Trafficking in Persons National Action Plan 2027-2031

SEPTEMBER 2026

New Zealand Government
Te Kāwanatanga o Aotearoa

MINISTRY OF BUSINESS, INNOVATION & EMPLOYMENT
HĪKINA WHAKATUTUKI

Ministry of Business, Innovation and Employment (MBIE)
Hīkina Whakatutuki – Lifting to make successful

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Minister's foreword

Trafficking in persons is a serious crime that exploits vulnerable people and causes significant harm to individuals, families and communities. Trafficking can take many forms, including forced labour, forced criminality, sexual exploitation, forced marriage, and domestic servitude. The harms and impacts from these crimes are far-reaching.

New Zealand is committed to preventing trafficking in persons, protecting those at risk of exploitation and holding offenders to account. As recognised through the *Transnational, Serious and Organised Crime Strategy 2026 - 2030,* increasingly complex criminal threats require a stronger and more coordinated response. To fight trafficking, that requires earlier identification of harm, improved information sharing, and effective support for victims.

This National Action Plan sets out practical actions for New Zealand's response to trafficking. It provides a framework to improve awareness, identify and support victims, build capability across sectors, and strengthen coordination across agencies and partners.

This work cannot be done by government alone. Success depends on strong, sustained collaboration with businesses, community organisations, international partners, and those working directly with vulnerable people. We want people experiencing exploitation to be identified earlier, supported appropriately, and protected from further harm.

The Plan is a practical step towards protecting vulnerable people and making it harder for traffickers to operate in New Zealand. By working together and committing to the actions set out in this Plan, we can drive lasting progress and strengthen our ability to prevent, identify, and respond to trafficking.

Trafficking in persons has no place in New Zealand. This Plan is part of our approach to make New Zealand one of the hardest places in the world for organised criminal networks to operate and cause harm.

Hon Casey Costello

Associate Minister of Immigration, Associate Minister of Police, Minister of Customs

Scope and Purpose

Trafficking in persons (TiP)[1] is a serious crime that causes real harm. TiP needs a joined-up response to prevent it from occurring in our communities, support victims, and hold offenders to account.

The Trafficking in Persons National Action Plan (the Plan) will be delivered as part of the *Transnational, Serious and Organised Crime (TSOC) Strategy 2026 - 2030*[2]. It has two components:

- **a strategic framework** which provides the scope and direction to focus collective effort, and
- **a set of activities** and sub-actions to be implemented by government agencies, in collaboration with relevant non-government stakeholders.

The Plan is intended to complement, not replace, the ongoing operational work of law enforcement and regulatory agencies and is specifically focused on addressing TiP in New Zealand.

The scope of the Plan is intentionally focused on targeted uplift rather than system reform. Drawing on input from government agencies, civil society, and subject matter experts, it aims to deliver measurable improvements in New Zealand's response to trafficking while laying the foundations for longer-term change. This approach recognises that immediate improvements can be made through better alignment, stronger governance, and more coordinated delivery.

The implementation of the Plan will be coordinated by the Ministry of Business, Innovation and Employment (MBIE) as the lead agency, in collaboration with a range of government agencies, non-government stakeholders, civil society and international partners. This will also include alignment with the TSOC Strategy, ensuring a coordinated and integrated contribution to New Zealand's broader response to organised crime.

1 Also referred to as Human Trafficking and People Trafficking

2 www.police.govt.nz/sites/default/files/publications/transnational-serious-and-organised-crime-strategy-document-2026-2030.pdf

Why do we need a National Action Plan?

Through the *Plan of Action against Forced Labour, People Trafficking and Slavery 2020-2025*, New Zealand made progress in strengthening its response to TiP. We increased training for officials and improved victim identification and collaboration across agencies. New Zealand now has the opportunity to build on this progress and address remaining gaps in our response to date.

More work is needed to strengthen New Zealand's response to TiP

While New Zealand is committed to combating TiP, we recognise that our response faces significant challenges. This includes:

- fragmented reporting pathways,
- variation across agencies in the identification of potential victims,
- unclear agency roles,
- data-sharing barriers,
- variable frontline capability,
- limited public awareness, and
- constrained investigative capacity.

The Plan has been designed to address these challenges through targeted and achievable improvements that strengthen the existing system and lay the foundation for a more coordinated and effective response over time.

Understanding trafficking in persons

What is Trafficking in Persons?

TiP is a serious crime and a human rights violation which causes significant harm. It is the recruitment, transportation, transfer, harbouring or receipt of a person for the purpose of exploitation and involves deceiving or coercing someone in order to exploit them.

TiP is happening here in New Zealand, and the crime is punishable by up to 20 years' imprisonment, fines of up to $500,000, or both. It can take many forms, including forced labour, forced criminality, sexual exploitation, forced marriage and domestic servitude.

