number of case-based psychosocial support for web-enabled trafficking victims.
			BRAC	Title: Mass Campaign to Combat Human Trafficking and People Smuggling Resource: Australian Border	2026-2030	Number of CTC strengthened on identification, prevention and referral. 125 CTC / community protection

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
				Force		trainings. Location: Upazila and union levels.

Prosecution

NPA Objective-3: Effective Prosecution of human trafficking and Smuggling of Migrants (SoM) cases

Strategic Objectives :

- **Strategic Objective- 3.1:** Reform of the legal policy, Rule and guidelines on human trafficking and Smuggling of Migrants (SoM) as per the new Prevention and Suppression of Human Trafficking and Smuggling of Migrant (PSHTSoM) Act 2026
- **Strategic Objective- 3.2:** Strengthened implementation of law on human trafficking and smuggling of migrants (SoM)
- **Strategic Objective- 3.3:** Ensuring speedy and effective trial of human trafficking and Smuggling of Migrants

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Project	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
Strategic Objective-3.1: Reform of the policy, Rule and guidelines	Justice system	Strengthening of legal instruments and institutions	MoLJPA, MoHA			Formation and functioning of Anti-Human Trafficking Tribunals
		Formation and functioning Tribunals under the new PSHTSoM Act 2026	MoLJPA, MoHA	Title: Establishment of the Anti-Human Trafficking and SoM Offence Tribunals as per the PSHTSoM, 2026	2026-2030	Establishment of Anti-Human Trafficking and SoMTribunals under the PSHTSoM Act 2026
				(Proposed) Title: * Expansion of Separate Special Tribunals in Districts with high prevalence of human trafficking and SoM	2026-2030	Separate Special Tribunals (as in the Divisions) formed in Cox's Bazar, Shariatpur, Faridpur, Madaripur, Jhenaidah, Shatkhira, Sylhet, Serpur) as a priority
			Justice and Care	Title: Integrated Approach to Combat Human Trafficking (IACHT) Resource: J&C UK and UBS UK \$ 350,000	2026-2030	Number of tribunals

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Project	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
	All relevant stakeholders	Reform of guidelines/SoP	MoLJPA, MoHA Partners	Title: Adoption of the Rule of the newly enacted PSHTSoM Act 2026	2026	The Rule of the PSHTSOM Act 2026 endorsed to make the law operational
			MoLJPA, MoHA	Title: Publication of a Bench book as per the newly enacted PSHTSoM 2026	2026-2027	A Bench book as per the newly enacted PSHTSoM, 2026 published and circulated among Judges, PP and lawyers
			MoLJPA	Title: Strengthening of technological infrastructure of the tribunals Anti-Human Trafficking Offence Tribunal testimony	2026-2030	Number/Number of Special Tribunals' technological infrastructure strengthened
			MoHA Partners/J&C/UNODC	Title: Updating of the VoT identification guideline as per the newly enacted PSHTSoM Act 2026		Updating of the VoT identification guideline with the Inclusion of SoM
			Justice and Care	Title: Integrated Approach to Combat Human Trafficking (IACHT) Resource: J&C UK and UBS UK \$ 350,000	2026-2030	Number of police personnel trained

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Project	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
Strategic Objective-3.2: Strengthened implementation of law	Law enforcing , labour inspection and Justice system actors	Capacity strengthening	MoHA, MoLJPA			Increased human and institutional legal capacity to address human trafficking and SoM cases
	Police, BGB, BCG and RAB		MoHA Partner/UNODC	Title: Training on the newly enacted PSHTSoM Act 2026 and its implementation guidelines		Number/Number of Police, BGB, BCG and RAB trained on the newly enacted PSHTSoM Act 2026 and its implementation guidelines
			Justice and Care	Title: Integrated Approach to Combat Human Trafficking (IACHT) Resource: J&C UK and UBS UK \$ 550,000 (Proposed Title:) * Training on the new PSHTSoM Act , 2026 and guideline on application on new law on trafficking cases	2026-2030	Number of police personnel trained
			MoHA/PHQs		2026-2030	Number of personnel trained
		Technological upgradation at border security	MoHA	(Proposed Title:) * Strengthening of modern technology-based border surveillance and	2026-2030	Use of modern technological solutions such as SIGINT, UAV and Drone Surveillance (night vision), thermal imaging and smart

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Project	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
		Capacity building on effective investigation strategies	MoHA	investigation capacities	2026-2028	sensors used at hard-to-reach/hot-spot border zones
				Harmonization of Border Management with the Approved Integrated Border Management (IBM) Strategy		Application of IBM strategy
			MoHA			Number/Number of Police,/CID/NSI personnel trained on investigation of the human trafficking cases
			MoHA/PHQs	Proposed Title: * Training on investigation procedure of trafficking cases based on the new PSHTSoM Act 2026	2026-2030	Application of new PSHTSoM Act, 2026
			UNODC	Title: Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia (THB-SOM). Resource: EU-funded	2026-2030	Practical capacity-building to operationalize the 2026 legal framework, including correct differentiation of TIP and SOM and victim-centred approaches- for Investigators and frontline law-enforcement officials Training linked to SOPs/Case Management Guidelines and rights-based identification/ handling to reduce misclassification and strengthen referrals
		Strengthening of inter-	MoHA	(Proposal Title:) *	2026-2030	Strengthening of inter-

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Project	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
		agency coordination in investigation		Formation of real-time intel sharing platform/ protocol/SOP /Central Database (inclusive of sharing of financial intelligence)		agency coordination (NSI, DGFI, CID and SB etc.) and border security forces (BGB, Coast Guard) in investigation through a special setup within MoHA
		Strengthened capacity of data analysis and use of technology in investigation process	MoHA	(Proposed Title:)* Strengthened capacity of data analysis and use of technology in investigation process	2026-2030	Interagency coordination in sharing of financial intelligence with Bangladesh Financial Intelligence Unit (BFIT) and Financial Crime unit of CID and others.
		Strengthened capacity of victim-witness protection	MoHA, MoLJPA	(Proposed Title:)* Strengthened capacity of victim-witness protection	2026-2030	Trained staff retained to conduct crime data analysis for human trafficking and SoM cases
		Factory inspection	MoLE	(Proposed Title:)* Training of Labour Inspectors on New PSHTSoM Act , 2026 and revised Labour Act (2006) in relation to	2026-2030	Number of VoTs / witness having access to support for personal security
	DIFE -Labour Inspector					Increased identification of Vots /forced labour through inspection

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Project	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
	Transit and Destination countries	MLA, MoU	MoHA, MoFA, MoEWOE	WFCL, Forced Labour leading to human trafficking.	2026-2030	Number of MLA/MoU signed with destination countries/ Number of destination countries having MLA/MoU with Bangladesh
			UNODC	Signing of new MLA/MoU with selected countries to address human trafficking and SoM related offences Title: Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia (THB-SOM). Resource: EU-funded		Practical support to strengthen international judicial cooperation through MLA skills-building and facilitated engagement with counterparts in key transit/destination contexts – for relevant officials responsible for international cooperation (MLA) in TIP/SOM-related cases and specialized MLA workshop delivered (plus continued regional MLA engagement/support as required)
		Transnational Joint Operation Protocol	MoHA, MoFA	(Proposed) Title: * Development of protocol /SOP and platform of intelligence sharing and coordinated actions of		Adaption and implementation of transnational Joint Operation Protocol

