

NATIONAL ACTION PLAN AGAINST  
TRAFFICKING IN HUMAN BEINGS 2025-  
2027

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## 1. Introduction - legal basis and objective of the Plan

### 1.1. National Action Plan

The National Action Plan Against Trafficking in Human Beings 2025-2027 (hereafter referred to as the NAP) is another subsequent government document defining tasks in the field of counteracting trafficking in human beings. The first document of this type (adopted by the Council of Ministers in September 2003), i.e. the National Programme for Combating and Preventing Trafficking in Human Beings was part of the implementation of the "Safe Poland" programme, which was adopted by the Council of Ministers on 28 August 2002 and aimed at improving citizen safety. The need for such a programme resulted from Poland's international obligations, including, among others, the fact of signing and ratification of *the Additional Protocol to the United Nations Convention to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children*. Starting from 2009, the name of the document was changed to the National Action Plan against Trafficking in Human Beings and from 2013, the implementation term of the Plan was extended from two to three years. Pursuant to § 3(3) of Ordinance No 392 of the Prime Minister of 18 September 2023 on the Inter-Ministerial Team for Counteracting Trafficking in Human Beings, one of the tasks of the Team is to prepare draft National Action Plans against Trafficking in Human Beings.

The National Action Plan Against Trafficking in Human Beings 2025-2027 is the result of the work of the working group established in April 2024 for the preparation of the National Action Plan and monitoring of its implementation, operating within the Inter-Ministerial Team for Counteracting Trafficking in Human Beings.

The NAP requires the involved entities to implement specific measures aimed at combating human trafficking. These activities are nationwide and involve both the work of central institutions in terms of creating universally implemented legal regulations or model practices, as well as activities undertaken in all regions through competent units, in particular, the Provincial Teams for Counteracting Trafficking in Human Beings.

### 1.2 Objectives of the National Action Plan

The **main objective** of the National Action Plan against Trafficking in Human Beings is to optimise the conditions necessary to effectively prevent trafficking in human beings and to support and protect victims of this crime. The **specific objectives** of the NAP are as follows:

- to raise public awareness of the problem of human trafficking;
- to raise the standard of support provided to the victims of human trafficking (including minor victims of human trafficking);
- to improve the effectiveness of the institutions responsible for prosecuting the crime of human trafficking by improving the legal tools and the structures, and implementing best practices;
- to improve the skills of representatives of institutions and organisations involved in counteracting trafficking in human beings and supporting victims of this crime;
- to enhance the knowledge of the phenomenon of trafficking in human beings and the effectiveness of measures taken, particularly in the context of forced labour;
- to strengthen international cooperation.

### 1.3. Entities implementing the actions

**The Inter-Ministerial Team for Counteracting Trafficking in Human Beings**, consisting of:

Chairperson of the Team - Secretary or Under-secretary of the Ministry of the Interior and Administration,

Deputy Chairperson of the Team - Deputy Commander-in-Chief of the Police,

Secretary of the Team - a director or a deputy director of the organisational unit of the Ministry of the Interior and Administration competent for counteracting trafficking in human beings, appointed by the Chairperson of the Team,

Members of the Team - representatives of the Ministry of the Interior and Administration, the Ministry of the Family, Labour and Social Policy, the Ministry of Justice, the Ministry of Foreign Affairs, the National Police Headquarters, the Border Guard Headquarters, the Office for Foreigners and other governmental administration entities, institutions and non-governmental organisations invited as members, whose knowledge and experience in the area of trafficking in human beings are necessary to perform the tasks of the Team.

Two permanent working groups operate within the Team, composed of experts representing the institutions participating in the Team's activities:

- **working group for the preparation of the National Action Plan and monitoring of its implementation,**
- **working group for the support for victims of trafficking in human beings,**

as well as groups established on an *ad hoc* basis, depending on the need to perform specific tasks.

