



## Tool 2.14 Capacity-building and training

### Overview

*This tool provides references to training programmes and materials. For more training materials, refer also to Tool 9.18.*

Capacity-building measures should be built on:

- Prior assessment of the situation
- Clear delineation of the role of various agencies
- Understanding of existing knowledge and expertise
- Analysis of the roles and competencies required for the implementation of a comprehensive strategy

Article 10, paragraph 2, of the Trafficking in Persons Protocol provides that States parties shall provide or strengthen training for law enforcement, immigration and other relevant officials in the prevention of trafficking in persons, and also stipulates:

The training should focus on methods used in preventing such trafficking, prosecuting the traffickers and protecting the rights of the victims, including protecting the victims from the traffickers. The training should also take into account the need to consider human rights and child- and gender-sensitive issues and it should encourage cooperation with non-governmental organizations, other relevant organizations and other elements of civil society.

### ***Key principles of training and capacity-building***

- Capacity-building measures and training curricula should only be built on a prior assessment of the situation.
- The approach should foster a clear understanding among stakeholders of gaps and areas for improvement. This can only be achieved where stakeholders themselves are involved in the assessment and contribute to the planning of training.
- As far as possible, local or regional organizations should be given priority in capacity-building or training efforts since they are likely to be more sensitive to domestic needs. International actors should play a steadily declining advisory role while Government, law enforcement and civil society actors build up their capacity.



*National Referral Mechanisms: Joining Efforts to Protect the Rights of Trafficked Persons; A Practical Handbook* (Warsaw, OSCE, 2004), contains useful checklists for assessing training needs and determining content, as well as a suggested capacity-building module. The handbook is available at:

[www.osce.org/publications/odihhr/2004/05/12351\\_131\\_en.pdf](http://www.osce.org/publications/odihhr/2004/05/12351_131_en.pdf)

## Recommended resources

### ***Training manual on the implementation of the ECOWAS Initial Plan of Action against Trafficking in Persons (2002-2003)***

***(United Nations Office on Drugs and Crime)***

The training manual on the implementation of the ECOWAS Initial Plan of Action against Trafficking in Persons (2002-2003) was developed within the framework of a project involving UNODC and ECOWAS. The manual includes definitions of trafficking in human beings and smuggling of migrants, as well as general guidelines on investigation and prosecution of cases related to trafficking in human beings, with a focus on cooperation between ECOWAS member States. The manual was used as reference material and in training activities under the project.



The manual can be consulted at:

[www.unodc.org/pdf/ecowas\\_training\\_manual\\_2006.pdf](http://www.unodc.org/pdf/ecowas_training_manual_2006.pdf)

### ***Anti-Trafficking Training for Front-line Law Enforcement Officers***

***(International Centre for Migration Policy Development)***

In the framework of the Stability Pact for South Eastern Europe Task Force on Trafficking in Human Beings, the International Centre for Migration Policy Development has developed a comprehensive training and capacity-building programme to address trafficking in human beings in South-Eastern Europe. This *Anti-Trafficking Training for Frontline Law Enforcement Officers* has been developed with the objective of raising awareness of trafficking in persons as a serious crime and a human rights violation, and of enhancing the capability and skills of non-specialized police and border personnel to identify and properly treat trafficking victims. The material comprises a training guide and a complementary background reader.



The training guide and background reader can be consulted at the Centre's website:

[www.anti-trafficking.net](http://www.anti-trafficking.net)

### ***Law enforcement training manuals***

***(United Nations Development Programme, Romania)***

The UNDP *Law Enforcement Manual for Fighting against Trafficking in Human Beings* is a comprehensive training instrument for law enforcement officials. It contains both a user's manual and a trainer's manual.



Both manuals can be consulted at:  
[www.undp.ro/governance/Best%20Practice%20Manuals](http://www.undp.ro/governance/Best%20Practice%20Manuals)

### ***Training Manual for Combating Trafficking in Women and Children***

An outcome of a training exercise that took place in Myanmar, the *Training Manual for Combating Trafficking in Women and Children* was developed as part of UNIAP, in cooperation with Save the Children (UK) and IOM. There is a focus in the training manual on issues of return and reintegration.



The manual can be consulted at:  
[www.un.or.th/TraffickingProject/trafficking\\_manual.pdf](http://www.un.or.th/TraffickingProject/trafficking_manual.pdf)

### ***Training Manual on Trafficking in Human Beings in Peace Support Operations***

***(United Nations Interregional Crime and Justice Research Institute)***

UNICRI delivered pre-deployment and in-service training to international law-enforcement personnel from the European Union and other countries. The training was delivered in three-day seminars and targeted to police officers in peace support missions in South-Eastern Europe.