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Project	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
				law enforce agencies witj transits and destinations within an Translational Join Operation Protocol		Intelligence sharing and coordinated actions for law enforcement through protocol/SOP and technology-based platforms
Strategic Objective-3.4: Ensuring speedy and effective trial of human trafficking and Smuggling of Migrants Trafficking Offence Tribunals	Community, Law enforcement and Judiciary	Coordination structure for frontline actors for enforcement of law and Judiciary	-MoHA, MoLJPA Partners			Increased in the rate of conviction
	Police & Special Tribunals	Joint Training	- MoHA, MoLJPA Partners(IOM, J&C, UNODC)	(Proposed Title:)* - Joint training of IOs and PPs - MoHA - Joint training of Police and Judiciary	2026-2030	Number of IOs, PPs and Judges received joint training
		Institutional coordination structure to address human trafficking and SoM	MoHA	(Proposed Title:)* Formation and activation of Special Cell to address human trafficking and SoM offences	2026-2030	Number of actors coordinated (Police, CID, NSI, RAB, BGB, Coastguard)
		Enforcement of law against criminal networks	MoHA	(Proposed Title:)* Training and reform of the investigation and arrest protocol to address human trafficking	2026-2030	Number of human trafficking and SoM network actors arrested
		Structured surveillance of	MoHA	(Proposed Title:)* Routine under-cover	2026-2030	Number of human trafficking and SoM

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Project	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
		trafficking networks		surveillance, online surveillance and inter-agency coordination mechanism enforced for intelligence collection and sharing		network actors placed under surveillance
		Extradition of criminals	MoHA	(Proposed Title:)* Extradition treaties signed with relevant countries and capacity building on application of extradition mechanisms	2026-2030	Number of extradition request submitted Number of human trafficking and SoM related criminals extradited
	Special Tribunals	Expansion of the Tribunals	MoLJPA	(Proposed Title:)* Expansion of the Anti-Human Trafficking Offence Tribunals to vulnerable districts	2026-2030	New Trafficking Offence Tribunals established in Mymensingh, Shariatpur, Jashore
			Justice and Care	Title: Integrated Approach to Combat Human Trafficking (IACHT) Resource: J&C UK and UBS UK \$ 400,000	2026-2030	Number of police personnel trained
			UNODC	Title: Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia	2026-2030	02 rollout workshops supported (including participation of 23 judges and 23 public prosecutors) and continued JATI-linked

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Project	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
				(THB-SOM). Resource: EU-funded		training/updates as required – FOR Judges and prosecutors from Anti-Human Trafficking Offence Tribunals and relevant tribunals Location: Dhaka / National
	Judges, PPs and lawyers of special Tribunals	Capacity Building	MoLJPA Partner/UNIDC	(Proposed Title:)* Training of Judges, PPs and lawyers of special Tribunals on the newly enacted PSHTSoM Act 2026 and use of online/ virtual testimonies and evidences Title: Integrated Approach to Combat Human Trafficking (IACHT) Resource: J&C UK and UBS UK \$ 350,000	2026-2030	Number Judges, PPs and lawyers of Anti-Human Trafficking Offence Tribunals trained
			Justice and Care		2026-2030	Number of police personnel trained
	VoTs	Access to justice	MoLJPA/ Directorate of Bangladesh Legal Aid, Partners/BNWLA/ J&C/RJ /WI/BRAC	Title: Delivery of legal aid to the VoTs	2026-2030	Number of VoT receiving legal assistance Number of DLAC meetings.
			MoHA	Title: Victim witness protection services	2026-2030	Number victims and witnesses receiving

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Project	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
	Community People	Awareness	Justice and Care	Title: Integrated Approach to Combat Human Trafficking (IACHT) Resource: J&C UK and UBS UK \$ 350,000	2026-2030	protection under the PSHTSoM Number of police personnel trained
			MoLJPA, MoIB, MoHA, MoWCA	(Proposed Title:) Legal awareness raising at community level to combat human trafficking and SoM	2026-2030	Number of people made aware on provisions of PSHTSoM Act 2026 and existing legal services
			MoWCA	Title: Quick Response Team	2026-2030 (Proposed)*	Number of legal aid provided to women and children for recovery from trauma
			BRAC	Title: Combating Human Trafficking through Strengthening 4Ps Resource: BRAC	2026-2030	Number of people reached by community-led prevention and referral awareness./ ~2,500 local leaders / CTC members and ~50,000 community people. Location: 5 high-risk districts.

Partnership						
NPA Objective 4: Multi-sectoral partnerships in combatting human trafficking and Smuggling of Migrants (SoM)						
Strategic Objectives: • Strategic Objective- 4.1: Strengthened multi-stakeholder coordination to combat human trafficking. • Strategic Objective- 4.2: Consultation and cooperation across source, transit and destination countries. • Strategic Objective- 4.3: Strengthening of oversight and collaborative Institutions						

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
Strategic Objective- 4.1: Strengthened multi-stakeholder coordination to combat human trafficking	GO-NGO-INGO-UN agency and private sector	Coordination and cooperation	MoHA			Increased multi-stakeholder coordination to address human trafficking and SoM
	NRM service providers	Coordination	MoHA	Title: Annual NRM Conference	2026-2030	Number of GO, NGO, INGO, UN agency and Private Sector registered under NRM
	CSO Service providers under framework of NRM	Service Providers' Network (GO, INGO, INGO, UN and Private Sector)	Winrock International Members of CSO Service Providers Network	Title: Ashshash Project, WI Title: Networking of CSOs	2028-2027 2027-2030	Number of CSO's that contribute to multi-stakeholder dialogue or to the respect for human rights
		Social Harmony	INCIDIN B Ministry of Posts, Telecommunications and Information Technology/ICTD	Title: Partnerships for a More Tolerant, Inclusive Bangladesh (PTIB) Budget: 998.63 lakh taka	2022-2026 (Proposed)*	Number of citizens, civil society groups, and policymakers reached with messages against human trafficking and SoM

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
	NGO-INGO-UN actors	Networking	ATSEC Bangladesh NACG Bangladesh UN CTIPWG	Title: Networking	2026-2030	Number of actors in joint actions / Number of policy legal agenda addressed
	Government and non-government organizations	Coordination	MoHA Partners /BRAC/J&C/IOM/INCIDIN B /RJ/UNODC/ ATSEC Bangladesh/ NACG Bangladesh	Title: GO-NGO coordination Committee meeting		Increased number of meetings held by MoHA
			UNODC	Title: Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia (THB-SOM).	2026-2030	Number of GO-NGO coordination meeting Bilateral and regional exchanges integrated into consultative meetings to support peer learning and experience sharing
	District, Upazila and Union level CTCs	Coordination	MoHA Partners/BRACIP/IOM/INCIDIN B /J&C/RJ/WI / ATSEC Bangladesh / NACG Bangladesh	Resource: EU-funded		
				Title: Regular meeting of CTCs (to plan and follow-up)	2026-2030	Increased number of meetings held by number of CTCs
				Title: Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South	2026-2030	CTC members and multisectoral stakeholders (government, law enforcement, CSOs, UN, private sector) -