TiP can occur in a wide range of settings, including workplaces, businesses, and in private homes. While this means it can involve different forms of exploitation, its defining feature is that a person is exploited for another person's benefit or gain.

Victims may be controlled through coercion, deception, threats, abuse of power, or abuse of vulnerability. As a result, they may not have the resources to leave their situation or be able to make choices about their work, living conditions, or movements. Many victims may not recognise themselves as victims of trafficking or exploitation due to coercion, debt, cultural factors, fear of authorities, and/or dependency on their offender/s.

TiP can involve the movement of victims across international borders, but it can also occur entirely within New Zealand. Victims may be New Zealand citizens, residents, or migrants, and can be of any age or gender.

There are three elements to TiP: an act (what is done), the means (how it is done), and the purpose (why it is done). This is also known as the AMP model and is based on the definition of TiP set out in section 98D[3] of the New Zealand Crimes Act 1961. For child victims, prosecutors do not need to prove coercion or deception, unless the accused can show they reasonably believed the victim was an adult.

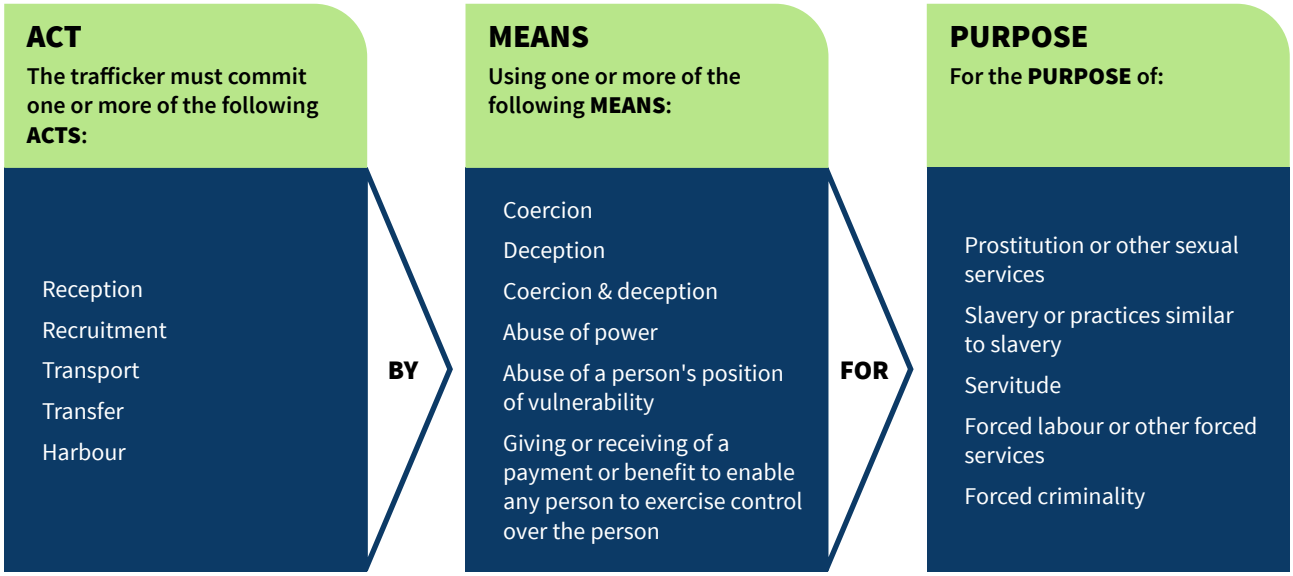


FIGURE 1: The AMP model shows the "continuum" of offending, demonstrating that all three **aspects must be present to be a trafficking offence** - the act committed, the means, and the purpose of exploitation, helping distinguish TiP from other offences.

3 Section 98D of the New Zealand Crimes Act 1961, www.legislation.govt.nz/act/public/1961/43/en/latest/sections/DLM328722/

Not all TiP investigations result in trafficking-specific charges. Depending on the victim's willingness and ability to engage in the investigation, the circumstances of the case, the available evidence and whether the evidential threshold for prosecution is met, offenders may instead be prosecuted for related offences such as migrant exploitation, immigration offending, assault, intimidation, or slavery-related offending[4].

This does not necessarily mean that TiP has not occurred; rather, it reflects the need to respect the victim's circumstances and needs, pursue the most appropriate charges based on the available evidence and circumstances of the case and provide the strongest basis for a successful prosecution.

Exploitation exists on a spectrum. At one end is migrant exploitation[5] such as labour and employment violations, for instance wage underpayment, the denial of leave entitlements and breaches of employment standards. TiP sits at the more serious end, with forms of exploitation that may involve coercion, control, or abuse, including forced labour, sexual exploitation, and slavery.