**Provincial Teams for Counteracting Trafficking in Human Beings** established pursuant to Article 22(15) of the Act of 12 March 2004 on Social Welfare (Journal of Laws of 2024, item 1283, as amended) and Article 17 and Article 18(2) the Act of 23 January 2009 on the governor and governmental administration in the province (Journal of Laws of 2023, item 190, as amended) in connection with the National Action Plan against Trafficking in Human Beings. The Provincial Teams include representatives of various public institutions, law enforcement agencies, and non-governmental organisations operating at the regional level. The participation of representatives of individual institutions depends on the decision of the province governor. The work of the teams established involves, first and foremost, representatives of provincial governments, the Police, the Border Guard, public prosecutor's offices, labour inspectorates, labour offices, local governments, superintendents of schools and educational institutions, and non-governmental organisations.

#### 1.4. Monitoring system

The monitoring of the activities provided for in the NAP is conducted on an annual basis. The tools used for periodic evaluation of the NAP implementation include:

- meetings of the working group for monitoring the implementation of the National Action Plan,
- the annual report on the implementation of the National Action Plan,
- the annual report on the activities of the Inter-Ministerial Team for Counteracting Trafficking in Human Beings submitted to the Prime Minister by the end of March each year.

Pursuant to §3(3) of Ordinance No 392 of the Prime Minister of 18 September 2023 on the Inter-Ministerial Team for Counteracting Trafficking in Human Beings, the Team is responsible for monitoring the implementation of planned tasks and preparing annual reports on the implementation of the National Action Plan against Trafficking in Human Beings. All entities responsible for the implementation of the NAP tasks are required to provide data indicating the level of feasibility of the specific objectives set out in the plan.

The level of implementation of individual actions taken in the field of counteracting trafficking in human beings and protection of victims, as well as their efficiency and effectiveness, is determined by individual metrics assigned to specific tasks. The report on the implementation of the tasks stipulated in the National

Action Plan against Trafficking in Human Beings constitutes an annex to the annual activity report of the Inter-Ministerial Team for Counteracting Trafficking in Human Beings and is submitted (after prior approval by way of a resolution adopted by the members of the Inter-Ministerial Team for Counteracting Trafficking in Human Beings) to the Prime Minister for adoption by the Chairperson of the Team by the end of March of the year following the annual reporting period.

Meetings of the working group for monitoring the implementation of the NAP are held, on average, twice a year and are convened by the Chairperson of the Team with the aim of evaluation of the plan. An important objective of the group's meetings is to identify tasks with low or zero implementation level and to define the strategy needed to improve their level of implementation.

### 1.5. Sources of funding

Funds for the implementation of the tasks envisaged in the NAP to be carried out by the Ministry of the Interior and Administration and the Ministry of the Family, Labour and Social Policy are allocated in the state budget. The National Consulting and Intervention Centre is financed by the funds allocated for the public task entitled, *Management of the National Consulting and Intervention Centre for the Victims of Trafficking*. The final amounts result from the budgetary acts. Other entities responsible for the implementation of individual NAP activities, including the Provincial Teams for Counteracting Trafficking in Human Beings, finance the activities separately from their own resources. The operating costs of the Provincial Teams for Counteracting Trafficking in Human Beings in the years 2025-2027 will be financed by the governors of provinces within the expenditure limits determined for a given financial year.

In order to perform the activities, as in previous years, the institutions and organisations involved in their implementation also raise funding from external sources such as the European Union funds (including the Asylum, Migration and Integration Fund or the Internal Security Fund), the Norwegian Financial Mechanism and similar.

#### Funding of the implementation of activities for 2022 and 2023:

The Ministry of the Interior and Administration allocated funds in the amount of PLN 1,235,000 for the implementation of the tasks envisaged in the National Action Plan against Trafficking in Human Beings for 2022, including PLN 1,100,000 for the continuation of the task entitled, *Management of the National Consulting and Intervention Centre for the Victims of Trafficking* and PLN 135,000 for other current activities resulting from the implementation of the NAP. The Ministry of Family and Social Policy earmarked funds of PLN 80,000.00 in the 2022 budget for the training of social welfare personnel in the scope of dealing with victims/witnesses of human trafficking. In 2023, the Ministry of the Interior and Administration allocated funds in the amount of PLN 1,895,000.00 for the implementation of the tasks envisaged in the National Action Plan against Trafficking in Human Beings, including PLN 1,720,000.00 for the continuation of the task entitled, *Management of the National Consulting and Intervention Centre for the Victims of Trafficking* and PLN 175,000.00 for other current activities resulting from the NAP. Moreover, as in 2022, the Ministry of Family and Social Policy earmarked funds of PLN 80,000.00 in the 2023 budget for the training of social welfare personnel in the scope of dealing with victims/witnesses of human trafficking.