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
	Law enforcing agencies	Coordination at community level	MoHA	Asia (THB-SOM). Resource: EU-funded Title: Beat Police/Community policing strengthening	2026-2030	coordinated and cross-sectoral consultations conducted with documented minutes and action points at National and sub-national levels Community participation in law enforcement
	Private Sector Actors	Coordination and engagement	MoHA			Increased engagement of private sector in combatting
	All private sector actors	Orientation	MoEWOE	Title: Training on compliance with PSHTSoM Act, 2026 for recruiting agencies, CSR organizations and national and international online platform and service providers	2026-2030	Increased awareness of private sectors on opportunity of engaging in actions against human trafficking and SoM
	CSR Organizations	Contribution in anti-human trafficking investments	MoHA, MoIB Partners/BRAC/Ashshash WI	Title: Contribution in National Fund	2026-2030	Amount of financial contribution by private sector actors in the Prevention of Human Trafficking National Fund
	National and international	Coordinated actions	MoHA, MoIB/BTRC/DICT	Title: MoU signing for assistance,	2026-2030	Increased cooperation of private sector actors

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
	online platform and service providers			access and technical support in addressing web-enabled trafficking and online frauds		(online platforms/service providers) in mitigation complaints on cyber offences related to human trafficking and SoM
			MoHA, MoPTIT PHQs, BTRC	Joint Task Force to detect and address human trafficking and SoM related online contents	2026-2030	Formation and activation of Joint-Task-Force Number of contents removed and action taken
	Strengthening institution	Capacity building	MoHA, MoEWOE, MoLJPA, MoFA		2026-2030	Strengthened National Authority, NRM, National Fund and CTCs
Strategic Objective- 4.3: Strengthening of oversight and collaborative Institutions	National Authority	Capacity building	MoHA	Title: Training, infrastructure and protocol development and adequate resource allocation and human resource deployment for National Authority (Proposed Title:)* Annual National Consultation on Human Trafficking and SoM Prevention and	2026-2030	National Authority has enhanced institutional capacity to coordinate, generate oversight on NPA implementation /situation and prepare Annual TIP Report
	National level stakeholder	Multi-Stakeholder Consultation	MoHA/National Authority/NRM		2026-2030	Greater coordination among stakeholders at national level to promote concerted efforts in implementation of

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
				Suppression		NPA, enforcement of law, accumulation of National Fund and functioning of NRM
	Local Level Stakeholder	Capacity building	MoHA Partners/	Title: Allocation, training and administrative support for strengthening local level coordination by CTC	2026-2030	Number of CTCs and CTC members receiving training
	Regional Bodies	BIMSTEC/SAARC	MoHA, MoFA	(Proposed Title:)* Participation in regional events and treaty discussions	2026-2030	Number of joint initiatives/ instruments evolved to address trafficking and SoM of Bangladesh nationals
			UNODC	Title: Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia (THB-SOM). Resource: EU-funded	2026-2030	Policy dialogue supported through participation in regional fora and collaboration with BIMSTEC/SAARC mechanisms discussions/fora by facilitating participation of GO with documented inputs
	International	Treaty, MoU	MoHA, MoFA	Title: Participation of global initiatives	2026-2030	Number of joint initiatives/ instruments evolved to address trafficking and SoM of Bangladesh nationals

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
			UNODC	Title: Preventing and Addressing Trafficking in Human Beings and Smuggling of Migrants in South Asia (THB-SOM). Resource: EU-funded	2026-2030	Relevant national and international authorities responsible for treaties, MLA and MoU processes (with MoHA as focal) through participation of GOB in international and regional fora

Monitoring & Evaluation						
NPA Objective 5: An effective system of monitoring, evaluation and reporting.						
Key Strategies: • Strategic Objective-5.1: Strengthening of monitoring of NPA implementation. • Strategic Objective-5.2: Conducting mid-term and end of NPA evaluation. • Strategic Objective-5.3: Identifying key lessons learnt • Strategic Objective –5.4: Periodic update of NPA						

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Project	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
Strategic Objective-5.1: Strengthening of monitoring of NPA implementation	Ministry of Home Affairs	Development and activation of online monitoring and data sharing platform	MoHA Partner/INCIDIN Bangladesh/UNODC	Title:Online data collection and reporting on human trafficking and SoM Source: UNODC BDT 74 lac	2026-2030	Online reporting in placed with relevant analytics Online database and data sharing platform activated at MoHA
Strategic Objective-5.2: Conducting mid-term and end of NPA evaluation	Ministry of Home Affairs	Midterm and Endline Evaluation of MoHA NPA 2026-2030		Title:NPA mid-term evaluation	2028	Lessons learnt identified for modification (if needed)
Strategic Objective-5.3: Identifying key lessons learnt	NRM and all stakeholder	Annual Assessment of progress	MoHA Partners/ Ashshash WI	Title: Annual NRM Assessment Resource: Switzerland	2026-2030	Annual progress lessons learnt identified
	All stakeholders	Knowledge management	INCIDIN Bangladesh, Partners	Title: Ttrafficking and SoM observatory Bangladesh Resource: UNODC	2026-2030	Quarterly reports on situation, thematic research on human trafficking and SoM , Lessons Learnt on legal and 4P based implementation of NPA and strategy building inputs to

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific Project	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
						MoHA
	Ministry of Home Affairs, Bangladesh Police, Special Branch (SB), Criminal Investigation Department (CID), Police Bureau of Investigation (PBI), Border Guard Bangladesh, Bangladesh Coast Guard, aspirant migrants and communities living in trafficking prone areas of Bangladesh.		IOM Bangladesh	Title: Countering Cyber-Enabled Human Trafficking Through Technology	September 2026 – August 2028	Conduct a research on the technology and trafficking nexus and generate a gender-sensitive research report with recommendations for addressing cyber-enabled human trafficking Develop a gender-sensitive training manual for identification, investigation and prosecution of cyber-enabled human trafficking cases and arrange 2 rollout trainings
Periodic update of NPA	All stakeholders	Review of NPA and update of NPA based on lessons learnt	MoHA	Proposed: Review of NPA on 3 rd year based on findings of Mid-Term evaluation and lessons learnt	2028	The NPA 2026-2030 is updated for 2028-2030 period

3.2 Priority Response

SoM and Trafficking to Europe, Americas and labour sending destinations

Key Strategies:

- *Legal measures against identified smugglers of migrants and traffickers*
- *Zero tolerance on official complicity*
- *Retention of trained officials for effective technical and procedural advantage*

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
<i>Legal measures against identified smugglers of migrants and traffickers</i>	Listed criminals and individuals under suspicion of being involved in profiting from SoM and trafficking of Bangladeshis to Americas and labour sending destinations	Special law enforcement team set at District Level to follow-up on high level decisions on the target group	MoHA, MoLJPA, MoEWOE, MoFA	1. Formation of Emergency Response Cell on SoM and trafficking of Bangladeshis to Americas and labour sending destinations at Police HQs under the leadership of DIG and involvement of officials of MoEWOE, MoLJPA, MoFA and Anti-Corruption Commission (representation at least of DS level) 2. Relevant districts having similar cell under SI 3. Preparation of a list of individuals suspected /accused/absconding after verdict in relation to SoM and trafficking of Bangladeshis to Europe, Americas and labour sending destinations . 4. Measures taken to bring the above under legal scrutiny (joint action of MoHA, MoLJPA, MoFA and MoEWOE.	2026-2030	1. Arrest of proven smugglers of migrants and human traffickers (both inside and outside the country). 2. Joint investigation for effective trials of criminals. 3. Effective use of available technology and trained human resource. 4. Results visible from 2026
Zero tolerance on official		Conducting investigation on official	MoHA, MoLJPA, MoEWOE,	1. Under the supervision of the Emergency Response Cell – conduct / reopen investigation of	2026	Government officials having complicity with