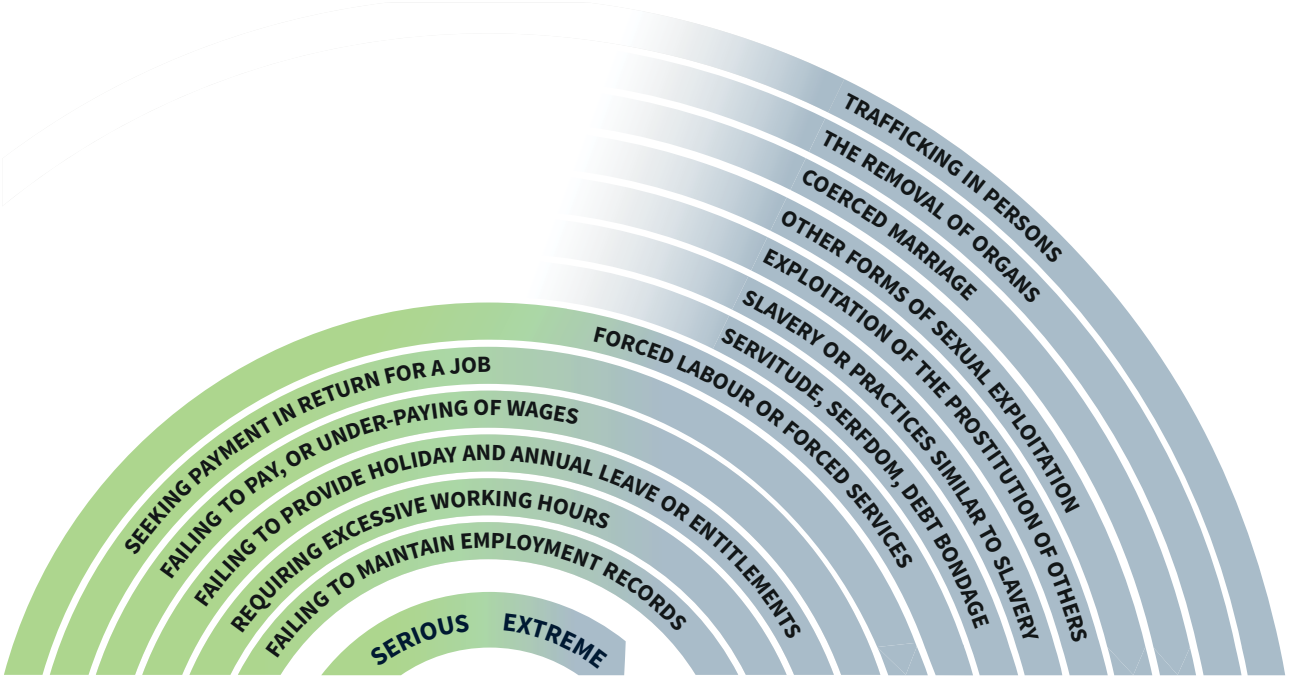


FIGURE 2: A range of practices referenced in the diagram above are violations in New Zealand's legislation, including the Immigration Act 2009 and Crimes Act 1961.

Cases have been identified in New Zealand across a range of sectors[6], including but not limited to, horticulture, construction, beauty services, and hospitality, for further examples please see Appendix 1.

4 Dealing in slaves - section 98 Crimes Act 1961, Dealing in people under 18 for sexual exploitation, removal of body parts, or engagement in forced labour - section 98AA Crimes Act 1961, Smuggling of migrants - section 98C Crimes Act 1961.

5 Section 351 of the Immigration Act 2009 makes intention migrant exploitation a crime punishable by up to 7 years imprisonment and/or a $100,000 fine. Migrant exploitation and TiP are distinct forms of exploitation. Migrant exploitation can involve unfair or unlawful treatment of a migrant, while TiP involves the recruitment, movement or control of a person for the purpose of exploitation.

6 "High-risk sectors" reflects our current understanding of where trafficking-related vulnerabilities and exploitation have most commonly been identified in New Zealand. While identified cases represent a small proportion of activity within these industries, they occur more frequently in these sectors than others. Given the hidden and underreported nature of trafficking, exploitation may also occur outside these sectors, and our understanding of risk will continue to evolve.

Forms of exploitation in NZ

Forced Labour

Forced Criminality

Domestic Servitude

Sexual Expolitation

Examples of high-risk industries in NZ

Horticulture

Construction

Beauty Services

Hospitality

CASE STUDY: Exploitation and Control

Background

A New Zealand-based male offender travelled to a Pacific Island, and using his cultural status, developed relationships with two children and their families. He promised the parents that if the children came back to New Zealand with him, they would have educational opportunities, employment, and a better life, portraying himself as a trusted benefactor capable of improving their prospects.

Arrival in New Zealand

After arriving in New Zealand, the child victims did not receive the opportunities that had been promised. Instead, they became subjected to ongoing domestic servitude, including performing daily chores at work 'stations' for the offender. Every aspect of their lives including their daily activities, and contact with their parents was controlled.

