



The Republic of the Gambia

NATIONAL ACTION PLAN AGAINST TRAFFICKING IN PERSONS 2026–2030

(NAP-TIP 2026–2030)



National Agency Against Trafficking in Persons
(NAATIP)



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Suggested citation: National Agency Against Trafficking in Persons, National Action Plan against Trafficking in Persons 2026–2030 (2026).

This action plan was written with support from UNODC and OHCHR within the framework of the PROMIS project with funding from the Government of the Kingdom of the Netherlands.

The printing of the document was financed by the UNODC project entitled “Phase II: A permanent follow-up mechanism for the Niamey Declaration – Implementation of the Niamey Declaration – Monitoring, reporting and technical assistance”, funded by the European Union.



Foreword



The Government of The Gambia remains unequivocally committed to the eradication of trafficking in persons in all its forms. Human trafficking is a grave violation of human rights, an affront to human dignity and a serious form of transnational organized crime that undermines the rule of law, social cohesion and national development. It is a crime that disproportionately targets the most vulnerable – women, children, migrants and persons living in conditions of poverty – and it demands a resolute, coordinated and sustained national response.

It is in this context that I am pleased to present the National Action Plan against Trafficking in Persons 2026–2030. This new action plan represents renewed

national resolve and a clear strategic framework to strengthen prevention, enhance victim protection, intensify the prosecution of perpetrators and deepen partnerships at both the national and international levels. As the ministry responsible for overseeing the National Agency Against Trafficking in Persons, the Ministry of Justice reaffirms its leadership role in ensuring accountability, coordination and effectiveness in the implementation of the Action Plan.

Over the years, the Government has made notable strides in establishing legal, institutional and operational mechanisms to combat trafficking in persons. These efforts reflect our adherence to international and regional obligations and our determination to uphold justice and human rights. However, we acknowledge with candour and responsibility that challenges persist. Trafficking networks have become increasingly sophisticated, resource constraints remain a reality, and emerging socioeconomic and transnational dynamics continue to expose individuals and communities to heightened risks of exploitation.

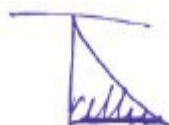
The National Action Plan is therefore both a response to these challenges and a forward-looking instrument of reform and action. Over the next five years, our priorities will focus on building a more robust and victim-centred anti-trafficking response – one that places the protection, recovery and reintegration of victims at the core of all interventions. Prevention efforts will be strengthened through public awareness, community engagement, education and the reduction of vulnerability factors. Law enforcement and prosecutorial capacities will be further enhanced to ensure that traffickers are effectively investigated, prosecuted and held fully accountable under the law, thereby reinforcing deterrence and enhancing public confidence in the justice system.

Equally critical is the fostering of strong partnerships. The fight against trafficking in persons cannot be waged by the Government alone. The National Action Plan underscores the importance of sustained collaboration among ministries, agencies, the judiciary, civil society organizations, traditional and religious leaders, the private sector and the media. It also reaffirms our commitment to international

and regional cooperation, in recognition of the fact that trafficking in persons is a transnational crime that demands shared responsibility, information-sharing and coordinated cross-border action.

The National Action Plan against Trafficking in Persons 2026–2030 is a call to action for all stakeholders. It reflects our collective responsibility to protect the vulnerable, to defend human dignity and to ensure that justice prevails over exploitation. The Government will continue to provide the political will, policy direction and oversight necessary for the effective implementation of the Plan, while promoting transparency, monitoring and measurable results.

I urge all partners to embrace the National Action Plan with dedication and a shared sense of purpose. Together, we can build a future in which trafficking in persons has no place in our society and in which every individual is free to live in safety, dignity and hope.



Dawda A. Jallow

Honourable Attorney General and Minister of Justice

For and on behalf of the Government of The Gambia

Acknowledgements



It is with great commitment and a profound sense of responsibility that I present the National Action Plan against Trafficking in Persons 2026–2030. This renewed strategic framework marks a decisive step in the continued efforts of The Gambia to confront human trafficking in all its forms and to safeguard the dignity, rights and aspirations of every person within our national jurisdiction.

Human trafficking remains a complex and evolving threat – one that exploits vulnerabilities, undermines the rule of law and erodes the social fabric of communities. As we reflect on the achievements and lessons from the previous national action plan (2021–2025), it is clear that progress has been made, but challenges

persist. The experiences of victims, emerging trends in transnational trafficking and the growing sophistication of organized criminal networks engaging in trafficking in persons compel us to strengthen our national response with renewed vigour and a more strategic, coordinated and inclusive vision.

The new national action plan provides a comprehensive framework that aligns national priorities with regional and global obligations while integrating the diverse expertise of government institutions, civil society, development partners and international organizations. More importantly, it recognizes that the protection of vulnerable persons must remain at the heart of our collective mission. Survivors' stories remind us that the cost of inaction is too high and that safeguarding every life is both a moral duty and a national imperative.

The role of the National Agency Against Trafficking in Persons remains central in leading, coordinating and advancing the national anti-trafficking agenda through strengthened institutional capacity, effective inter-agency collaboration and sustained stakeholder engagement. The Agency will continue to guide the implementation of this framework and ensure that interventions are both evidence-based and people-centred.

Built on the four foundational pillars of prevention, protection, prosecution, and partnerships and coordination, the National Action Plan provides a clear road map for the next five years. Together, those pillars will help to reinforce our institutions, strengthen social systems and advance our national ambition of making The Gambia free from human trafficking. With clarity of purpose, strategic direction and strengthened collaboration, the Action Plan sets out a transformative agenda that moves us closer to becoming a country where exploitation has no place and every individual can live in safety and dignity. I extend my sincere appreciation to government institutions, civil society organizations, international partners and the national consultant whose expertise and dedication contributed to the development of the Action Plan.

The Government of The Gambia, through the Ministry of Justice, expresses its profound gratitude to the PROMIS project, implemented jointly by the UNODC and the Office of the United Nations High Commissioner for Human Rights with support from the Kingdom of the Netherlands, for funding the development of the National Action Plan.

In closing, I urge all stakeholders to embrace their roles with renewed commitment, for it is through collective action that we will realize the vision of a trafficking-free Gambia.

Isatou Dabo

Executive Director

National Agency Against Trafficking in Persons

Executive Summary

The National Action Plan against Trafficking in Persons 2026–2030 represents the renewed, coordinated and strategic commitment of The Gambia to eradicating trafficking in persons in all its forms. Building on national priorities, international obligations and lessons learned from the implementation of previous action plans, the National Action Plan provides a comprehensive framework to strengthen prevention, enhance victim protection, ensure effective prosecution, deepen partnerships, enhance evidence-based qualitative and quantitative reporting and address cross-cutting issues that influence vulnerability to trafficking. The Plan reaffirms the leadership role of the Government of The Gambia while recognizing that the fight against trafficking in persons requires sustained collaboration with civil society organizations, international partners, the private sector, local communities and survivors themselves.

The National Action Plan 2026–2030 was developed in response to persistent and emerging trafficking risks linked to irregular migration, poverty, gender inequality, unemployment, climate-related vulnerabilities and transnational organized crime. While previous national efforts brought about important gains, particularly in awareness-raising, victim identification and the establishment of a shelter for victims, gaps were identified in coordination, data management, investigation techniques, monitoring and evaluation, sustainable survivor and victim support and the enforcement of the Trafficking in Persons Act, 2007. The National Action Plan directly addresses these gaps by strengthening governance structures, clarifying institutional roles and responsibilities, building the capacity of stakeholders, enhancing accountability and promoting evidence-based and survivor-centred interventions.