Strategic Objectives	Target Group	Activity	Implementing Agency	Specific intervention	Timeframe	Indicators & Expected Results
1	2	3	4	5	6	7
complicity		complicity as a priority	MoFA Anti-Corruption Commission	officials linked with identified cases of human trafficking and SoM (associated with Smart Card approval, immigration overlook, nexus with fraudulent recruiting agents and travel agencies etc.) in relation to Americas and labour sending destinations. 2. Formation of a Special Counter Intelligence Unit/Measures for internal surveillance. 3. Take immediate actions against officials found with reasonable evidence of compliance with criminal actors at administrative level and file case at the Special Tribunals. 4. Involve Anti-Corruption Commission in the investigation process under the Emergency Response Cell.		criminal actors (smugglers of Migrants and human traffickers) are brought to justice as a priority Results visible from 2026
<i>Retention of trained officials for effective technical and procedural advantage</i>	Relevant ministries	Review and recommendation	MoHA MoLJPA MoEWOE MoFA	1. The Emergency Response Cell will conduct mapping of criminal justice and law enforcing resources (both technological and human) and recommend for retention and utilization. 2. The recommendations of the Cell will go through proper administrative channels to the concerned Ministries/Department s/Agencies for urgent case of action.	2026	<u>1.</u> Effective use of available technology and trained human resource. <u>2.</u> Results visible from 2026

ANNEXURES

National Plan of Action to Prevent and Suppress Human Trafficking in Bangladesh (2026-2030)

Lead Agency: Ministry of Home Affairs

Duration: Five Years (2025-2030)

Annex 1: the UN Recommended Principles on Human Rights and Human Trafficking 2002

Recommended Principles on Human Rights and Human Trafficking³⁷

The primacy of human rights

1. The human rights of trafficked persons shall be at the centre of all efforts to prevent and combat trafficking and to protect, assist and provide redress to victims.
2. States have a responsibility under international law to act with due diligence to prevent trafficking, to investigate and prosecute traffickers and to assist and protect trafficked persons.
3. Anti-trafficking measures shall not adversely affect the human rights and dignity of persons, in particular the rights of those who have been trafficked, and of migrants, internally displaced persons, refugees and asylum-seekers.

Preventing trafficking

4. Strategies aimed at preventing trafficking shall address demand as a root cause of trafficking.
5. States and intergovernmental organizations shall ensure that their interventions address the factors that increase vulnerability to trafficking, including inequality, poverty and all forms of discrimination.
6. States shall exercise due diligence in identifying and eradicating public sector involvement or complicity in trafficking. All public officials suspected of being implicated in trafficking shall be investigated, tried and, if convicted, appropriately punished.

Protection and assistance

7. Trafficked persons shall not be detained, charged or prosecuted for the illegality of their entry into or residence in countries of transit and destination, or for their involvement in unlawful activities to the extent that such involvement is a direct consequence of their situation as trafficked persons.
8. States shall ensure that trafficked persons are protected from further exploitation and harm and have access to adequate physical and psychological care. Such protection and care shall not be made conditional upon the capacity or willingness of the trafficked person to cooperate in legal proceedings.
9. Legal and other assistance shall be provided to trafficked persons for the duration of any criminal, civil or other actions against suspected traffickers. States shall provide protection and temporary residence permits to victims and witnesses during legal proceedings.
10. Children who are victims of trafficking shall be identified as such. Their best interests shall be considered paramount at all times. Child victims of trafficking shall be provided with appropriate assistance and protection. Full account shall be taken of their special vulnerabilities, rights and needs.
11. Safe (and, to the extent possible, voluntary) return shall be guaranteed to trafficked persons by both the receiving State and the State of origin. Trafficked persons shall be offered legal alternatives to repatriation in cases where it is reasonable to conclude that such repatriation would pose a serious risk to their safety and/or to the safety of their families.

³⁷ The term “trafficking”, as used in the present Principles and Guidelines, refers to 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. Source: Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (article 3 (a)).

Criminalization, punishment and redress

12. States shall adopt appropriate legislative and other measures necessary to establish, as criminal offences, trafficking, its component acts and related conduct.
13. States shall effectively investigate, prosecute and adjudicate trafficking, including its component acts and related conduct, whether committed by governmental or by non-State actors.
14. States shall ensure that trafficking, its component acts and related offences constitute extraditable offences under national law and extradition treaties. States shall cooperate to ensure that the appropriate extradition procedures are followed in accordance with international law.
15. Effective and proportionate sanctions shall be applied to individuals and legal persons found guilty of trafficking or of its component or related offences.
16. States shall, in appropriate cases, freeze and confiscate the assets of individuals and legal persons involved in trafficking. To the extent possible, confiscated assets shall be used to support and compensate victims of trafficking.
17. States shall ensure that trafficked persons are given access to effective and appropriate legal remedies.

Annex 2: The Inter-Ministerial Committee for Combating Human Trafficking

Inter-ministerial Committee for Combating Human Trafficking
▪ Secretary, Ministry of Home Affairs, Government of the People's Republic of Bangladesh ▪ Attorney General, Office of the Attorney General, Government of the People's Republic of Bangladesh ▪ Secretary, Ministry of Foreign Ministry, Government of the People's Republic of Bangladesh ▪ Secretary, Ministry of Law, Justice & Parliamentary Affairs, Government of the People's Republic of Bangladesh ▪ Secretary, Ministry of Women & Children Affairs, Government of the People's Republic of Bangladesh ▪ Secretary, Ministry of Expatriates' Welfare & Overseas Employment, Government of the People's Republic of Bangladesh ▪ Secretary, Ministry of Religious Affairs, Government of the People's Republic of Bangladesh ▪ Secretary, Ministry of Primary and Mass Education, Government of the People's Republic of Bangladesh ▪ Secretary, Ministry of Education, Government of the People's Republic of Bangladesh ▪ Secretary, Ministry of Local Government, Rural Development & Cooperatives, Government of the People's Republic of Bangladesh ▪ Secretary, Ministry of Social Welfare, Government of the People's Republic of Bangladesh ▪ Secretary, Ministry of Information, Government of the People's Republic of Bangladesh ▪ Inspector General of Police, Bangladesh Police, Dhaka ▪ Director General, Border Guard Bangladesh, Dhaka ▪ Director General, Anser & VDP, Dhaka ▪ Director General, Bangladesh Coast Guard, Dhaka ▪ Inspector General, Prisons, Dhaka ▪ Director General, Department of Immigration & Passport, Dhaka ▪ Director General, Rapid Action Battalions, Dhaka ▪ Joint Secretary, Ministry of Home Affairs, Dhaka