Exploitation and Control

Over a number of years, the offender subjected both victims to exploitation and coercive control. They were required to work and generate income, with the offender retaining their earnings. The offender exercised total control over their movements, finances, relationships, and personal autonomy.

Sexual Exploitation

One of the victims was also subjected to repeated sexual offending. The offending occurred within a broader environment of dependency, vulnerability, and coercive control. This significantly limited the victim's ability to seek assistance or disclose the abuse.

Impact on the Victims

The victims experienced prolonged harm, including loss of freedom, significant disruption to their education and future opportunities, financial exploitation, and significant emotional and psychological impacts.

Investigation

The investigation into this matter was conducted jointly by New Zealand Police and Immigration New Zealand. A victim-centred approach was required due to the vulnerability of those involved. Investigators examined allegations of labour exploitation, coercive control, immigration-related matters, and sexual offending.

Outcome

The offender was convicted of slavery, rape, indecent assault, and related offending resulting in a term of imprisonment of 16 years and four months. Reparations to the victims of approximately NZD$25,000 were ordered by the Court.

CASE STUDY: Recruitment and Expoitation of Workers

Background

A group of individuals from a Pacific Island nation responded to advertisements placed by a local travel agency promoting employment opportunities in New Zealand. The advertisements promised well-paid work and assistance with job placement, work visas, flights, accommodation, and living expenses. As part of the recruitment process, applicants were required to pay substantial upfront fees of approximately NZD $4,000. For many, this represented a significant financial burden. Some workers borrowed money from relatives, while others exhausted family savings in the belief that the jobs offered a pathway to improved economic opportunities for themselves and their families.

Arrival in New Zealand

Upon arriving in New Zealand, workers were advised that they had been issued visitor visas rather than work visas. When concerns were raised, they were reassured that appropriate work visas would be arranged shortly after arrival. Despite these assurances, no lawful work visas were ever obtained. Shortly after entering the country, the workers were sent to various employers and locations throughout New Zealand. They had no control over where they would live, the nature of the work they would perform, or the conditions under which they would be employed.

Working Conditions: Construction Sector

A number of the workers were placed with a construction company. They routinely worked 10 to 12 hours per day, often for extended periods.

Wages were paid in cash and were substantially below the legal minimum wage. From these already reduced earnings, further deductions were made for accommodation, food, transport, and other expenses. In some cases, workers were charged additional fees for ongoing immigration assistance, despite the fact that no lawful employment status had been secured on their behalf. As a result, many workers received only a small fraction of the income they had been promised during recruitment.

Working Conditions: Horticulture Sector

Other workers were assigned to horticultural roles in orchards. These positions bore little resemblance to the employment opportunities that had been advertised overseas.

Before becoming eligible for wages, workers were required to undertake periods of unpaid "training". Once work commenced, they were paid in cash at rates well below minimum wage levels. As with the construction workers, ongoing deductions were made for accommodation, food, and transport. Living conditions were particularly poor. Workers were accommodated in overcrowded premises, with numerous individuals sharing limited space. Some were required to sleep on the floor without bedding, and in one location more than a dozen workers shared a single toilet.

Impact on the Workers

Many workers remained in these arrangements despite the exploitative conditions because they felt compelled to recover the substantial sums they had paid to secure the promised jobs in New Zealand. Their financial debt, combined with concerns about their immigration status, left them highly vulnerable. Workers feared detection by authorities and possible removal from New Zealand. This fear discouraged many from seeking assistance or reporting their circumstances. Although a small number of workers eventually left the arrangements, most continued working under exploitative conditions while receiving little or no meaningful financial benefit. Upon returning home, many remained burdened by significant debt and financial hardship.

Outcome

Following an extensive investigation, the principal offender was convicted of 15 charges of trafficking in persons and 15 charges of aiding and abetting the unlawful entry of migrants into New Zealand. The court found that the offending involved the deliberate recruitment, movement, and exploitation of vulnerable workers for financial gain. Reflecting the seriousness and scale of the offending, the offender was sentenced to nine years and six month's imprisonment, and was ordered by the Court to pay reparations to the victims of approximately NZD$25,000.

Roadmap for Action

Government Priorities

The TSOC Strategy 2026-2030 vision is to **build resilient communities and systems to make New Zealand the hardest place in the world for organised criminal groups and networks to do business and cause harm.**

The TSOC Strategy Action Plan includes an action to develop and implement a stand-alone Plan focused on strengthening New Zealand's cross-agency response to TiP, supported by a monitoring and evaluation framework (Activity 10). The Trafficking in Persons National Action Plan supports delivery of the TSOC Strategy through a a dedicated mission and set of goals to establish a framework for strengthening New Zealand's response to TiP.

MISSION:

To deliver an effective, coordinated, whole-of-system approach to trafficking in persons, with a focus on awareness, prevention, protection of victims, and collective accountability across government.