At the core of the National Action Plan are six mutually reinforcing pillars: prevention; protection; prosecution; partnerships and coordination; data, monitoring and evaluation, and research; and TIP+. The prevention pillar focuses on reducing vulnerabilities through public awareness, education, community engagement, safe migration initiatives, and socioeconomic empowerment, particularly for women, children and at-risk groups. Protection prioritizes a rights-based, victim-centred and trauma-informed approach, ensuring timely identification, referral, shelter, psychosocial support, medical care, legal assistance, reintegration and, where appropriate, safe return and repatriation. The prosecution pillar emphasizes strengthening the investigation, prosecution and adjudication of trafficking cases through improved capacity of law enforcement and the judiciary, enhanced application of the law, victim and witness protection, and measures to combat impunity. Activities under the partnerships and coordination pillar underscore structured collaboration among government institutions, civil society organizations, faith-based and community groups, the media, regional and international partners, and the private sector. To strengthen accountability and results, the National Action Plan also places strong emphasis on data, monitoring and evaluation, and research. It establishes clear indicators, reporting structures and mechanisms for tracking progress, measuring impact and informing policy adjustments. Lastly, the TIP+ pillar addresses systemic and emerging forms of exploitation that intersect with trafficking, including labour exploitation, migration-related risks, gender-specific vulnerabilities and climate-related displacement.

Overall, the National Action Plan provides a coherent, coordinated and forward-looking road map for decisive action against trafficking in persons.

Abbreviations

AG	Attorney General
BCC	Behavioural change communication
BLA	Bilateral labour agreement
CPA	Child Protection Alliance
CSO	Civil society organization
DoL	Department of Labour
ECOWAS	Economic Community of West African States
FIU	Financial Intelligence Unit
GBoS	Gambia Bureau of Statistics
GICTA	Gambia Information and Communication Technology Agency
GID	Gambia Immigration Department
GPF	Gambia Police Force
GRTS	Gambia Radio and Television Services
GT Board	Gambia Tourism Board
IOM	International Organization for Migration
KPI	Key Performance Indicator
LGA	Local government area
M&E	Monitoring and evaluation
MDAs	ministries, departments and agencies
MECCNAR	Ministry of Environment, Climate Change and Natural Resources
MoBSE	Ministry of Basic and Secondary Education
MoCDE	Ministry of Communications and Digital Economy
MoFA	Ministry of Foreign Affairs

MoFEA	Ministry of Finance and Economic Affairs
MoGCSW	Ministry of Gender, Children and Social Welfare
MoH	Ministry of Health
MoHERST	Ministry of Higher Education, Research, Science and Technology
Mol	Ministry of the Interior
MoICI	Ministry of Information and Communication Infrastructure
MoJ	Ministry of Justice
MoL	Ministry of Labour
MoLRGRA	Ministry of Lands, Regional Government and Religious Affairs
MoTIE	Ministry of Trade, Industry, Regional Integration and Employment
MoU	memorandum of understanding
MOV	means of verification
MoYS	Ministry of Youth and Sports
NAATIP	National Agency against Trafficking in Persons
NAP	National Action Plan
NEA	National Environment Agency
NRM	national referral mechanism
PROMIS	Protection of migrants: justice, human rights and migrant smuggling project
SIS	State Intelligence Services
TBD	to be determined
TIP	trafficking in persons
UNODC	United Nations Office on Drugs and Crime
UTG	University of The Gambia
WAEC	West African Examination Council

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BACKGROUND

PART 1

1. Background and Rationale

1.1 Trafficking in persons in The Gambia

The Gambia continues to experience multiple forms of trafficking in persons, including domestic servitude, forced begging, labour exploitation in the formal and informal sectors, sexual exploitation, and trafficking associated with irregular migration.

Women, children and young people are particularly affected. Socioeconomic challenges such as poverty, unemployment, limited educational opportunities and rural-urban and cross-border migration exacerbate vulnerabilities and increase the likelihood of exploitation.

Recent developments highlight emerging trends, including online recruitment and exploitation, sports-related trafficking and risks associated with labour migration under bilateral labour agreements.

1.2 Existing legal and policy framework

The Gambia has established robust legal, policy and institutional frameworks to respond to trafficking in persons, including:

- Constitution of the Republic of The Gambia, 1997
- Trafficking in Persons Act, 2007
- Criminal Offences Act, 2025
- National Human Rights Commission Act, 2017, and the 2020 amendment thereto
- Relevant provisions in the Labour Act, 2023
- Immigration Act, 1965
- Relevant provisions in the Children's Act, 2005
- Sexual Offences Act, 2013
- Women's Act, 2010, and the 2020 amendment thereto
- Tourism Offences Act, 2003
- Persons with Disabilities Act, 2021
- Anti-Money-Laundering and Combating of Terrorist Financing Act, 2012

- NAATIP as the lead coordinating agency
- National Action Plan against Trafficking in Persons 2021–2025

The country is a State party to key international and regional instruments relevant to trafficking in persons, including the United Nations Convention against Transnational Organized Crime and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the Convention.

However, a desk review revealed, and stakeholders have emphasized, that the legal framework remains incomplete. Proposed amendments to the Trafficking in Persons Act, 2007, are aimed at strengthening the mandate of NAATIP, introducing witness protection and addressing new forms of trafficking. However, those amendments have not yet been finalized, and critical protections for vulnerable workers remain limited in labour and migration legislation.

1.3 Lessons learned from the National Action Plan against Trafficking in Persons 2021–2025

The review of the implementation of the National Action Plan against Trafficking in Persons 2021–2025 highlighted major strengths, including:

- A comprehensive, multisectoral approach covering the four foundational pillars
- A clear structure with objectives, activities and lead actors
- Strong emphasis on legal reform and institutional capacity-building
- Inclusion of victim support measures (e.g. shelters, psychosocial care, reintegration)
- Recognition of monitoring and evaluation as a core strategic tool

At the same time, key weaknesses and gaps were identified:

- Missing time frames for activities and the absence of a costed plan
- Ambitious targets that were not aligned with existing institutional and financial capacity
- Coordination overload across numerous actors without a fully operational national referral mechanism
- Limited shelter capacity and underresourced victim support services
- Weak, fragmented data systems and the absence of a centralized case management database

- Underfunding of NAATIP and reliance on external partners
- Limited mainstreaming of cross-cutting issues, such as gender, child protection and disabilities

Stakeholders reported that progress had been made, including through improved awareness, enhanced identification of victims, an increased number of convictions for trafficking in persons offences, and stronger collaboration with some civil society organizations; however, systemic constraints in funding, coordination, data management and institutional capacity continued to limit impact.

1.4 Rationale for the National Action Plan against Trafficking in Persons 2026–2030

Given the evolving trafficking in persons landscape and the lessons learned from the previous plan, there is a clear need for a renewed, more agile and realistic framework that:

- Consolidates and builds on achievements under the National Action Plan 2021–2025
- Addresses design and implementation gaps, particularly in costing, monitoring and evaluation, coordination and data systems
- Responds to emerging forms of trafficking (e.g. online, sports-related and migration-related trafficking)
- Incorporates a victim-centred, gender-responsive and human rights-based approach into all interventions

The National Action Plan 2026–2030 is therefore designed as a practical, results-oriented road map to significantly strengthen the response to trafficking in persons in The Gambia, within the constraints of available resources and institutional capacity.



VISION AND GOAL

PART 2

2. Vision, Goal and Strategic Objectives

2.1 Vision

A Gambia where all persons, especially women and children, are protected from trafficking in persons, and where the rights, dignity and freedoms of victims and survivors are fully respected and upheld.

2.2 Goal

To significantly reduce trafficking in persons in The Gambia and ensure a coordinated, victim-centred and rights-based national response that prevents trafficking in persons, protects and empowers victims, and ensures effective investigation and prosecution of perpetrators.