Furthermore, in 2023, the Ministry of Justice provided assistance to 21 people under the Justice Fund designated for victims affected by the crime of human trafficking. The assistance included:

- legal assistance of 87 hours,
- psychiatric, psychological, psychotherapeutic and support group assistance - the total of 68.5 hours,
- in-kind aid in the total amount of PLN 6,653.00.

## 2. Diagnosis of the situation

### 2.1. Human trafficking worldwide

Human trafficking is a global crime and the third most profitable illegal business in the world (following trafficking in weapons and drugs). The nature of the crime is to enslave a person (or persons) using various methods and means for the purpose of exploiting them, even with the victim's initial consent.

The Covid-19 pandemic and the accompanying restrictions, including limitations regarding public life and mobility, prompted perpetrators to change their modus operandi by moving many elements related to recruiting victims online. The United Nations Office on Drugs and Crime (UNODC) which deals with human trafficking issues reported a global decrease in the number of victims of trafficking in human beings detected in 2020. This is attributed to the pandemic-related decrease in institutional capacity to identify victims, the relocation of exploitation zones to more hidden places that are more difficult to detect, but also to the pandemic-related restrictions on the perpetrators' ability to operate. It is also worth mentioning that recent years have shown an increasing percentage of male victims and a simultaneous increase in the number of female perpetrators responsible for trafficking in human beings.

The proportion in terms of the form of exploitation most commonly identified worldwide is also changing. In 2020, the number of cases of exploitation for forced labour was equal to the number of cases of exploitation for sexual purposes - so far the most common form of trafficking - reaching almost 40%. The majority of victims identified within the European Union are women and girls who are mainly victims of human trafficking for sexual exploitation. Nevertheless, the percentage of male victims has more than doubled over the recent years.

According to Eurostat, in 2022, 37% of victims of trafficking in human beings identified within the European Union were nationals of Member States, with their significant part exploited within their own country. Nevertheless, the number of victims coming from non-EU countries has increased over the recent years and exceeds the number of victims with EU citizenship. Most perpetrators in the European Union (EU) are citizens of member states, often with the same nationality as their victims. More than three quarters of perpetrators are male, although an increase in the number of female perpetrators has been recorded.

Along the development of information technology, the Internet has become a tool that criminals are increasingly willing and able to use to recruit, communicate, organise transport and make money transfers. The Internet and social media allow criminals to increase their outreach and reach more potential victims and customers. Online job boards and dating platforms are used by traffickers to identify marginalised, vulnerable and disadvantaged people. This is a particularly dangerous practice posing threat to the safety of minors using the Internet. The use of modern technology to commit crimes related to human trafficking and the fact that criminals acting online remain anonymous creates a serious challenge to law enforcement agencies and the judiciary system.

Armed conflicts result in an increase in the number of victims of human trafficking both inside and outside the area where they take place. The continuing conflict in Ukraine and the high number of internally relocated persons and war refugees increases the risk of human trafficking for the Ukrainian population. The former conflict in Ukraine in 2014 doubled the number of Ukrainian victims detected two years later in 2016 in Eastern Europe. Preventive measures, including raising public awareness, both potential victims and those who may have professional contact with this practice, remain a key element in counteracting human trafficking.

### 2.2. Poles as victims of trafficking in human beings

Polish citizens are most often victims of human trafficking abroad, mainly in the countries of Western Europe

(United Kingdom, Ireland, Germany, France, the Netherlands) as well as in Scandinavian countries (Denmark, Sweden, Finland). The victims of forced labour are most often men working in the construction sector or agricultural production. It is also important to note the activities of certain criminal groups exploiting people through forced begging, theft or extortion of loans and social benefits - this is also a form of exploitation of victims of trafficking. Polish women are victims of sexual exploitation, including forced prostitution or in the pornography industry both abroad and on the territory of our country.