OUR GOALS:

- Improve awareness and public understanding of TiP in New Zealand, including risks and vulnerabilities to exploitation.
- Provide for earlier and more consistent identification of victims, supported by a coordinated and accessible victim support system.
- Build greater coordination across government, private sector, civil society and international partners with improved system data, monitoring, and reporting.
- Strengthen enforcement responses to effectively detect and disrupt TiP, and hold offenders to account.
- Improve system responses to prevent and address TiP risks for vulnerable populations, including women and children.

Work to achieve these goals will result in a targeted and measurable uplift in New Zealand's response to TiP, including strengthening system coordination, victim identification, protection efforts, prevention, and enforcement.

International alignment

The New Zealand Government has developed the Plan in line with international best practice.

The United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons[7] (the Palermo Protocol) is the world's primary legal instrument to combat TiP, and is the first legally binding instrument with an internationally recognised definition of TiP. It was ratified by New Zealand in 2002.

This Plan is organised around four strategic pillars, which have been adopted from the Palermo Protocol's 4Ps framework[8] (see the image below). New Zealand's framework elaborates the traditional "Prosecution" pillar to "**Prosecution and Enforcement**", recognising that holding offenders to account may be achieved through a range of criminal, regulatory, and civil responses.

New Zealand's response is further strengthened through international engagement, including participation in multilateral forums such as the Bali Process on People Smuggling, Trafficking in Persons and Related Transnational Crime, and through ongoing collaboration with international law enforcement agencies and civil society partners.

STRATEGIC PILLARS OF THE PLAN:

7 www.ohchr.org/en/instruments-mechanisms/instruments/protocol-prevent-suppress-and-punish-trafficking-persons

8 The 4P Framework, based on the Palermo Protocol, provides a comprehensive approach to combating trafficking in persons through partnership, protection, prevention, prosecution and enforcement and ensuring efforts are coordinated across government, law enforcement, civil society, communities, and other stakeholders.

Priority Activities

The Plan is designed to deliver a five-year programme that focuses on awareness, prevention, protection of victims, and a collective accountability across government.

Eight priority activities have been identified as part of the initial programme. These activities focus on areas where improvement is needed most and are designed to be delivered using existing resources. These activities will be delivered by multiple agencies, see Appendix 4 for further information.

While these activities may not directly align with every strategic goal or pillar, together they contribute to the overall outcomes of the Plan. These activities will be updated over time as work is completed.

To support implementation, activities are divided into two phases:

- **Phase One: Foundational activities** establish the governance, systems, processes, and relationships needed to support the wider response to TiP.
- **Phase Two: Sequenced activities** build on this foundation and will be implemented over time as earlier work is completed. While the sequencing provides a general roadmap, opportunities to progress activities earlier will be taken where resources, capacity, or existing initiatives allow.

Phase One: Foundational Activities

Phase One delivers the foundational elements required for an effective TiP response, including the governance structures, operational processes, and cross-sector relationships needed to enable coordinated action.

ALL PILLARS:

1. Map New Zealand's end-to-end response to TIP to establish an evidenced baseline understanding of the current operating model and identify opportunities to strengthen system performance.

PARTNERSHIP:

2. Establish a coordinated governance and engagement framework to support the trafficking response.

PROTECTION:

3. Establish an interim process to enable timely access to support for victims of trafficking and scope options for a formal pathway.

PARTNERSHIP:

4. In alignment with the TSOC Strategy and Action Plan, strengthen information sharing, data governance, and intelligence to support an effective trafficking response.

Phase Two: Sequenced Activities

Phase Two focuses on implementing and embedding improvements across the TiP response. While delivery of these activities is dependent on the foundations established in Phase One, some work can commence earlier. Key initiatives, such as frontline training and capability building, will continue alongside business-as-usual operational and investigative activity.

PREVENTION:

5. Establish standardised victim identification and screening processes to support early identification and prevent criminalisation of victims.

PREVENTION:

6. Build system capability to identify and respond to trafficking through a coordinated cross-sector training programme.

PROTECTION:

7. Develop and coordinate protection frameworks and support services for child victims of trafficking.

PREVENTION:

8. Strengthen regional partnerships with Pacific countries to collaborate on prevention of child trafficking, through information sharing, awareness programmes, joint initiatives, and capacity building.

While no specific activities are proposed under the Prosecution and Enforcement pillar in phase one and two, the activities will strengthen agencies' ability to detect, investigate, prosecute, and disrupt trafficking offences through better information sharing, victim identification, and cross-agency collaboration. The Plan's five-year cycle provides opportunities to add dedicated prosecution and enforcement actions over time. Existing enforcement and prosecution activities will continue to be led by Police, MBIE, and other relevant agencies.

Delivering the Plan

Implementation must be well coordinated

MBIE will coordinate implementation of the Plan in partnership with government, civil society, and international stakeholders, aligned with the TSOC Strategy. Implementation will be guided by cross-agency governance arrangements and supported by regular reporting and review to ensure the response remains focused and effective.