2.3 Strategic objectives

The National Action Plan 2026–2030 is geared towards pursuing the following strategic objectives, represented by the pillars of the Action Plan:

1. Prevention

Strengthen prevention and risk reduction through awareness-raising, education, regulation of recruitment, and integration of measures against trafficking in persons into broader socioeconomic and migration policies

2. Protection

Enhance protection and ensure a functional national referral mechanism and rehabilitation and reintegration services for all victims, with particular attention to women, children and other vulnerable groups

3. Prosecution

Improve the effectiveness, timeliness and quality of the investigation and prosecution of trafficking in persons cases through legal reform, specialized units and capacity-building, and ensure access to justice

4. Partnerships and coordination

Strengthen multisectoral partnerships and coordination mechanisms through an empowered NAATIP and through structured engagement with civil society organizations, the private sector, and national, regional and international partners

5. Data, monitoring and evaluation, and research

Establish evidence-led decision-making through integrated data systems, a functional monitoring and evaluation framework, and targeted research on emerging trends in trafficking in persons

6. TIP+

Integrate gender, child protection, human rights, disability inclusion and climate-related vulnerability into all policies and interventions to combat trafficking in persons



PRIORITY PILLARS

PART 3

3. Priority Pillars and Strategic Interventions

To ensure continuity with the previous action plan, the National Action Plan 2026–2030 is again built on the four foundational pillars (prevention, protection, prosecution, and partnerships and coordination) for a holistic and comprehensive anti-trafficking response in The Gambia. However, two additional pillars (data, monitoring and evaluation, and research; and TIP+) are also included to address critical systemic gaps and ensure a modern, inclusive and evidence-based approach.

Pillar 1: Prevention

Objective: Reduce vulnerability to trafficking in persons through awareness-raising, education, advocacy, regulation and socioeconomic interventions.

Strategic interventions

1. Nationwide behavioural change communication campaigns

- Expand public awareness campaigns to rural, border and hard-to-reach communities using community radio stations, local stakeholder networks such as women's groups and kafoos, village development committees and town-hall meetings
- Develop and launch targeted digital campaigns to combat online trafficking and raise awareness among young people on social media platforms
- Integrate awareness of trafficking in persons, including with regard to the risks of sports trafficking, into school curricula and conduct outreach programmes in educational institutions
- Engage policymakers to be responsive to issues related to trafficking in persons in The Gambia

2. Regulation of recruitment agencies

- Review and strengthen the licensing and monitoring framework for private recruitment and employment agencies
- Mandate substantial financial deposits or bonds from agencies to ensure compliance with ethical standards and provide compensation for exploited workers
- Engage policymakers to be responsive to issues related to trafficking in persons in The Gambia

3. Safe migration and reforms of bilateral labour agreements

- Critically review and improve existing and future bilateral labour agreements by incorporating safeguards derived from the experiences of the first cohorts of migrant workers
- Develop and disseminate pre-departure orientation materials on rights, safe migration and mechanisms for reporting suspected cases of trafficking
- Establish independent monitoring mechanisms to ensure the welfare of Gambian workers abroad

4. Address socio-economic root causes

- Integrate initiatives to combat trafficking in persons into broader national socio-economic development programmes, including poverty reduction, youth employment and skill-building initiatives

Pillar 2: Protection

Objective: Strengthen victim identification, assistance, rehabilitation, reintegration and access to justice.

Strategic interventions

1. Shelter expansion

- Establish an additional government shelter exclusively for children
- Strengthen the capacity of the shelters operated by civil society organizations through standardized training and sustained funding

2. Victim support systems

- Put the Victim Trust Fund into operation to ensure sustainable financing for immediate and long-term victim support
- Standardize and fund comprehensive support services, including psychosocial care, legal aid, medical assistance, rehabilitation services and livelihood training
- Formalize and strengthen coordination between NAATIP and civil society organizations for effective reintegration support

3. Strengthening of the national referral mechanism

- Finalize and implement the reviewed national referral mechanism, ensuring that it is fully functional, with clear protocols specifically for trafficking in persons
- Conduct nationwide training for all stakeholders on the use of the strengthened national referral mechanism

4. Victim-centred procedures

- Implement procedures that minimize retraumatization, ensure victim safety and confidentiality, and prioritize victim consent
- Review and strengthen mechanisms for providing access to justice and compensation for victims, including introducing witness protection provisions

Pillar 3: Prosecution

Objective: Increase the successful prosecution of trafficking cases in The Gambia relative to the number registered in the previous planning period.

Strategic interventions

1. Legal and policy reform

- Amend the Trafficking in Persons Act, 2007, to include provisions for witness protection, to address emerging trends such as online trafficking and to clarify institutional mandates
- Explore legislative options to grant prosecutorial powers to NAATIP or strengthen prosecutorial specialization through a dedicated prosecution unit for trafficking in persons within the Ministry of Justice, with embedded NAATIP liaison prosecutors

2. Specialized units

- Establish, within NAATIP, a specialized prosecution unit for trafficking in persons, with dedicated powers to arrest and investigate, with a view to expediting legal opinions and court proceedings

3. Capacity-building

- Finalize and institutionalize the validated, standardized national training manual on trafficking in persons to support capacity-building for investigators, prosecutors and other relevant law enforcement actors
- Review, update and institutionalize training curricula on trafficking in persons within the curricula of all law enforcement agencies to address emerging trends in trafficking in persons for enhanced operational effectiveness
- Provide continuous, specialized training for investigators, prosecutors and judges on trafficking in persons case handling, financial investigations and victim-centred approaches
- Enhance the capacity of the existing NAATIP investigation unit

4. Case management improvements

- Develop formal guidelines for inter-agency collaboration on cases to reduce duplication and delays (e.g. between NAATIP, the police and the Ministry of Justice)
- Establish a formal procedure for joint and parallel financial investigations with the Financial Intelligence Unit to “follow the money”, seize and confiscate the proceeds of assets gained through trafficking in persons and dismantle trafficking networks

Pillar 4: Partnerships and coordination

Objective: Ensure that the Government of The Gambia implements a holistic, effective and efficient multisectoral national, regional and international response to trafficking in persons.

Strategic interventions

1. Strengthen the National Task Force on Trafficking in Persons

- Revitalize the Task Force as a more proactive body, with regular, budgeted meetings, clear terms of reference and accountability mechanisms
- Establish formal subcommittees or technical working groups for each pillar

2. Regional and international cooperation

- Strengthen cross-border collaboration with neighbouring countries for intelligence-sharing, joint investigations and victim repatriation
- Deepen engagement with international partners and mechanisms to align with global best practices

3. Role of civil society

- Strengthen the role of civil society organizations in policy design, monitoring and implementation
- Provide standardized training and sustainable funding pathways for civil society organizations delivering critical front-line services

4. Private sector engagement

- Develop targeted training programmes for high-risk sectors, such as the informal tourism industry through the Gambia Tourism Board
- Engage the private sector in prevention campaigns and as partners in victim reintegration through employment opportunities

Pillar 5: Data, monitoring and evaluation, and research

Objective: Establish evidence-led decision-making through integrated data systems and a functional monitoring and evaluation framework.

Strategic interventions

1. Centralized case management system

- Develop and deploy a secure, centralized digital database for the management of trafficking in persons cases to improve data-sharing, coordination and reporting between NAATIP and partners

2. Monitoring and evaluation unit

- Establish a functional monitoring and evaluation unit at NAATIP to comprehensively track progress in the implementation of the National Action Plan

3. Evidence generation

- Commission research and studies on emerging trends, such as online trafficking, sports trafficking and the impact of climate change on vulnerability to trafficking in persons
- Use data from the centralized system for regular analytical reports, evidence-based policy briefs and programming

Pillar 6: TIP+

Objective: Address trafficking in persons alongside related and emerging forms of exploitation through an integrated TIP+ approach that strengthens all strategic pillars and ensures accountability across the areas of labour, migration, gender, child protection, disability inclusion, climate-related vulnerability and digital environments.

Rationale and scope: The TIP+ approach recognizes that trafficking in persons often occurs along a continuum of exploitation that includes labour exploitation, forced labour, child labour, domestic servitude, exploitation linked to irregular migration, online-facilitated recruitment and climate-related displacement. Notably, not all cases meet the strict legal threshold to be considered trafficking under national or international law; nonetheless, they involve severe exploitation and human rights violations.