More information on the manual developed for this training and revised on the basis of it is available at:  
[www.unicri.it/wwd/trafficking/peacekeeping/index.php](http://www.unicri.it/wwd/trafficking/peacekeeping/index.php)

### ***Crime Reduction Toolkit on trafficking of people***

***(United Kingdom)***

The Policing Organised Crime Unit of the United Kingdom Home Office established an online crime reduction toolkit as a practical measure to address trafficking in the United Kingdom. The toolkit is intended for use by the police, immigration officials, prosecutors, victim support and social services, local authorities, non-governmental organizations and other agencies that come into contact with human trafficking issues.



The Toolkit is available at:  
[www.crimereduction.gov.uk/toolkits/tp00.htm](http://www.crimereduction.gov.uk/toolkits/tp00.htm)

### ***Toolkit to Combat Trafficking in Persons in Ecuador***

#### ***(The American Bar Association's Latin American and Caribbean Law Initiative Council)***

The American Bar Association's Latin American and Caribbean Law Initiative Council through its project to combat trafficking in persons in Ecuador developed a toolkit containing strategic examples. This toolkit (available only in Spanish) contains basic information relevant to undertaking anti-trafficking work in Spanish-speaking countries.

### ***Resource Book for Law Enforcement Officers on Good Practices in Combating Child Trafficking***

#### ***(International Organization for Migration)***

This 2006 resource book is the result of an IOM training programme for law enforcement authorities implemented in Vienna. It contains good practices, recommendations and techniques for combating child trafficking based on the inputs of experts from the law enforcement and medical science fields and from civil society. The resource elaborates good practices on:

- Age assessment/identification of child victims
- Investigative methods
- Interview techniques
- Cooperation between law enforcement authorities and non-governmental organizations/social service providers



The resource book is available at:

[www.iom.int/jahia/Jahia/cache/offonce/pid/1674?entryId=5787](http://www.iom.int/jahia/Jahia/cache/offonce/pid/1674?entryId=5787)

### ***e-learning human trafficking modules***

#### ***(United Nations Office on Drugs and Crime)***

The United Nations Office on Drugs and Crime received the UN21 Award for its high-quality and effective delivery of law enforcement training in more than 50 countries in over 20 languages through its system of e-learning. Computer-based training is a form of e-learning involving training presented on interactive CD-ROMs and lessons delivered via interactive television. In this way, students who are located in remote areas throughout the world can learn practical skills at their own pace.

The training packages have been designed to enable law enforcement officials to enhance their skills, knowledge and awareness at their own pace and in their own language, using state-of-the-art interactive computer-based law enforcement training packages. Programmes are tailored for domestic legal circumstances, but also emphasize the regional and global impact of transnational organized crime.

A training module on human trafficking has been designed for law enforcement personnel with the overall objective of providing them with a basic understanding of human trafficking to enable them to better detect and respond to the crime.



A demonstration of the human trafficking module is available at:  
[www.unodc-elearning.org/index.php?option=com\\_wrapper&Itemid=43](http://www.unodc-elearning.org/index.php?option=com_wrapper&Itemid=43)

The UNODC e-learning site is at:  
[www.unodc-elearning.org](http://www.unodc-elearning.org)

### ***Combating Trafficking in Children for Sexual Purposes: a Training Guide (ECPAT)***

The Europe Law Enforcement Group of ECPAT, a network of organizations and individuals working to eliminate the commercial sexual exploitation of children, in the framework of its Programme against Trafficking in Children for Sexual Purposes in Europe and in cooperation with ECPAT International, has developed this detailed training guide for use by trainers of professional multi-stakeholder groups consisting of law enforcement personnel, social workers and caregivers. The training guide offers background information on necessary training skills and on how to develop an effective training programme. It also contains a 10-session training course on child-related trafficking, including background on the issue, definitions of both children and child trafficking, legal contexts, protection and assistance, roles of stakeholders and evaluation. The training sessions are complete with worksheet handouts, fact sheets and case studies.



This training guide is available at:  
[www.ecpat.net/eng/pdf/Trafficking\\_Report.pdf](http://www.ecpat.net/eng/pdf/Trafficking_Report.pdf)

### ***Human Rights and Humanitarian Law in Professional Policing Concepts (International Committee of the Red Cross)***

This International Committee of the Red Cross brochure addresses the principles of humanitarian law and human rights law in the context of law enforcement. Many aspects raised are relevant to the training of law enforcement officials in relation to trafficking of persons.



This brochure is available in English, French, Portuguese, Russian and Spanish at:  
[www.icrc.org/web/eng/siteeng0.nsf/html/p0809](http://www.icrc.org/web/eng/siteeng0.nsf/html/p0809)