The Plan will be supported by a monitoring, evaluation and learning framework informed by guidance from the International Organization for Migration (IOM)[9] and the United Nations Office of Drugs and Crime (UNODC)[10]. This framework will provide a structured way to assess system capability, measure progress, identify gaps, and monitor outcomes. It will reflect New Zealand's legislative environment, operational settings, and stakeholder feedback, and support accountability, evidence-based decision-making, continuous improvement, and regular reporting on progress over time.

A trauma-informed approach will underpin the implementation of the Plan. This means prioritising safety, trust, collaboration and empowerment, while ensuring the voices of people who have been victims help shape a more effective response to TiP. It includes access to appropriate support during identification and enforcement processes and is based on the circumstances of each case.

9 The International Organization for Migration (IOM) is the United Nations agency responsible for migration, working with governments and partners to promote safe, orderly, and humane migration worldwide. Established in 1951, IOM supports migrants, refugees, and displaced people through activities including resettlement, humanitarian assistance, protection, and migration policy advice.

10 The United Nations Office on Drugs and Crime (UNODC) is the UN agency responsible for supporting countries to prevent and respond to transnational organised crime, drug trafficking, corruption, terrorism, and TiP. UNODC works with governments to strengthen criminal justice systems, develop policy and legislation, build operational capacity, and promote international cooperation to address crime and protect vulnerable populations.

Working Together

Collaboration is key to combatting TiP

The Plan was developed in collaboration with government, non-government, and international stakeholders to ensure effective implementation.

Government Agencies	
Ministry of Business, Innovation & Employment (MBIE)	New Zealand Police (Police)
Human Rights Commission	New Zealand Customs Service (NZCS)
Oranga Tamariki – Ministry for Children	Department of Internal Affairs (DIA)
Ministry of Foreign Affairs and Trade (MFAT)	Ministry of Social Development (MSD)
Ministry of Justice (MOJ)	Ministry for Ethnic Communities (MEC)
Ministry of Education (MOE)	Ministry for Pacific Peoples (MPP)
Ministry for Women (MfW)	Health New Zealand | Te Whatu Ora (Health NZ) in association with the Ministry of Health

Civil society organisations play a critical role in New Zealand's response to TiP, as they can be one of the first points of contact for victims and can provide insight into the pathways through which TiP occurs. An effective response to TiP requires strong partnerships across government, civil society, and the private sector to prevent exploitation, identify victims, and provide coordinated support and protection.

Key Stakeholders		
AIM Investigations	Anglican Diocese	Chief Victims Advisor
Child Matters	Citizens Advice Bureau	Community Law Wellington and Hutt Valley
ECPAT NZ Child Alert Trust NZ	Hagar New Zealand	ImpactDev360
The Light Project	Make Sense	Mana Mokopuna
New Zealand Association for Migration and Investment	New Zealand Law Society	New Zealand Sex Workers Collective
Oceania Freedom Network	Public Service Association	Salvation Army
Save the Children	Shakti	Shama
Tearfund	University of Auckland	Victim Support
Workers First	World Vision	Independent experts

Appendix 1: Further examples of exploitation in New Zealand

In New Zealand, exploitation can take a range of forms, including:

Forced labour/labour exploitation: when a person is forced or coerced to undertake work, or is made to work against their will, often under threats of punishment.

Coerced marriage: where one or more of the parties is coerced to marry without their consent or against their will. For children, consent is irrelevant.

Child exploitation: where a person uses a child for profit, labour, sexual gratification, forced marriage or for some other personal or financial advantage.

Sexual exploitation: includes deceiving or coercing a person to engage in commercial sexual services.

Forced criminality: when a person is forced or coerced to commit criminal acts.