Annex 3: NPA 2026-2030 Drafting Committee

Convener of the NPA Drafting Committee	
Ministry of Home Affairs	Dr. Ziauddin Ahmed Additional Secretary (Add Charge: Political Wing) Ministry of Home Affairs, Government of the People's Republic of Bangladesh
Members of the Drafting Committee	
Ministry of Home Affairs	Member of the Committee: Ms. Rbeka Khan Joint Secretary (Political -1 Branch) Ministry of Home Affairs, Government of the People's Republic of Bangladesh
Police Headquarters	Member of the Committee: Tanvir Ahmed Additional Inspector General, Special Crime Monitoring Cell Police Headquarters , Bangladesh Police
International Organization for Migration (IOM)	Member of the Committee: Ms. Asma Khatun, National Program Officer
Justice and Care	Member of the Committee: Mohammad Tariqul Islam, Country Director
Winrock International	Member of the Committee: Ms. Susan Stampler, Chief of Party, FSTIP
UNODC	Member of the Committee: Ms. Tasneem Binte Karim, National Programme Coordinator, UNODC Regional Office for South Asia
Member Secretary	
Ministry of Home Affairs	Member of the Committee: Md. Aminul Islam, Deputy Secretary (Political-3 section), Ministry of Home Affairs Government of the People's Republic of Bangladesh
Member of the Committee and Chief Consultant (NPA 2026-2030) of drafting process	
AKM Masud Ali	Executive Director INCIDIN Bangladesh

Annex 4: NPA 2026-2030 Technical Committee

Convener	
Ministry of Home Affairs	Dr. Ziauddin Ahmed Additional Secretary (Add Charge: Political Wing) Ministry of Home Affairs, Government of the People's Republic of Bangladesh
Members	
Ministry of Home Affairs	Member of the Committee: Ms. Rbeka Khan Joint Secretary (Political -1 Branch) Ministry of Home Affairs, Government of the People's Republic of Bangladesh
Member Secretary	
Ministry of Home Affairs	Member of the Committee: Md. Aminul Islam, Deputy Secretary (Political-3 section), Ministry of Home Affairs Government of the People's Republic of Bangladesh
Non-Government Members	
International Organization for Migration (IOM)	Member of the Committee: Ms. Asma Khatun, National Program Officer
Justice and Care	Member of the Committee: Mohammad Tariqul Islam, Country Director
UNODC	Member of the Committee: Ms. Tasneem Binte Karim, National Programme Coordinator, UNODC Regional Office for South Asia
Member Secretary	
Member of the Committee and Chief Consultant (NPA 2026-2030) of drafting process)	
AKM Masud Ali	Executive Director INCIDIN Bangladesh

Annex 5: Constitution and Guiding Rules of the Counter-Trafficking Committees
A. District Counter Trafficking Committee (Revised)

Constitution

Sl.	Members	Designation
1.	Deputy Commissioner (DC)	Chairperson
2.*	Human Trafficking and Expatriates' Welfare Desk Officer, Deputy Commissioner's Office	Member Secretary
3.	Superintendent of Police (SP)	Member
4.	Special Public Prosecutor/Public Prosecutor (SPP/ PP) (dealing with Human Trafficking cases)	Member
5.	Representative nominated by DC	Member
6.	Deputy Director, District Women Affairs Office	Member
7.	Deputy Director, District Social Services Office	Member
8.	Representative of Border Guard Bangladesh (BGB)	Member
9.	Representative of Ansar and Village Defence Party (Ansar and VDP)	Member
10.	Representative of City Corporation/ Pourashava	Member
11.	All Upazila Nirbahi Officers (UNO)	Member
12.	District Education Officer	Member
13.	Civil Surgeon	Member
14.	Deputy Director, Health and Family Planning Office	Member
15.	District Primary Education Officer	Member
16.	Deputy Director, Islamic Foundation	Member
17.	Deputy Director, Department of Youth Development	Member
18.	Chief of District Police Monitoring Cell	Member
19.	Deputy Director, District Employment and Manpower Office	Member
20.	District Child Affairs Officer, Shishu Academy	Member
21.	District Cultural Officer, Shilpakala Academy	Member
22.	Officer-in-Charge, Railway Police	Member
23.	Deputy Director, Statistics Office	Member
24.	Representative of District Legal Aid Committee	Member
25.	Deputy Director, District Regional Passport Office	Member
26.	Deputy Director, District Information Office	Member
27.	President, District Bar Association	Member
28.	Representative of NGOs working on the issue (maximum 5 nominated by the Deputy Commissioner)	Member
29.	President, Press Club	Member
30.	Principal, Higher Secondary/College (nominated by Deputy Commissioner)	Member
31.	Local Elite (maximum 2 nominated by Deputy Commissioner)	Member
32*	Principal, TTC	Member
33*	Deputy Inspector General, Department of Inspection for Factories and Establishments	Member
34*	Deputy Director, Local Government	Member
35*	Representative of Civil Aviation (if any)	Member
36*	District Relief and Rehabilitation Officer (DRRO)	Member
37*	Children representatives (One girl and one boy nominated by Deputy Commissioner)	Member
38*	Youth representatives (One male and one female nominated by Deputy Commissioner)	Member
39*	Trafficking Survivors (Maximum two representatives one male and one female nominated by Deputy Commissioner)	Member

* Newly included

B. Scope of Work of District Counter Trafficking Committee

Sl #	Scope of Work of District Counter Trafficking Committee
1.	Monitoring of cases relating to trafficking of women and children for expeditious disposal
2.	Analyse trafficking related cases in the monthly CTC meeting; Take necessary measures to prevent human trafficking; Coordinate with police monitoring cell to prevent human trafficking at District level; Overall strengthening of police monitoring cell's support
3.	Organize courtyard meeting with participation of hard-core poor women and adolescent and marketplace meeting to aware people at all stages of the community
4.	Coordinate with different NGOs and engage Union Council in monitoring of rescue, shelter, rehabilitation and follow up of trafficking victim
5.	Engage District Information Centres in implementation and monitoring of awareness raising activities
6.	Take Government and NGO initiatives to identify vulnerable trafficking prone areas and to provide livelihoods support for the youth and unemployed people through capacity building training
7.	Determine strategies in order to avoid overlap by analysing and coordinating TIP prevention activities
8.	Provide guideline to the Passport Offices to prevent irregular/undocumented migration
9.	Prepare work plan for next month after consultation with individuals, department or institution, and previous meeting resolution
10.	Include Upazila level issues in District level meeting agenda
11.	This committee may co-opt any member
12.	The committee will meet once every month. CTC meeting will be held on a separate day, not in conjunction with the coordination meeting.

C. Upazila Counter Trafficking Committee (Revised)

Sl.	Members	Designation
1.	Upazila Nirbahi Officer (UNO)	Chairperson
2.	Upazila Women Affairs Officer/ Upazila Social Services Officer	Member Secretary (Social Welfare officer will represent in absence of Upazila Women Affairs Officer)
3.	Upazila Health and Family Planning Officer	Member
4.	Officer-in-Charge (Police Station)	Member
5.	Upazila Rural Development Officer	Member
6.	Upazila Ansar and VDP Officer	Member
7.	Upazila Social Services Officer	Member
8.	Upazila Education Officer	Member
9.	Upazila Youth Development Officer	Member
10.	All Union Parishad Chairman	Member
11.	Upazila Agriculture Officer	Member
12.	Upazila Project officer (Upobritti, secondary education)	Member
13.	Representative of BGB (in Upazilas along the border)	Member
14.	Vice-Chairman (Female), Upazila Parishad	Member
15.	Upazila Primary Education Officer	Member
16.	Principal or representative of Higher Secondary/College	Member