Adopting a TIP+ approach will enable The Gambia to prevent harm earlier, protect victims more effectively regardless of legal classification and address structural drivers of exploitation while maintaining a strong criminal justice response to trafficking offences.

Strategic interventions

1. Gender and exploitation

- Mainstream a gender perspective into all interventions, ensuring that strategies address the specific vulnerabilities and needs of women and men

2. Child labour and child protection

- Apply child-sensitive approaches in all prevention, protection and prosecution activities, in line with national child protection protocols

3. Human rights-based responses

- Ensure that all anti-trafficking actions are grounded in a human rights-based approach, prioritizing the rights, dignity and freedoms of victims and survivors

4. Disability inclusion

- Make all awareness-raising materials, shelters and services accessible to persons with disabilities and develop targeted and tailored interventions for this group

5. Climate, displacement and exploitation

- Analyse and address the links between climate change, environmental degradation, displacement and increased vulnerability to trafficking



IMPLEMENTATION FRAMEWORK

PART 4

4. Implementation Framework

The costed implementation framework provides a detailed, time-bound road map with dedicated resources for implementing the National Action Plan against Trafficking in Persons 2026–2030. Developed through extensive stakeholder consultations and aligned with the six strategic pillars of the National Action Plan, the framework operationalizes the Plan's objectives into actionable outputs and activities, assigns institutional responsibilities, establishes timelines and outlines realistic funding requirements and sources. It is designed to strengthen accountability, facilitate monitoring and guide resource mobilization while addressing a key gap identified in the review of the implementation of the National Action Plan 2021–2025, namely the absence of a costed, actionable implementation plan.

Implementation matrix

The core of the framework is the implementation matrix, which translates the six pillars of the National Action Plan into specific, measurable activities. Timelines for each activity are presented using the following schedule codes: quarterly (Q1–Q4) for activities within a specific quarter, annual for activities occurring once per year, multi-year for interventions spanning multiple consecutive years, and “N/A” where no activity is planned. The full matrix is set out in annex I.

Cost summary

The total estimated cost of implementing the National Action Plan over its five-year period is 71,437,500 Gambian dalasis (GMD). The distribution of resources by strategic pillar is summarized in the table below.

Table 1 - Cost Estimate for the NAP

Pillar	Percentage of total	Total cost (GMD)
Prevention	36.8	26 320 000
Protection	30.5	21 817 500
Prosecution	10.2	7 300 000
Partnerships and coordination	5.6	4 000 000
Data, monitoring and evaluation, and research	9.8	7 000 000
TIP+	7.0	5 000 000
Total	100	71 437 500

Note: The estimates above represent the consolidated financial requirements for all activities under each pillar. Detailed activity-level costing, including unit costs, quantities and timelines, is provided in the accompanying matrix (see annex I).

Financing Strategy and Donor Mapping

A diversified financing model underpins the National Action Plan, with projected contributions from three main sources: the Government of The Gambia (through the NAATIP subvention), international development partners and the private sector. The allocation of resources across pillars reflects institutional mandates and comparative advantages, ensuring alignment with strategic priorities and minimizing dependence on donors.

Key financing principles

- **Government ownership:** The share borne by the Government, approximately 50% of the total costs, demonstrates increasing domestic investment in the national anti trafficking response.
- **Strategic donor partnerships:** Development partners, including the United Nations Office on Drugs and Crime, the International Organization for Migration, the United Nations Children's Fund, the European Union, the Economic Community of West African States and the African Union, provide essential technical assistance and co-funding, particularly for capacity-building, system development and victim support services.
- **Sustainability through the Victim Trust Fund:** Capitalizing and operationalizing the Victim Trust Fund creates a sustainable domestic financing mechanism for victim assistance, reducing reliance on external funding over time.
- **Risk mitigation:** Diversifying funding sources addresses the “very high” risk of donor fatigue identified in the risk assessment for the National Action Plan (see chap. 7), strengthening domestic commitment and financial resilience.

The costed implementation framework will be a living document, updated annually to reflect actual expenditure, funding secured, and any necessary strategic adjustments to ensure effective, sustainable and evidence-based implementation of the National Action Plan 2026–2030.



INSTITUTIONAL ARRANGEMENT

PART 5

5. Institutional Arrangements

The implementation of the National Action Plan 2026–2030 will be coordinated by NAATIP as the lead institution. Key elements of the institutional framework will include:

- **NAATIP:** Overall coordination of implementation of the National Action Plan; secretariat to the National Task Force on Trafficking in Persons; management of cases, data and monitoring and evaluation; resource mobilization and reporting.
- **Government ministries, departments and agencies:** Specific responsibilities aligned with their mandates (as articulated in the costed implementation matrix; see annex I).
- **National Task Force on Trafficking in Persons:** High-level coordination and oversight platform to hold biannual progress review meetings, raise funds for the implementation of activities and agree on the joint implementation of actions and recommendations.
- **Technical working groups:** Pillar-based working groups to support implementation and technical quality in their respective areas.
- **Civil society organizations:** Strategic partners in prevention, victim support, data sharing and advocacy, with formal roles defined in memorandums of understanding and coordination frameworks.
- **Development partners and international organizations:** Providers of technical assistance, capacity-building support and co-funding for agreed priorities.

Details on institutional roles and responsibilities are provided in the implementation and monitoring and evaluation frameworks.





MONITORING AND EVALUATION FRAMEWORK

PART 6

6. Monitoring and Evaluation Framework

A detailed monitoring and evaluation framework is included in the National Action Plan (see annex II), specifying indicators, baselines, targets, data sources, responsible institutions and reporting frequencies.

Key principles

- Results orientation: Focus on measurable outputs and outcomes that align with the strategic objectives of the National Action Plan (see sect. 2.3)
- Shared responsibility: Clear allocation of monitoring and evaluation roles across NAATIP, line ministries, law enforcement, civil society organizations and partners
- Learning and adaptation: Annual narrative reports and a midterm review of the implementation of the National Action Plan to inform adjustments in interventions and in resource allocation
- Transparency and accountability: Regular reporting to relevant national bodies and dissemination of key findings to stakeholders

This monitoring and evaluation framework will be a guiding document, updated annually to reflect progress, update indicators and make any necessary strategic adjustments to ensure effective, sustainable and evidence-based implementation of the National Action Plan.