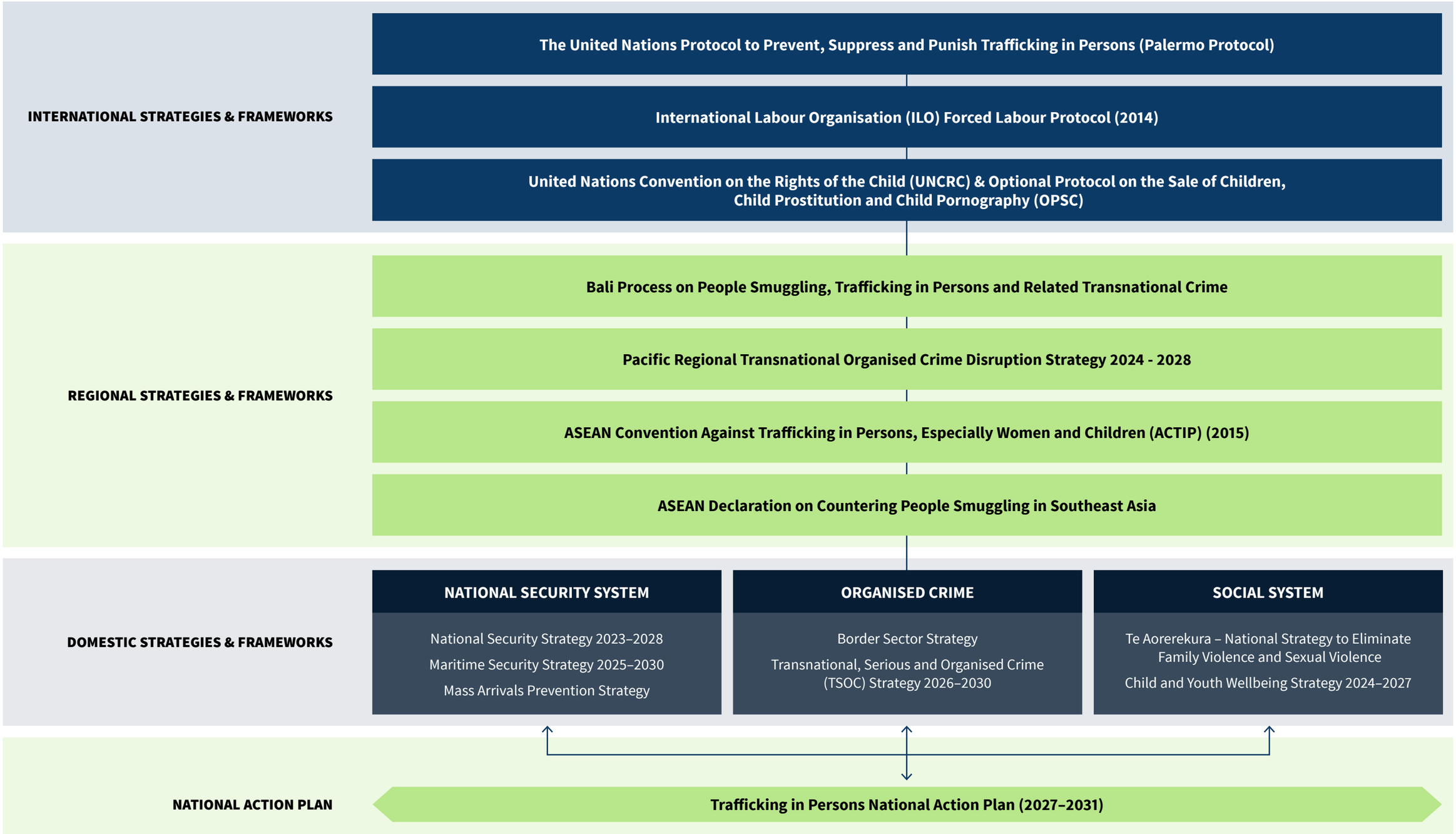
Debt bondage: where a person provides services to repay a debt, often under conditions that make it difficult or impossible for the debt to be fully repaid.

Domestic servitude: a form of forced labour where children and vulnerable adults are forced to work and do chores in a private home through force or coercion. They may be socially isolated and their engagement with community and family is often restricted.

Appendix 2: National Action Plan Intervention Logic

HARM	Forced Labour	Forced Criminality	Sexual Exploitation	Forced Marriage	Domestic Servitude
ISSUES	Fragmented intake and reporting channels	Inconsistent victim identification, processes and support	Unclear agency mandates	Data sharing challenges	Variable frontline awareness	Limited system capacity for investigations and prosecutions
MISSION	**To deliver an effective, coordinated, whole-of-system approach to trafficking in persons, with a focus on awareness, prevention, protection of victims, and collective accountability across government**				
PILLARS	**PARTNERSHIP**	**PROTECTION**	**PREVENTION**	**PROSECUTION & ENFORCEMENT**	
ACTIVITIES					
Foundational	1. Map New Zealand's end-to-end response to TIP	2. Establish a multi-agency governance and engagement framework	3. Establish an interim victim support process and scope options for formal pathway	4. Strengthen information sharing, data governance, and intelligence
Sequenced	5. Establish standardised victim identification and screening processes	6. Build system capability to identify and respond to trafficking through a coordinated cross-sector training programme	7. Develop and coordinate protection frameworks and support services for child victims of trafficking	8. Strengthen regional partnerships with Pacific countries to prevent child trafficking
GOALS	**Improved awareness** and public understanding	Earlier **identification and support** for victims	**Greater coordination** across government, private sector, civil society and international partners	Strengthened **enforcement responses**	Improved **system responses to vulnerable populations**