17.	Mayor (Pourashava)	Member
18.	Chairman, Upazila Parishad	Member
19	Local Elite (maximum 2 nominated by UNO)	Member
20.	Head Teacher or representative of secondary school (nominated by UNO)	Member
21	Head Teacher or representative of primary school (nominated by UNO)	Member
22	President, Upazila Press Club	Member
23	Representatives of NGOs (one or more - nominated by the UNO)	Member
24	Head of Religious Institution (nominated by the UNO)	Member
25.	Principal/Superintendent of Madrasa (nominated by the UNO)	Member
26*	Marriage Registrar	Member
27*	Business Representative	Member
28*	Vice Chairman, Upazila Parishad	Member
29*	Project Implementation Officer (PIO)	Member
30*	Representative from Survivors nominated by UNO	Member
31*	Children representatives (One girl and one boy nominated by UNO)	Member
32*	Youth representatives (One male and one female nominated by UNO)	Member

* Newly Added Members

(Attention, the Female Members of Union Parishad are No Longer Members of the Upazilla CTC)

D. Scope of work of Upazila Counter Trafficking Committee

Sl.	Scope of work
1.	Organize a committee meeting each month
2.	Prepare work plan with monthly target and review success in next month
3.	Review Union and Upazila level activities and submit report for District level coordination.
4.	Relevant offices will take initiatives to duly implement activities taken for prevention of human trafficking and irregular migration. They will be present at committee meeting, review and coordinate taken steps, and determine strategies in order to avoid overlapping
5.	Include discussed topics of CTC meeting in monthly Upazila Development and Coordination Committee (UDCC) meeting
6.	Engage and coordinate among District level offices of information, child, youth, social welfare, fine arts, women affairs officer, Migrant Resource Centres (MRC) and District Employment and Manpower Office (DEMO) for implementation and monitoring of awareness raising activities on human trafficking prevention
7.	Determine techniques (indicator setting, reporting format etc.) to monitor activities taken to prevent human trafficking
8.	Ensure safety provisions for rehabilitation of human trafficking victims as per safeguard policy of Government; Coordinate between Corporate Social Responsibility (CSR)/Public Private Partnership (PPP) and local development initiatives taken for socio-economic rehabilitation of victims
9.	Establish Data Bank at Union level to provide information. Preserve information in data bank so that necessary data can be collected for publication and circulation in local

	newspapers and commencing other activities.
10.	Observe special national and international days to disseminate Human Trafficking related information in coordination with Government and NGOs. Promote concerned issues through rally and cultural program.
11.	Discuss information received from Union CTC; take necessary steps in trafficking, rescue, abduction and missing cases and send identical information to District CTC
12.	For raising awareness at local level, deliver trafficking related information to school, college, madrasa and religious institutions and encourage them for discussion
13.	Instant action should be taken by concerned officer in the cases of human trafficking
14.	Computerized database can be maintained for rapid exchange of information
15.	CTC meeting will be convened in the 2 nd week of every month (date decided by Deputy Commissioner). Meeting should be held in a separate day, not in conjunction with coordination meeting. The meeting resolution should reach Deputy Commissioner's office within three working days. In accordance with meeting resolution, Government Order (GO) will be issued to concerned offices for preparation and implementation of action plan
16.	Prepare annual report on initiatives taken for prevention of trafficking
17.	This committee may co-opt any member

E. Union Counter Trafficking Committee (Revised)

Sl.	Members	Designation
1.	Chairman, Union Parishad	Chairperson
2.	Secretary, Union Parishad	Member Secretary
3.	UP member (elected in reserved seat for women)	Member
4.	All UP members	Member
5.	Union Social Worker (Department of Social Services)	Member
6.	Sub-Assistant Agriculture officer	Member
7.	Family Welfare Visitor (Family-Planning Department)	Member
8.	Ansar and VDP Union Leader	Member
9.	Health Inspector	Member
11.	Representative of BGB at border areas	Member
12.	Representative of Community Police	Member
13.	Representative of Primary School Teacher (nominated by Upazila Education Officer)	Member
14.	Representative of Secondary School Teacher (nominated by Upazila Education Officer)	Member
15.	Representative of Religious Institution (nominated by UP Chairman)	Member
16.	Marriage Registrar	Member
17.	Representative of NGO (nominated by Chairman)	Member
18.	Representative Teacher of College (nominated by Upazila Education Officer)	Member
19.	Representative of journalist (inhabitant of Union)	Member
20.	Local Elite (02 person nominated by Chairman)	Member
21*	Representative of Police department (if any)	Member
22*	UDC Entrepreneur	Member
23*	Union Land Officer and karbari (for hill tracts)	Member

* Newly added Members

F. Scope of work of Union Counter Trafficking Committee

Sl.	Scope of work of Union Counter Trafficking Committee
1.	Organize at least one mobilization meeting at Union level with support of Government and NGOs. Discuss Union level anti-TIP activities.
2.	Utilize local clubs/ Union Council office for meeting venue
3.	Incorporate women and child trafficking prevention issue in Union Council's monthly meeting agenda and discuss regularly; Prepare monthly work plan and distribute responsibilities among individuals and groups
4.	Organize meeting, conference, folk song, drama etc. at major marketplaces, playing fields and mass gathering places
5.	Take initiatives for employment of extreme poor and unemployed young people (men and women) of Ward [each Union consists of 9 Wards]
6.	Prioritize emergency support for rehabilitation and poverty reduction of women/child victims of trafficking
7.	Organize rally, conference, discussion meeting etc. with participation of students-teachers and mass people of the area
8.	Invite local MP/ Upazila Executive Officer (UNO), renowned Government officers, head of welfare organizations, and Upazila Chairman in meetings and workshops.
9.	Take initiatives to engage extreme poor women and girls in different projects of Union Council; monitor TIP related activities of different institutions
10.	Launch a register book/ computerized database , initiated by Union Council, to collect information related to human trafficking, missing case, abduction and rescue
11.	Identify dalals (middlemen) and controllers of illegal routes for human trafficking at border areas and submit monthly report to Upazila Executive Officer (UNO)
12.	Introduce provision of mandatory certification from Union Council before migrating abroad for work . In this case the person will inform Union Council Chairman about - through whom s/he is going abroad, name of middleman/ recruiting agency, name of destination country, and financial transaction related information. This will help the Chairman to take necessary steps later in case of any trouble.
13.	CTC meeting will be convened in the 1st week of every month . Challenges, propositions and recommendations should be discussed in the meeting and then report will be sent to Upazila CTC.
14.	This CTC will form small anti-trafficking committees/ groups (Ward Committee or Community Care Committee) at village level
15.	Good initiatives of Committee members should be recognized through which committee members will be encouraged to take human trafficking prevention initiatives at Union level
16.	Concerned officer will take immediate action in human trafficking related cases
17.	Concerned offices will take initiatives for successful implementation of activities taken in order to prevent human trafficking and irregular migration. They will be present in the meeting, discuss and coordinate initiatives taken, and determine strategies to avoid overlapping .
18.	Accomplish rescue and rehabilitation process of trafficking survivors in collaboration with NGOs
19.	Engage extreme poor men, women and girls in different union level development programs and analyse their activities