RISK ASSESSMENT

PART 7

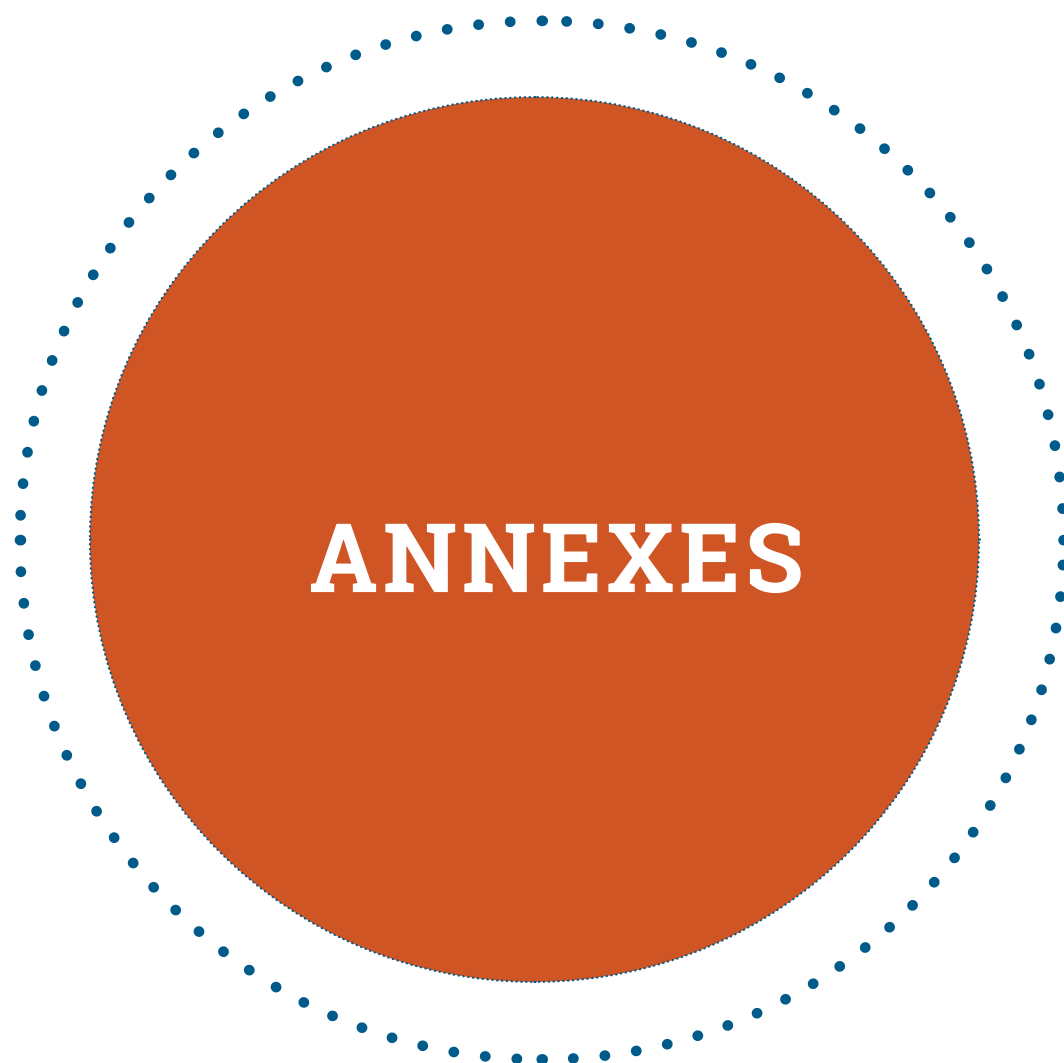
7. Risk Assessment and Mitigation

The successful implementation of the National Action Plan against Trafficking in Persons 2026–2030 is subject to several contextual risks. Proactive identification and mitigation strategies are essential to ensure the Plan’s resilience and sustainability. The table below outlines key risks, ranked by their assessed likelihood, and the corresponding mitigation measures.

Table 2: Risk Matrix

Risk category	Likelihood	Description and impact on implementation	Proposed mitigation measures
Donor fatigue	Very high	Description: Overreliance on a limited pool of international donors whose funding priorities may shift. Stakeholders have explicitly reported “reduced donor support” and “minimal government subvention” as a current, severe constraint. Impact: (1) Collapse of victim support services (shelters, CSO operations); (2) cancellation of awareness-raising campaigns and capacity-building activities; and (3) failure to implement the costed National Action Plan.	Diversify funding: Proactively engage with a broader range of international partners, private foundations and diaspora organizations. Increase government ownership: Secure MoFEA agreement on the annual subvention floor amount by the start of the 2027 budget cycle. Activate the Victim Trust Fund: Expedite the operationalization of the Fund as a sustainable domestic financing mechanism. Demonstrate value: Use the monitoring and evaluation framework to produce clear evidence of impact and a cost-benefit analysis to justify continued investment.
Economic shocks	High	Description: Macroeconomic downturns, inflation or climate-related shocks can increase poverty and strain government budgets. Impact: (1) Sharp increase in populations vulnerable to trafficking due to economic desperation; (2) reduction in government revenue, leading to budget cuts for NAATIP and social services; and (3) reduced capacity for victim reintegration.	Strengthen socioeconomic safeguards: Intensify collaboration to link anti-TIP efforts with social safety nets, youth employment and climate-resilient livelihood programmes. Protect core budget lines: Advocate for the protection of the NAATIP budget and victim support services as essential, even during austerity. Focus on cost-effective prevention: Prioritize community-based and digital awareness campaigns that leverage existing structures.

Political transitions	High	Description: Changes in government or ministerial leadership could lead to shifts in priorities and delays in policy approval. Impact: (1) Delays in the adoption of the National Action Plan and critical legal reforms (e.g. amendment to the Trafficking in Persons Act, 2007); (2) loss of political champions; and (3) stalling of interministerial coordination.	Secure multi-partisan support: Present the National Action Plan to relevant parliamentary committees to build cross-party awareness and commitment. Institutionalize the National Action Plan: Frame the National Action Plan as a State policy grounded in national law and international obligations, not a government-specific plan. Brief incoming officials: Develop a standard briefing package for new ministers on the strategic importance of the National Action Plan.
Security risks	Medium	Description: Instability in the subregions or localized security incidents can disrupt coordination and limit mobility. Impact: (1) Inability to conduct outreach in border regions and rural areas; (2) breakdown of cross-border cooperation; and (3) increased vulnerability of displaced populations to exploitation.	Develop remote engagement protocols: Utilize community radio stations and local CSO networks to maintain presence when physical access is restricted. Strengthen contingency planning: Integrate TIP prevention and response measures into national security and disaster management plans. Secure communication channels: Establish secure digital channels for inter-agency coordination during crises.



Implementation matrix

Pillar	Outcome	Output	Activity	Lead	Partners	Total Cost	KPIs (SMART)	MOV
Pillar 1: Prevention	1.1: Public awareness of TIP risks and reporting mechanisms is significantly increased nationwide.	1.1.1: A comprehensive national TIP awareness strategy is developed and operational.	1.1.1.a: Conduct formative research to identify knowledge gaps and effective messaging for rural, border, youth and digital audiences	NAATIP	MoICI, CSOs, development partners	1,600,000.00	Research report validated by the end of Q2 2026	Final research report
			1.1.1.b: Develop and launch a five-year national TIP awareness strategy (2026–2030)	NAATIP	MoICI, MoBSE, MoYS, GT Board, CSOs	5,000,000.00	Strategy approved by NAATIP Board by Q3 2026	Published strategy
		1.1.2: Coordinated, multi-platform awareness campaigns are implemented annually.	1.1.2.a: Develop and produce annual multimedia BCC materials (e.g. radio or TV dramas, posters, social media content) in Arabic and four local languages	NAATIP	MoICI, GRTS, community radio stations, CSOs	1,000,000.00	Annual toolkit produced by Q1 each year	Production reports, media files
			1.1.2.b: Launch and sustain annual mass media and community outreach campaigns with a special focus on rural, border, online and sports trafficking risks	NAATIP	MoICI, GT Board, GID, CSOs, community leaders	1,000,000.00	≥ 1.5 million people reached annually	Media monitoring reports, outreach logs
		1.1.3: Education on TIP prevention is institutionalized within the formal and non-formal education systems.	1.1.3.a: Develop and integrate age-appropriate TIP modules into national school curricula (lower basic to senior secondary)	MoBSE	NAATIP, University of Education (Gambia College), WAEC, CPA	200,000.00	Modules integrated into curriculum by 2027	MoBSE circular, revised textbooks
			1.1.3.b: Train teachers and guidance counsellors to deliver TIP awareness sessions	MoBSE	NAATIP, University of Education (Gambia College)	200,000.00	400 educators trained by 2028	Training reports, attendance lists
			1.1.3.c: Conduct TIP outreach programs in madrassas, majalis and vocational training centres	NAATIP	MoHERST, CSOs	400,000.00	100 non-formal institutions reached by 2030	Outreach reports, attendance lists