Appendix 3: Trafficking in Persons National Action Plan System Strategy Map



Appendix 4: Trafficking in Persons National Action Plan Activities

FOUNDATIONAL: Phase One

PILLAR	DELIVERABLE	LINK TO GOAL(S)*	DELIVERY MILESTONE	LEAD**
Crosscutting all four pillars	**1. Map New Zealand's end to end response to TIP to establish an evidenced baseline understanding of the current operating model and identify opportunities to strengthen system performance** *Sub-actions:* • Map current identification triaging and investigation processes for allegations of TIP. • Map current victim support referral pathways (including formal and informal) to inform Activity 3. • Develop a full system map highlighting victim perspectives and linkages to the wider Pacific response.	Goals 3, 4, 5	12 Months	MBIE
Partnership	**2. Establish a coordinated governance and engagement framework to support the trafficking response** *Sub-actions:* • Establish a governance structure with representation from government and non-government stakeholders. • Establish and embed designated TIP subject matter experts across key agencies and organisations. • Develop and operationalise a structured, trauma-informed stakeholder engagement framework. • Design and implement mechanisms to enable people who have been victims of trafficking to participate in governance and engagement activities in a safe, meaningful, and appropriate way.	Goals 1 and 3	18 Months	MBIE
Protection	**3. Establish an interim process to enable timely access to support for victims of trafficking and scope options for a formal pathway** *Sub-actions:* • Clarify an interim process for victim support referral pathways using existing system functions. • Scope options for establishing a formal, single-entry victim support referral pathway. • Scope options to strengthen access to legal support for victims of trafficking. • Scope options to strengthen the effectiveness and consistency of the Victims of People Trafficking Visa.	Goals 2, 3, 5	36 months	MBIE, Police, OT, MSD, Health NZ
Partnership	**4. In alignment with the TSOC Strategy Action Plan, strengthen information sharing, data governance, and intelligence to support an effective trafficking response** *Sub-actions:* • Review and assess existing information sharing frameworks to identify opportunities for improvement. • Develop and implement information management protocols with non-government partners. • Implement TIP data governance framework with common definitions, collection and regular reporting. • Establish a structured intelligence and analytical programme.	Goals 1, 2, 3, 4, 5	12 months	MBIE, Police, OT, DIA, MFAT

SEQUENCED: Phase Two

PILLAR	DELIVERABLE	LINK TO GOAL(S)*
Prevention	5. Establish standardised victim identification and screening processes to support early identification and prevent criminalisation of victims.	Goals 1, 2, 3, 4, 5
Prevention	6. Build system capability to identify and respond to trafficking through a coordinated cross-sector training programme.	Goals 1, 2, 3, 4, 5
Protection	7. Develop and coordinate protection frameworks and support services for child victims of trafficking.	Goals 1, 2, 3, 4, 5
Prevention	8. Strengthen regional partnerships with Pacific countries to collaborate on prevention of child trafficking, through information sharing, awareness programmes, joint initiatives, and capacity building.	Goals 1, 2, 3, 4, 5

*Strategic Pillars:

- The **Partnership** pillar includes whole-of-system collaboration to deliver an effective collective response to trafficking in persons.
- The **Protection** pillar includes actions to ensure effective victim identification, protection, safe, meaningful and culturally- and age-appropriate support to reduce the risk of re-victimisation.
- The **Prevention** pillar includes actions to identify and address the drivers and vulnerabilities which enable trafficking in persons, disrupting conditions that enable exploitation before it occurs.
- The **Prosecution & Enforcement** pillar includes coordinated criminal justice, law enforcement, and regulatory actions to detect, investigate, disrupt, and enforce trafficking offending, hold offenders accountable and maintain the trust and integrity of the system response.[11]

*NAP Goals:

1. Improve awareness and public understanding of trafficking in persons in New Zealand, including risks and vulnerabilities to exploitation.
2. Provide for earlier and more consistent identification of victims, supported by a coordinated and accessible victim support system.
3. Build greater coordination across government, private sector, civil society and international partners with improved system data, monitoring, and reporting.
4. Strengthen enforcement responses to effectively detect, disrupt, and hold offenders to account.
5. Improve system responses to prevent and address trafficking risks for vulnerable populations, including women and children.

**All deliverables will be supported by agencies involved in the NAP including:

- Department of Internal Affairs (DIA)
- Ministry of Business, Innovation and Employment (MBIE)
- Ministry of Education (MOE)
- Ministry for Ethnic Communities (MEC)
- Ministry of Foreign Affairs and Trade (MFAT)
- Ministry of Justice (MOJ)
- Ministry for Pacific Peoples (MPP)
- Ministry of Social Development (MSD)
- Ministry for Women (MfW)
- New Zealand Customs Service (Customs)
- New Zealand Police (Police)
- Oranga Tamariki - Ministry for Children (OT)
- Health New Zealand | Te Whatu Ora (Health NZ) in association with the Ministry of Health

11 No specific activities have been included under the Prosecution & Enforcement pillar at this stage, as the eight activities will support progress across all four pillars. The NAP's five-year cycle with review and refresh points will allow future Prosecution & Enforcement activities to be incorporated as priorities emerge. The NAP is also intended to complement, rather than replace, ongoing operational prosecution and enforcement activities.

New Zealand Government
Te Kāwanatanga o Aotearoa

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