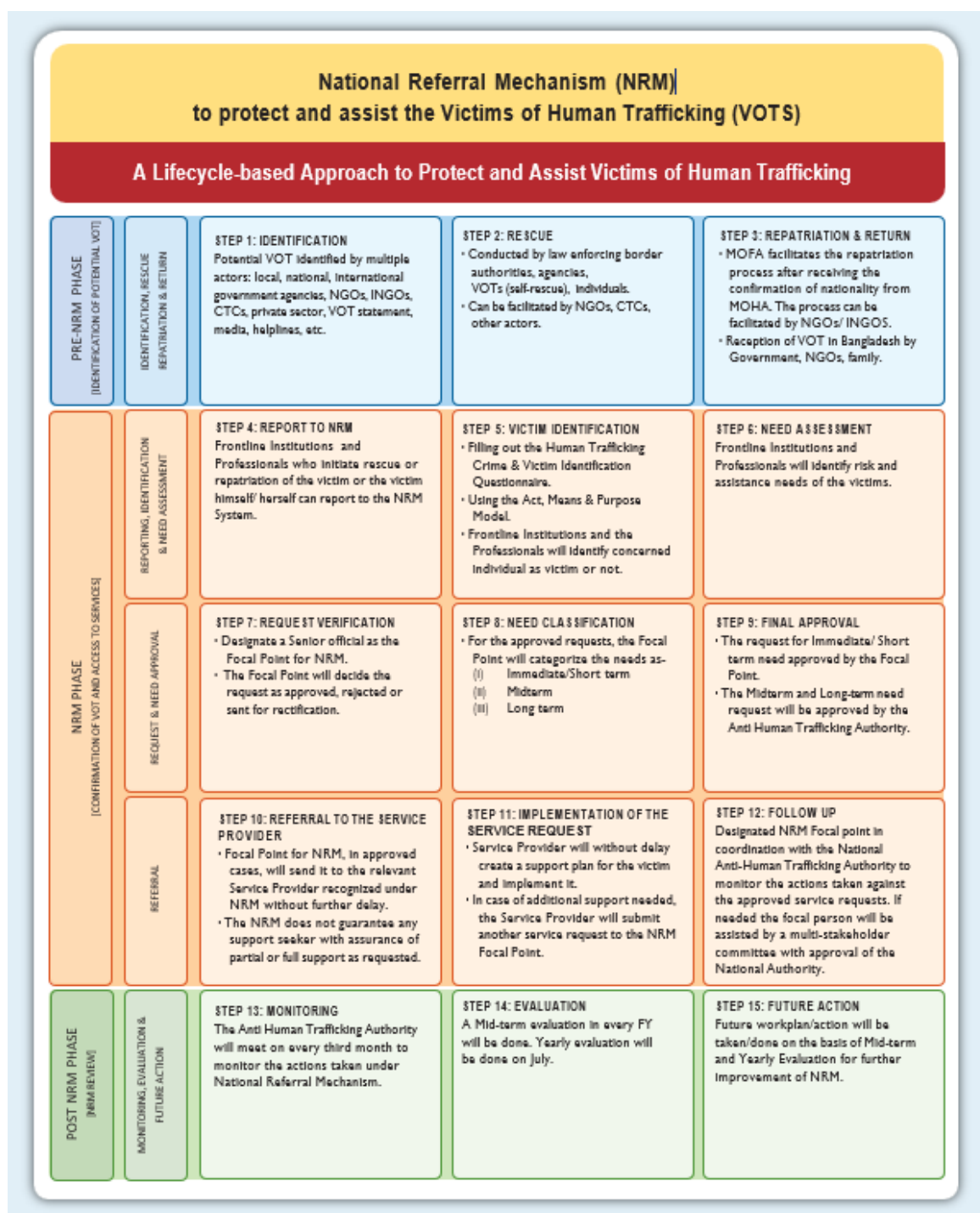
Annex-6: National Referral Mechanism to Protect and Assist Victims of Human Trafficking³⁸

The National Anti-Human Trafficking Authority established by the Ministry under the PSHT Act (2012). Another of such institution built under the Act (2012) is The National Anti-Human Trafficking Fund. The Fund is expected to work as the financial backbone of National Referral Mechanism (NRM). The ***National Plan of Action to Prevent and Suppress Human Trafficking*** (for every five-year period) recognizes establishment of NRM as a critical achievement. The NPA implementation process is also led by the Ministry of Home Affairs. As such, the existing structures and strategies adopted by the Ministry of Home Affairs are aligned with the process of NRM. Since the enactment of the Prevention and Suppression of Human Trafficking (PSHT Act) in 2012, Government and civil society actors have been searching for an effective means of coordinating the protection and care provisions for the victims of human trafficking. With the adaptation of the Rule of the Act (2012) in 2017, provided a clear guideline to make this a reality. The answer to the problem lied in an effective National Referral Mechanism (NRM) ensuring quality and comprehensive care and services to the victims of human trafficking. The NRM hence depends on a systemic approach to establish coordination among GO, NGO and private sector service providers so that the diverse needs of the victims can be met with the supports of a set of motivated, capable and legally accountable actors working hand in hand to promote access of the victims to a life-changing pathway.

Being an extremely violent and vicious crime, the experience of human trafficking leaves a deep scar on the mind and body of its victim – as we have noted in the case stories . A victim may never be completely free from the trauma and psychosocial toll of the crime. However, with a set of psychosocial care and provisions we can certainly help a victim of human trafficking to come in terms with the past and move on with the life. We can work towards the goal of sustainable social integration of the victims. This calls for psychosocial counselling, legal services, skilling and promotion of alternative livelihoods for the victims. Addressing social stigma and broadening of social space for the victims, are also priorities. Hence, law enforcement or legal procedures alone cannot protect and assist the victims to rebuild their lives.