Pillar	Outcome	Output	Activity	Lead	Partners	Total Cost	KPIs (SMART)	MOV
	1.2: Risks of exploitation in migration and recruitment are systemically reduced.	1.2.1: The regulatory framework for private recruitment agencies is strengthened and enforced.	1.2.1.a: Review and amend the licensing and monitoring framework for private recruitment agencies	MoTIE	NAATIP, AG Chambers	50,000.00	Draft amendments submitted by Q4 2026	Draft legal instrument
			1.2.1.b: Establish a system for mandatory financial bonds and public rosters of licensed and blacklisted agencies	MoTIE	NAATIP, MoTIE	20,000.00	System operational and list published by Q2 2027	Official website, bond registry
			1.2.1.c: Conduct regular compliance monitoring of recruitment agencies	MoTIE	NAATIP, DoL, GPF	250,000.00	≥ 20 agencies inspected annually from 2028 onward	Inspection reports
		1.2.2: Safe migration pathways under BLAs are secured with robust safeguards.	1.2.2.a: Conduct a critical review of existing BLAs (e.g. with Saudi Arabia, Spain) incorporating lessons from first cohorts	MoTIE	NAATIP, MoFA, development partners	100,000.00	Review report with recommendations by Q3 2026	Final report
			1.2.2.b: Implement mandatory pre-departure orientation for all labour migrants	MoTIE	NAATIP, development partners, CSOs, recruitment agencies	500,000.00	≥ 5,000 migrants trained annually	Training registers, certificates
			1.2.2.c: Establish an independent mechanism to monitor the welfare of Gambian workers under BLAs	MoTIE	MoFA, NAATIP, CSOs	7,000,000.00	Biannual monitoring reports produced from 2027	Published reports, response logs
	1.3: Root causes of trafficking linked to poverty, unemployment and socioeconomic exclusion are reduced.	1.3.1: Socioeconomic vulnerabilities to trafficking are reduced through targeted livelihood and resilience interventions.	1.3.1.a: Integrate anti-trafficking vulnerability reduction into broader national socioeconomic development programmes, including poverty reduction, youth employment and skill-building initiatives.	NAATIP	MoTIE, MoYs, CSOs, development partners	0.00	At least 50 at-risk persons or TIP survivors enrolled in existing government livelihood programmes by 2030	Beneficiary registers, referral records, programme enrolment lists

Pillar	Outcome	Output	Activity	Lead	Partners	Total Cost	KPIs (SMART)	MOV
			1.3.1.b: Launch two joint initiatives (e.g. vocational training and TIP awareness, microfinance for at-risk groups)	NAATIP	MoTIE, MoTIE, CSOs	9,000,000.00	Two initiatives operational by 2028	MoUs, project reports
Subtotal: Pillar 1						26,320,000.00		
Pillar 2: Protection	2.1: A functional, victim-centred NRM is fully operational.	2.1.1: The reviewed NRM is finalized, launched and operationalized.	2.1.1.a: Finalize the IOM-supported NRM review, incorporating TIP-specific standard operating procedures	NAATIP	MoJ, CSOs, development partners	500,000.00	NRM adopted by Q1 2026	Gazette notice, signed standard operating procedures
			2.1.1.b: Develop and distribute NRM manuals, tools and standardized intake forms	NAATIP	Development partners	450,000.00	Toolkit produced and distributed by Q2 2026	Distribution records
			2.1.1.c: Conduct nationwide training on the strengthened NRM for all front-line responders	NAATIP	GPF, GID, MoH, CSOs	1,000,000.00	400 personnel trained by 2028	Training reports, attendance lists
	2.2: Quality, accessible and sustainable victim support services are available nationwide.	2.2.1: Shelter capacity is expanded and standardized.	2.2.1.a: Establish and operationalize a dedicated children-only shelter in Greater Banjul	NAATIP	MoH, MoGCSW, MoLRGRA	5,000,000.00	Shelter operational by 2028	Completion certificates, occupancy logs
			2.2.1.b: Develop guidelines and provide sustained support to temporary shelters run by CSOs	NAATIP	MoH, CSOs	2,500,000.00	Guidelines published; five CSO shelters supported annually	Published guidelines, sub-grant agreements
		2.2.2: The Victim Trust Fund is put into operation and sustainably funded.	2.2.2.a: Finalize legal and administrative instruments to establish the Victim Trust Fund	MoJ, NAATIP	AG Chambers	5,000,000.00	Fund legally established with a board by Q2 2026	Gazette notice, board terms of reference

Pillar	Outcome	Output	Activity	Lead	Partners	Total Cost	KPIs (SMART)	MOV
			2.2.2.b: Launch a resource mobilization strategy and capitalize the Fund	NAATIP		500,000.00	Fund balance ≥ GMD 50 million by 2030	Financial statements, donation records
			2.2.2.c: Develop procedures for victims to access Fund support (medical, legal and livelihood support)	NAATIP, Trust Fund Board	CSOs	117,500.00	≥ 90% of applicant victims receive support within 30 days	Disbursement records, case files
		2.2.3: Comprehensive victim support services are standardized and coordinated	2.2.3.a: Map and accredit service providers for psychosocial, legal and medical support	NAATIP	MoJ, CSOs, MoH, international partners	500,000.00	Directory of accredited providers published by Q3 2026	Published directory, MoUs
			2.2.3.b: Provide standardized reintegration packages (including livelihood support) to all identified victims	NAATIP	MoTIE, CSOs, projects, development partners, LGAs	6,250,000.00	≥ 90% of identified victims receive a full package	Victim case files, follow-up reports
Subtotal: Pillar 2						21,817,500.00		
Pillar 3: Prosecution	3.1: The legal and policy framework is strengthened to address contemporary TIP trends.	3.1.1: The 2007 TIP Act is amended to be more robust.	3.1.1.a: Finalize drafting of TIP Act amendment bill (witness protection, online trafficking, corporate liability)	MoJ	NAATIP, AG Chambers	500,000.00	Amendment bill submitted to Cabinet by Q4 2026	Final draft bill
			3.1.1.b: Advocate for and facilitate passage of the amendment bill	MoJ	NAATIP, CSOs, Parliament	200,000.00	Amended act assented and gazetted by 2027	Copy of gazetted act
	3.2: Institutional capacity for effective investigation and prosecution is enhanced.	3.2.1: Specialized investigative and prosecutorial units are established.	3.2.1.a: Establish a specialized anti-TIP prosecution unit within the Ministry of Justice	MoJ	NAATIP	1,000,000.00	Unit operational with four prosecutors by Q3 2027	Appointment letters, unit charter
			3.2.1.b: Enhance the capacity and resources (vehicles) of the NAATIP investigation unit	NAATIP	MoI, GPF, GID and SIS	1,500,000.00	Unit fully equipped and staff trained by 2027	Asset register, training certificates

Pillar	Outcome	Output	Activity	Lead	Partners	Total Cost	KPIs (SMART)	MOV
		3.2.2: TIP training and capacity-building frameworks are strengthened and institutionalized.	3.2.2.a: Review and align existing TIP training curricula with updated national training materials and emerging trafficking trends	NAATIP	GPF, GID, SIS, MoJ, judiciary	500,000.00	Updated curricula approved by Q1 2027	Curriculum documents, approval letters
			3.2.2.b: Conduct annual specialized training for investigators, prosecutors and judges using the standardized national TIP training manual	NAATIP, MoJ	GPF, GID, SIS, MoJ, judiciary	1,200,000.00	≥ 150 officers trained each year from 2027	Annual training reports
			3.2.2.c: Finalize, launch and institutionalize the validated national TIP training manual for investigators, prosecutors and relevant law enforcement actors	NAATIP	MoJ, GPF, GID, SIS, judiciary, CSOs	800,000.00	Training manual finalized, printed and officially adopted by Q2 2026	Final manual, print copies, approval memorandum
	3.3: Inter-agency collaboration, particularly for financial investigations, is formalized.	3.3.1: Formal protocols for joint case management and financial investigations are in place.	3.3.1.a: Develop and sign an inter-agency case collaboration protocol (NAATIP, GPF, MoJ)	NAATIP	MoJ, GPF, GID, SIS, FIU	150,000.00	Protocol signed by Q3 2026	Signed protocol
			3.3.1.b: Develop and sign a formal joint financial investigation protocol with FIU	NAATIP	MoJ, GPF, GID, SIS, FIU	200,000.00	Protocol signed by Q4 2026	Signed protocol, data-sharing agreement
			3.3.1.c: Conduct annual joint simulation exercises applying the new protocols	NAATIP	MoJ, GPF, GID, SIS, FIU	1,250,000.00	≥ 2 joint exercises or case simulations conducted each year	After-action review reports