The data of the National Prosecutor's Office show that Polish citizens constitute the most numerous group of victims. In 2021, the number of human trafficking victims of Polish origin was 318, while the second place was occupied by Moldovan citizens with a number more than six times lower (50). In 2023, the number of victims among Polish nationals doubled compared to 2021 and reached a ceiling of 680 people, again leaving behind citizens of the second largest group considerably, in this case, Colombians, with 125 cases registered.

This data, presented in graphic and tabular form in subsection 2.4, prove that the phenomenon of human trafficking significantly affects citizens of our country who constituted the most numerous group of victims in each year between 2021 and 2023.

### 2.3. Trafficking in human beings on the territory of Poland

Poland, due to its geographical location, is at the same time a country of origin, a country of transit and a country of destination for the victims of this practice. Armed conflicts and related migratory movements increase the risk of the crime of human trafficking, both inside and outside the conflict area. The armed conflict in Ukraine and increased migration traffic has resulted in unprecedented challenges for Polish law enforcement agencies and the judiciary in preventing and combating trafficking in human beings due to its location. It should be borne in mind that the largest number of refugees from Ukraine has arrived in Poland, with the vast majority of women and children - the group most vulnerable to exploitation in prostitution and other forms of sexual abuse.

Poland, as well as other countries where cases of trafficking in human beings are recorded, has implemented a number of comprehensive measures aimed at, among others, efficient diagnosis of cases of trafficking in human beings, constant monitoring of this phenomenon, conducting training and proposing legislative changes. These activities are subject to review and improvement, as the criminals involved are constantly searching for new ways to recruit more victims.

**Currently, exploitation in forced labour and services is the most commonly identified form of exploitation in human trafficking in Poland.** For several years, a steady increase has been recorded in the number of victims of this form of exploitation coming from Latin American countries e.g. Colombia, Guatemala, Venezuela, Mexico, recruited by unfair local recruitment agencies, using the internet and social media. The victims come to Poland on a voluntary basis and legally under a visa-free travel agreement with Latin American countries. Upon arrival, they find that they have been misled about working conditions, pay and accommodation, have had their identity documents taken from them and have been subjected to psychological and/or physical violence.

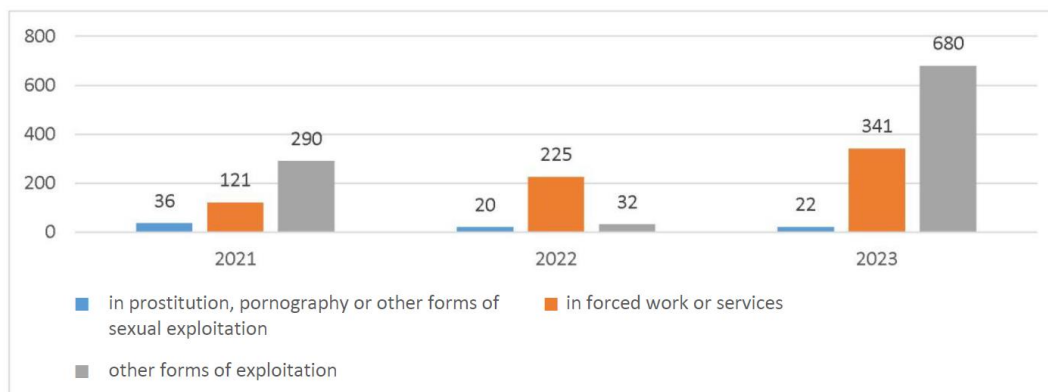
People of Roma origin, Moldovan or Romanian citizens - both women and children - are the most frequent victims of exploitation in begging. People with visible disability who are uneducated and financially disadvantaged are selected. Also in this case, it is necessary to provide long-term assistance and support in education, social integration and employment support.