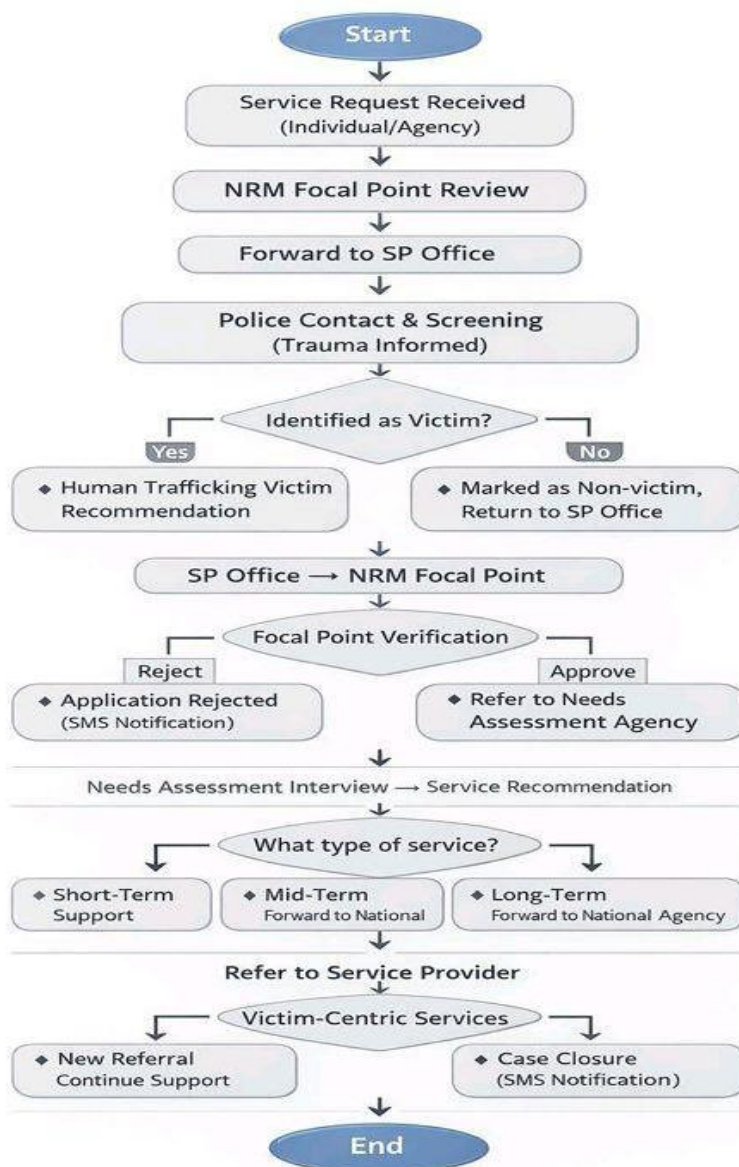
Understanding on the complexity of the crime and gaps in our responses, Ministry of Home Affairs decided to build a multi-disciplinary and multi-stakeholder mechanism of delivering services to the victims of human trafficking. The Ministry of Home Affairs understands that a victim of human trafficking goes through multiple phases of recovery before reaching the stage of successful social integration. It starts with “Identification and Rescue of a victim”. Once rescued the victim needs to be registered with the service providers. If a victim is rescued from an overseas destination or a foreign national is rescued in the country, repatriation of the victim becomes the imminent step. From rescue to repatriation the protection system largely depends upon the government mechanism, although civil society actors play a very important role in every step of the way. After rescue and repatriation, the victim requires shelter and/or family reunion to start a new struggle of rebuild the life. This brings us to the phase of social integration which calls for psychosocial care, economic assistance, capability strengthening support and life-skill building efforts to empower the victim with a new outlook on life and livelihood. In other words, the Ministry of Home Affairs applies a “Life-Cycle Approach to Victim Protection and Assistance”.

³⁸ Framework of Bangladesh National Referral Mechanism to Protect and Assist Victims of Human Trafficking, MoHA, GoB, January, 2024



The needs of the VoTs and accordingly the services delivered within the NRM can be broadly categorized into following 12 types: (1) Economic Support (asset transfer/seed money etc.); (2) Soft loan/ Micro-Credit; (3) Skills Development; (4) Job Placement; (5) Legal Support; (6) Health care; (7) Psychosocial counselling and mental health support; (8) Shelter Home; (9) Security/Protection and Access to Criminal Justice and Redress; (10) Information support/Awareness; (11) Education/Technical Education/Informal Education and (12) Family reunion. All of these will not be required or relevant for each of the VoTs and not every type of service will be required at once. Rather, based on the needs of the VoTs.

The National Referral Mechanism is now available on-line. This digital platform can be accessed from anywhere (inside and outside the country).



As presented in the overview- the process of accessing services through NRM begins once a victim of human trafficking is rescued and in case of international trafficking both rescued and repatriated (i.e. returned to Bangladesh from abroad). Up to this point the process is termed as pre-NRM phase. Once rescued / repatriated the victim of trafficking can apply for protection support via NRM. This phase is termed as “NRM Phase”. The NRM phase has the following steps-

1. **Report to NRM:** Following identification, rescue, repatriation and return of a potential VoT (either international or cross-border human trafficking or internal trafficking), a potential VoT consents to reporting which leads to confirmation as a VoT. The request for service and assistance through the

NRM is initiated through “report to NRM.” Frontline institutions and professionals who initiate rescue or repatriation of the potential victim or the victim himself/herself can report to the NRM System. There is a designated focal point for the NRM would receive and respond to such requests. The NRM as a whole is under direct management of the National Anti-Human Trafficking Authority with the leadership of the Ministry of Home Affairs. The request can be made on the digital platform which can be access on-line.

2. **Victim Confirmation:** Rescued and repatriated potential victims reporting to NRM for confirmation as VoTs. At the local police station the victim of human trafficking needs to confirm whether the victim was subjected to human trafficking, in accordance with the Human Trafficking Crime and Victim Identification guidelines. The Human Trafficking Crime & Victim Identification questionnaire is embedded within the digitized NRM system. A victim of trafficking or any person or an agency can seek support on behalf of a VoT from NRM with or without reporting to police station or Court. However, once applied for any such support, the assessment process may involve a police case.
3. **Need Assessment:** NRM is a mechanism which is victim centric as it upholds the entitlements of the VoTs under PSHTA, 2012. It is victim-cantered – i.e., it revolves arounds priorities/needs of the VoTs rather than any other priorities. The assessment process will require consent of the victim and will be guided by the modality of “do no harm.”
4. **Request Verification:** The frontline institutions and professionals assisting the VoT within the NRM, will place a request of service to the designated NRM Focal Point. All such victims are already positively identified as VoT (as described in step-5). On receiving requests of service/supports based on the needs assessment, the Focal Point will decide the request as “approved,” “rejected,” or “sent for rectification”.
5. **Needs Classification:** For the approved requests, the Focal Point will re-categorize the needs as: 1) immediate/short-term, 2) mid-term, or 3) long-term/social inclusion. According to this classification, the 12 needs of VoTs and subsequent services for them can be presented as follows:
6. **Final Approval:** Once the classification of needs of a VoT is completed under NRM, the requests receive final approval. The request for immediate/ short-term needs requests are approved by the NRM Focal Point and the mid-term and long-term needs request are approved by the National Anti-Human Trafficking Authority. To expedite the process, in between two meeting of the National Anti-Human Trafficking Authority, the NRM Focal Point may provide primary approval to the mid-term and long-term needs which are validated and finally approved in the immediate next meeting of the Authority.
7. **Referral to the Service Provider:** The approved needs are met through services delivered by one or multiple actors who are registered as “authorized service providers” under the NRM. The process of linking a VoT with appropriate service provider(s) is called referral to service provider(s). Through the digital system, the focal Point for NRM, in case of approved cases, send the VoT to the relevant Service Provider recognized under NRM. The referral takes place based on an updatable list of registered service providers.” All the services are standardized based on “minimum standards of services.”
8. **Implementation of the Service Request:** Through a manual and/or digital referral format NRM provides referral slip (with a unique ID) and inform respective service provider(s) about the needs of the referred VoTs. The service provider, without delay, create a support plan (based on a case management approach) for the victim and implement it. If a VoT is referred to multiple service providers, the support plan may be shared between/among these actors and coordinated by a case manager. All such service plans are developed and implemented with the informed consent of the VoT and in maintaining full privacy and confidentiality under a victim-centric case management approach. In case of additional support needed, the Service Provider(s) or the VoT can submit another service request.

NRM holds the future of delivering assistance to the victims of trafficking in Bangladesh. However, already the **government organizations and NGOs are working together** to deliver the essential supports and care such as shelter, psychosocial counselling, legal aid, livelihood training etc. to the best of their abilities. In recent days, **private sector** has also come forth to assist the victims of trafficking by offering soft loans, training and employment. It's a uphill struggle, but together we can make a difference in the lives of those who had suffered the harms of human trafficking. More importantly, the awareness on harms and promotion of opportunities at the grassroots to find meaningful employment and a pathway to safe, orderly and skill-based migration – we can **prevent human trafficking**.