Pillar	Outcome	Output	Activity	Lead	Partners	Total Cost	KPIs (SMART)	MOV
Subtotal: Pillar 3						7,300,000.00		
Pillar 4: Partnerships and coordination	4.1: The National Task Force on TIP is proactive and strategic and coordinates effectively.	4.1.1: The Task Force is revitalized, with clear terms of reference, regular budgeted meetings and accountability.	4.1.1.a: Review and update Task Force terms of reference and establish pillar-based technical working groups	NAATIP	All Task Force members	100,000.00	Revised terms of reference and technical working group structure approved by Q2 2026	Approved terms of reference, technical working group lists
			4.1.1.b: Secure a dedicated annual budget line to support quarterly Task Force and technical working group meetings	NAATIP	All Task Force members, development partners	2,000,000.00	Annual budget allocation confirmed; ≥ 4 meetings held each year	Budget circulars, meeting minutes
	4.2: CSOs are formally integrated as strategic partners.	4.2.1: A formal framework for CSO engagement is established.	4.2.1.a: Establish a formal CSO consortium on TIP with a joint MoU	NAATIP	CSOs, development partners	50,000.00	Consortium operational with MoU by Q4 2026	Signed MoU
			4.2.1.b: Implement a standardized capacity-building programme for CSOs	NAATIP	CSOs, MDAs, development partners	800,000.00	50 CSO staff certified by 2028	Training reports, certificates
	4.3: Cross-border and international cooperation is strengthened.	4.3.1: Formal agreements for cross-border collaboration are activated or updated.	4.3.1.a: Review and update bilateral agreements with key countries (e.g. Senegal, Guinea, Nigeria) with TIP-specific protocols	Mol, MoFA	NAATIP, GPF, GID, development partners	300,000.00	≥ 2 agreements updated with TIP protocols by 2027	Signed addenda or protocols
			4.3.1.b: Conduct annual regional coordination meetings with priority countries (virtual)	NAATIP	MoFA, Mol, ECOWAS, development partners	750,000.00	Annual meeting held from 2028	Meeting reports, joint communiqués
Subtotal: Pillar 4						4,000,000.00		

Pillar	Outcome	Output	Activity	Lead	Partners	Total Cost	KPIs (SMART)	MOV
Pillar 5: Data, monitoring and evaluation, and research	5.1: A secure, centralized case management database is operational.	5.1.1: A centralized TIP case management database is developed and deployed.	5.1.1.a: Conduct needs assessment and develop technical specifications	NAATIP	MoJ, GPF, GID, CSOs, GICTA, development partners	500,000.00	Specifications document finalized by Q3 2026	Specifications document
			5.1.1.b: Procure services and develop and customize the database software	NAATIP	NAATIP, GICTA, development partners	3,000,000.00	Software developed, tested and accepted by Q4 2027	Acceptance test report
			5.1.1.c: Roll out database, provide hardware and train all relevant personnel	NAATIP	All partner agencies, GICTA	200,000.00	Database live and 200 or more users trained by 2029	Deployment report, training records
	5.2: A functional M&E system tracks the implementation and impact of the National Action Plan.	5.2.1: NAATIP has dedicated M&E capacity and a robust M&E framework.	5.2.1.a: Recruit and train an M&E officer (or train programme officers) for NAATIP	NAATIP	MoJ, development partners	50,000.00	Officer or team in place by Q1 2026	Job contracts or training certificates
			5.2.1.b: Develop a detailed M&E framework (see annex II)	NAATIP M&E officer	Development partners	1,000,000.00	Detailed M&E framework finalized by Q2 2026	Published framework
			5.2.1.c: Produce annual NAP progress reports, a midterm review in 2028, and a final evaluation in 2030	NAATIP M&E officer	Development partners	1,500,000.00	Five annual reports and two major reviews published on time	Published reports

Pillar	Outcome	Output	Activity	Lead	Partners	Total Cost	KPIs (SMART)	MOV
	5.3: Targeted research on emerging TIP trends informs policy.	5.3.1: Research on priority emerging issues is commissioned.	5.3.1.a: Conduct a baseline study on online trafficking and digital exploitation	NAATIP	MoCDE, GBoS, MoHERST, UTG, development partners	250,000.00	Research report finalized and validated by Q4 2027	Final report, workshop report
			5.3.1.b: Commission a study on gender, inclusion, migration, climate change, displacement and vulnerability to TIP	NAATIP	NEA, MECCNAR, GBoS, UTG, development partners	500,000.00	Research report with recommendations by Q4 2028	Final report
Subtotal: Pillar 5						7,000,000.00		
Pillar 6: TIP+	6.1: Gender, children's rights, human rights and disability are mainstreamed.	6.1.1: Mainstreaming guidelines and tools are developed and integrated.	6.1.1.a: Develop a TIP+ strategy and TIP+ mainstreaming guidelines	NAATIP	MoGCSW, MECCNAR, Mol, ECOWAS, development partners	1,500,000.00	Guidelines adopted by Q3 2026	Published guidelines
			6.1.1.b: Conduct annual training for all implementing partners on mainstreaming themes	NAATIP	MoGCSW, MECCNAR, Mol, ECOWAS, CSOs, development partners	400,000.00	≥ 200 staff trained each year from 2027	Annual training reports
			6.1.1.c: Ensure that shelters and services are accessible to persons with disabilities	NAATIP	MoGCSW, MECCNAR, Mol, ECOWAS, CSOs, development partners	1,500,000.00	All four new shelters accessible to persons with disabilities by 2029	Accessibility audit reports

Pillar	Outcome	Output	Activity	Lead	Partners	Total Cost	KPIs (SMART)	MOV
		6.1.2: Specific interventions address the needs of the most vulnerable groups.	6.1.2.a: Integrate child protection protocols into all standard operating procedures for victim identification and support	NAATIP, MoGCSW	MoGCSW, MECCNAR, Mol, ECOWAS, CSOs, development partners	100,000.00	Revised standard operating procedures published by 2027	Updated standard operating procedure documents
			6.1.2.b: Design and implement targeted livelihood programmes for at-risk women and young people	NAATIP	MoGCSW, MECCNAR, Mol, ECOWAS, CSOs, development partners	1,500,000.00	≥ 500 at-risk women and young people enrolled by 2030	Programme enrolment records
Subtotal: Pillar 6						5,000,000.00		
GRAND TOTAL						71,437,500.00		

Annex II

Monitoring and evaluation framework

1. Purpose

This monitoring and evaluation framework provides a robust, results-based system to track progress, ensure accountability, support adaptive management and generate credible evidence for national reporting on the implementation of the National Action Plan against Trafficking in Persons 2026–2030 and for the review of implementation by UNODC.

- Specifically, the framework aims to:
- Track implementation progress against agreed results and targets
- Strengthen evidence-based decision-making and learning
- Support government and UNODC reporting requirements
- Improve transparency, accountability and coordination across institutions
- Mitigate the systemic weaknesses in monitoring and evaluation identified in the review of implementation of the National Action Plan 2021–2025

2. Monitoring and evaluation approach and principles

The framework is grounded in results-based management and aligned with UNODC guidance for national anti-trafficking strategies.

• Core principles

- Results orientation (outputs → outcomes → impact)
- Victim-centred and rights-based measurement
- Gender- and child-sensitive data disaggregation
- Realism and institutional feasibility

Learning and adaptive management

3. Results chain

Impact (goal of National Action Plan)

Reduced incidence of trafficking in persons and a strengthened, coordinated, victim-centred and rights-based national response in The Gambia.