Transit of victims from Eastern Europe and Asia to Western European and Scandinavian countries also occurs on the territory of Poland. In such cases, identification and providing assistance is a challenge, as foreigners do not always identify themselves as victims, as their priority is often to reach the destination country and

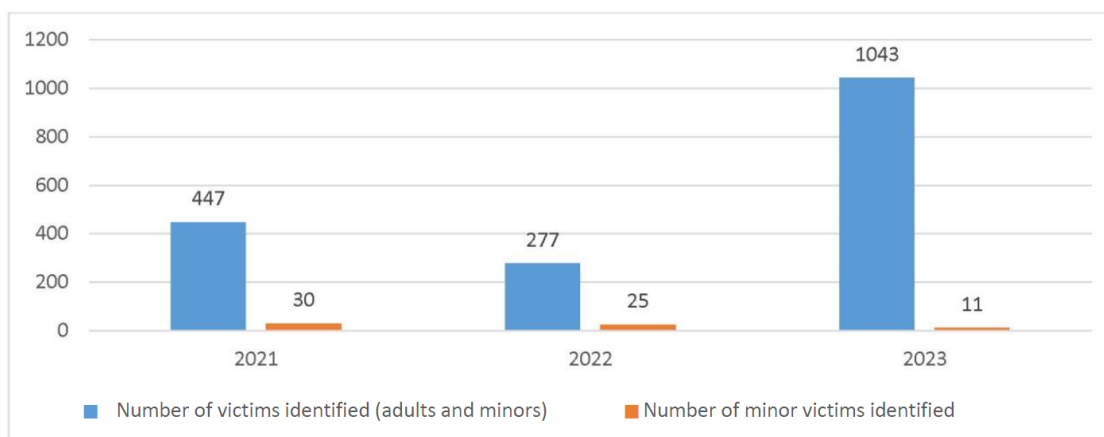
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**2.4. Statistical data on trafficking in human beings on the territory of Poland is illustrated in the figures below:**

**Number of victims by form of exploitation in the years 2021-2023**  
*data of the National Public Prosecutor's Office*



**Number of victims in the years 2021-2023**  
*data of the National Public Prosecutor's Office*





**Number of victims by country of origin in the years 2021-2023***data of the National Public Prosecutor's Office*

Country of victims' origin:	2021	2022	2023
Belarus		1	2
Bulgaria	1		
Ethiopia			1
Philippines	10		4
Georgia			12
Guatemala		35	75
Guinea		1	
Honduras		1	1
India	1		
Yemen	6		
Cameroon	1	1	
Colombia	17	44	125
Congo	2	3	4
Lithuania			1
Latvia		1	1
Morocco	5	4	
Mauritania			1
Mexico	5	25	22
Moldova	50		55
Papua New Guinea	1		
Peru	4	8	1
Poland	318	95	680
Romania	19		
Russia		1	5
Sierra Leone		2	
Slovakia		1	1
Syria	1		
Ukraine	5	17	14
Venezuela		37	32
Vietnam	1		6

European countries



Latin American countries



### 3. Compliance of the programme with national and international legislation

Poland constantly strives to optimise the national system for monitoring and counteracting trafficking in human beings, as well as to support and protect victims and fully comply with international obligations through the transposition of international legislation. In June 2024, Poland was re-qualified as a Tier 1 country, which means that the government of the Republic of Poland fully meets the minimum standards in the scope of combating trafficking in human beings defined in the US Trafficking Victims Protection Act (TVPA).

#### 3.1. Polish law

In Poland, there is no single piece of legislation that would regulate counteracting of human trafficking, the punishment and prosecution of perpetrators, as well as the provision of support and protection to victims of this crime. The following definition is provided in the Criminal Code:

*§ 22. Human trafficking is the recruitment, transportation, delivery, transfer, harbouring, or receipt of a person using:*

- 1) violence or an unlawful threat;*
- 2) abductions,*
- 3) deception,*
- 4) misinformation or the exploitation of a mistake or the inability to properly comprehend the action taken;*
- 5) abuse of a relationship of dependence, taking advantage of a critical position or a state of helplessness;*
- 6) giving or accepting a pecuniary or personal benefit, or the promise thereof, to a person having the care or supervision of another person, for the purpose of exploitation, even with that person's consent, in particular in prostitution, pornography or other forms of sexual exploitation, in forced labour or services, in begging, in slavery or other forms of exploitation degrading human dignity, or in order to obtain cells, tissues or organs in violation of the law. If the perpetrator's behaviour involves a minor, it constitutes human trafficking, even if the methods or means listed in points 1 - 6 are not used.*

Other issues inextricably linked to the issue of trafficking in human beings are regulated, among others, in the following regulations:

- Act of 6 June 1997, Code of Civil Procedure (Journal of Laws of 2025, item 46),
- Act of 6 June 1997, Penal Code (Journal of Laws of 2024, item 17, as amended),
- Act of 6 June 1997, Executive Penal Code (Journal of Laws of 2024, item 706, as amended),
- Act of 12 December 2013 on Foreigners (Journal of Laws of 2024, item 769, as amended).
- Act of 12 March 2004 on Social Assistance (Journal of Laws of 2024, item 1283, as amended),
- Act of 15 June 2012 on the Effects of Entrusting Work to Foreigners Residing in the Territory of the Republic of Poland against Regulations (Journal of Laws 2021, item 1745),

- Act of 13 June 2003 on Granting Protection to Foreigners within the Territory of the Republic of Poland  
(Journal of Laws of 2025, item 223),
- Act of 7 July 2005 on State Compensation to Victims of Certain Criminal Acts  
(Journal of Laws of 2016, item 325),
- Act of 28 November 2014 on the Protection and Assistance to the Victim and Witness  
(Journal of Laws of 2015, item 21, as amended),
- Act of 14 July 2006 on the Entry into, Residence in and Exit from the Territory of the Republic of Poland of Nationals of the European Union Member States and Members of their Families  
(Journal of Laws of 2024, item 633, as amended).
- Act of 23 January 2009 on the Provincial Governor and Government Administration in the Province  
(Journal of Laws of 2023, item 190, as amended).
- Act of 24 April 2003 on Public Benefit Activity and Voluntary Work  
(Journal of Laws of 2024, item 1491, as amended).
- Act of 5 August 2015 on Free Legal Aid, Free Citizen Counselling and Legal Education (Journal of Laws of 2024, item 1534),
- Act of 14 December 2018 on the Protection of Personal Data Processed in connection with the Prevention and Combating of Crime  
(Journal of Laws of 2023, item 1206),
- Act of 6 June 1997 - Regulations implementing the Penal Code  
(Journal of Laws item 554, as amended),
- Act of 20 April 2004 on Employment Promotion and Labour Market Institutions  
(Journal of Laws of 2025, item 214),
- Act of 9 May 2018 on Processing of Passenger Flight Data  
(Journal of Laws of 2022, item 1441),
- Agreement between the Minister of the Interior and Administration and the International Organisation for Migration on cooperation in the field of voluntary return of foreigners leaving the territory of the Republic of Poland, made in Warsaw on 12 July 2005 (Monitor Polski of 2006, item 46).

With regard to the large number of national laws regulating counteracting human trafficking and victim support and protection, it is worth mentioning that in 2023 the Ministry of the Interior and Administration commissioned the Institute of Justice to conduct the analysis on the legitimacy of creating the Act on Counteracting Trafficking in Human Beings in the Polish legal system. Conducting of the analysis was a direct result of the need to carry out the task included in the National Action Plan against Trafficking in Human Beings for 2022-2024.

The analysis has shown that the system of Polish regulations relating to trafficking in human beings is complete and coherent, while the compliance of the Polish legal system with the international law applicable to Poland is maintained at a high level. Regarding the adequacy of creating a separate law, the analysis indicated that the enactment of a separate law relating to counteracting and combating the phenomenon of trafficking in human beings would mostly involve the creation of a legal act constituting a compilation of regulations already in force. Nevertheless, one of the conclusions of the review was to consider an

amendment in the form of creation of a synthetic and comprehensive law that could only regulate issues related to counteracting trafficking in human beings in terms of methods and procedures applied for the detection of victims (instead of perpetrators) as well as ways and procedures for providing assistance to the victims of trafficking.