Outcomes by pillar

1. **Prevention:** Reduced vulnerability and increased public awareness of risks of trafficking in persons.
2. **Protection:** Victims have access to comprehensive, timely and quality services.
3. **Prosecution:** Trafficking in persons offences are investigated and prosecuted effectively.
4. **Partnerships and coordination:** Institutions coordinate effectively, with clear roles and accountability.
5. **Data, monitoring and evaluation, and research:** Evidence systematically informs decision-making.
6. **TIP+:** Exploitation risks beyond formal trafficking in persons cases are prevented and addressed through integrated responses.

4. Strategic-level indicator framework

Impact indicators

- Percentage increase in identified trafficking victims (reflecting improved detection, not increased prevalence)
- Percentage of identified victims accessing a full minimum service package
- Conviction-to-investigation ratio for trafficking cases

Outcome indicators (illustrative)

- Percentage of population demonstrating correct knowledge of trafficking in persons risks (based on surveys)
- Percentage of identified victims completing reintegration plans
- Average time from launch of investigation to prosecution decision
- Percentage of National Task Force decisions implemented within agreed timelines
- Annual National Action Plan performance report produced and disseminated

Targets are deliberately realistic and will be finalized during baseline validation in the first year of implementation.

5. Data sources

- Centralized trafficking in persons case management database
- Referral records from the national referral mechanism
- Administrative data from the police, immigration authorities and the Ministry of Justice
- Service records from shelters and civil society organizations
- Victim Trust Fund financial reports
- Surveys, research studies and policy reviews

6. Institutional roles and responsibilities

National Agency Against Trafficking in Persons

Lead agency in the coordination of monitoring and evaluation; data aggregation; annual reporting; database management; quality assurance

Line ministries, departments and agencies

Routine data generation; sector reporting; participation in reviews

Civil society organizations

Data on services provided to victims; referrals; community feedback

National Task Force on Trafficking in Persons

Oversight; validation of reports; policy direction

7. Reporting and review cycle

- Quarterly: pillar-level implementation briefs
- Annual: monitoring and evaluation report on the implementation of the National Action Plan
- 2028: independent midterm review

2030: final evaluation

8. Learning and adaptive management

- Monitoring and evaluation findings will inform:
- Annual priority-setting and budgeting

- Adjustment of targets and activities
- Legal and policy reform reviewsDonor engagement and advocacy

An annual learning brief will summarize what worked, what did not work, and why.

9. Evaluation plan

Midterm review (2028)

- Progress against envisaged outcomes
- Financing and institutional capacity
- Effectiveness of coordination and TIP+ integration

Final evaluation (2030)

- Impact and sustainability
- Cost-effectiveness
- Outcomes for survivors
- Data system maturity

10. Data quality assurance

- Standardized reporting templates
- Routine validation checks
- Monitoring and evaluation training for focal points
- Confidentiality and data protection protocols

11. Monitoring and evaluation risk management

Risk	Level	Mitigation measures
Weak partner reporting	High	Mandatory templates, memorandums of understanding
Data fragmentation	High	Central database
Staff turnover	Medium	Monitoring and evaluation manuals; induction training
Sensitivity of victim data	High	Strong confidentiality protocols

12. Accountability and feedback

- Quarterly stakeholder review meetings
- Public dissemination of summary findings
- Parliamentary briefings
- Community feedback through civil society organizations
- Annual donor round tables

Annex III

Logical framework

Pillar	Outcome	Level	Narrative summary	Indicators	Baseline	Target	Means of verification	Assumptions
Overall impact	Reduced trafficking in persons and strengthened rights-based national response in The Gambia			Percentage increase in identified TIP victims (improved detection)	TBD	30%	NAAATIP database	Political commitment sustained
				Percentage of victims accessing minimum service package	TBD	≥ 75%	NRM and shelter reports	Services funded
				Conviction-to-investigation ratio	TBD	≥ 40%	MoJ, Judiciary	Judicial continuity
Pillar 1: Prevention	Reduced vulnerability and increased public awareness of TIP risks	Output 1.1	Awareness expanded	Percentage of population with TIP knowledge	TBD	40%	NAAATIP, CSOs	Surveys
		Output 1.2	TIP mainstreamed in schools	Number of schools with TIP content	0	≥ 60	MoBSE	Curriculum records
		Output 1.3	Recruitment regulated	Percentage of compliant licensed agencies	20%	≥ 100%	MoL	Inspection reports
		Output 1.4	Safe migration pathways	Number of labour migrants receiving pre-departure orientation/welfare monitoring	0	≥ 5,000	MoTIE, MoFA, NAAATIP	Training records, monitoring reports
		Output 1.5	Socioeconomic vulnerabilities reduced	Number of at-risk persons benefiting from livelihood or resilience support programmes	0	≥ 200	NAAATIP, CSOs, partners	Beneficiary records

Pillar	Outcome	Level	Narrative summary	Indicators	Baseline	Target	Means of verification	Assumptions
Pillar 2: Protection	Victims have access to comprehensive, timely and quality services	Output 2.1	Shelter capacity expanded	Number of operational shelters	1	≥ 2	NAATIP	Facility records
		Output 2.2	Victim Trust Fund operational	Fund functional	No	Yes	MoFEA, NAATIP	Financial reports
		Output 2.3	Reintegration strengthened	Percentage of victims completing reintegration	TBD	≥ 70%	CSOs	Case files
Pillar 3: Prosecution	TIP offences are investigated and prosecuted effectively	Output 3.1	Legal framework strengthened	TIP Act amended		Enacted	MoJ	Gazette
		Output 3.2	Specialized capacity established	Number of investigators and prosecutors trained using the standardized national TIP training manual		≥ 200	MoJ, GPF	Training records and training materials based on the standardized manual
		Output 3.3	Case handling improved	Average case processing time		Reduced	MoJ	Case tracking
Pillar 4: Partnerships and coordination	Institutions coordinate effectively with clear roles	Output 4.1	Task Force functional	Number of meetings per year	1	≥ 4	NAATIP	Minutes
		Output 4.2	NRM operational	NRM coverage	N/A	Nationwide	NAATIP	Referral data
		Output 4.3	CSO engagement	Number of CSOs under MoUs	0	≥ 10	NAATIP	MoUs

Pillar	Outcome	Level	Narrative summary	Indicators	Baseline	Target	Means of verification	Assumptions
Pillar 5: Data, monitoring and evaluation, and research	Evidence guides decision-making and resource allocation	Output 5.1	Central database deployed	System functional	No	Yes	NAATIP	System audit
		Output 5.2	M&E institutionalized	Annual NAP report produced	N/A	Annually	NAATIP	Reports
		Output 5.3	Research generated	Number of M&E studies completed	0	2	NAATIP	Publications
Pillar 6: TIP+	Exploitation risks beyond formal TIP cases are prevented and addressed	Output 6.1	TIP+ mainstreamed	Percentage of pillars with TIP+ activities	N/A	100%	NAATIP	National Action Plan reviews
		Output 6.2	Front-line identification strengthened	Number of officers trained on TIP+	0	≥ 300	MoJ, GPF	Training data
		Output 6.3	Gender and child sensitivity ensured	Percentage of victims receiving age- and gender-appropriate services	N/A	100%	NAATIP	Case files
		Output 6.4	Disability inclusion	Percentage of facilities accessible	TBD	≥ 70%	NAATIP	Assessments
		Output 6.5	Evidence on emerging risks	Number of policy briefs on labour, migration or climate	0	≥ 4	NAATIP	Briefs

National Agency Against Trafficking in Persons, National Action Plan against Trafficking in Persons 2026–2030.

This action plan was written with support from UNODC and OHCHR within the framework of the PROMIS project with funding from the Government of the Kingdom of the Netherlands.

The printing of the document was financed by the UNODC project entitled “Phase II: A permanent follow-up mechanism for the Niamey Declaration – Implementation of the Niamey Declaration – Monitoring, reporting and technical assistance”, funded by the European Union.



United Nations
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HUMAN RIGHTS
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