### 3.2. International law regulations

As a member of international organisations, Poland is a party to a number of regulations of international law dedicated to the issues of counteracting trafficking in human beings and supporting and protecting victims, namely:

- The Council of Europe Convention on Action against Trafficking in Human Beings (Journal of Laws of 2009, item 107),
- Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA (OJ L 101 of 15.4.2011, p. 1),
- Directive (EU) 2024/1712 of the European Parliament and of the Council of 13 June 2024 amending Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims (OJ L 2024/1712 of 24.06.2024),
- Directive 2012/29/EU of the European Parliament and the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime and replacing Council Framework Decision 2001/220/JHA (OJ L 315 of 14.11.2012, p. 57),
- Council Directive 2004/81/EC of 29 April 2004 on the residence permit issued to third-country nationals who are victims of trafficking in human beings or who have been the subject of an action to facilitate illegal immigration, who cooperate with the competent authorities (OJ L 261 of 6.08.2004, p. 3),
- The Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, adopted by the United Nations General Assembly on 15 November 2000 (Journal of Laws of 2005, item 160),
- The Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime, adopted by the United Nations General Assembly on 15 November 2000 (Journal of Laws of 2005, item 162),
- Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (Journal of Laws of 1952, item 278),
- Convention No. 182 of the International Labour Organisation on Worst Forms of Child Labour, adopted in Geneva on 17 June 1999 (Journal of Laws of 2004, item 1474),
- Convention No. 105 of the International Labour Organisation on the Abolition of Forced Labour, adopted in Geneva on 25 June 1957 (Journal of Laws of 1959, item 240),
- Convention No. 29 of the International Labour Organisation on Forced or Compulsory Labour,

adopted in Geneva on 28 June 1930  
(Journal of Laws of 1959, item 122),

- Protocol to the Forced Labour Convention No. 29 of 1930, adopted in Geneva on 11 June 2014  
(Journal of Laws of 2017, item 1418),
- Convention on the Rights of the Child, adopted by the United Nations General Assembly on 20 November 1989  
(Journal of Laws of 1991, item 526, as amended).
- Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography, adopted in New York on 25 May 2000  
(Journal of Laws of 2007, item 494),
- Convention for the Protection of Human Rights and Fundamental Freedoms drawn up in Rome on 4 November 1950, subsequently amended by Protocols Nos. 3, 5 and 8 and supplemented by Protocol No. 2  
(Journal of Laws of 1993, item 284, as amended),
- Regulation of the European Parliament and of the Council on the prohibition of products made using forced labour on the EU market.

#### 4. Evaluation of the National Action Plan for 2022-2024 and evaluation results

As part of the National Action Plan against Trafficking in Human Beings 2022-2024, adopted on 17 November 2021 by the Council of Ministers, seven areas of action have been identified:

##### Action I - Coordination of activities

Human trafficking is a complex crime involving many stages, therefore efficient coordination between government and non-government institutions involved in combating the crime and protecting the victims is of key importance.

##### Action II - Preventive measures

Given that raising awareness of the risks and threats involved is of paramount importance in counteracting the crime of human trafficking, most of the activities carried out in this area focused on training and information.

##### Action III - Support and protection of victims

An important part of the fight against trafficking in human beings is safeguarding of the victims of this crime and their needs. In Poland, there is a coordinated system of support and care for victims of trafficking in human beings, providing a specialised offer of assistance and a uniform procedure for dealing with such cases. Its most important element is the public task entitled, *Management of the National Consulting and Intervention Centre for the Victims of Trafficking* (KCIK) entrusted to non-governmental organisations by the Minister of the Interior and Administration. The system also applies to persons escaping from Ukraine who may become victims/suspected victims of trafficking in human beings.

The objective of the KCIK is to secure the needs of victims of trafficking in human beings – Polish citizens, citizens of the European Union and third-country nationals without regard to gender, age, disability, race, nationality, political beliefs, trade union membership, ethnic origin, religion, sexual orientation or any other legally protected characteristic, and to assist persons at risk of trafficking. The task includes:

operating a 24/7 helpline for victims and witnesses of human trafficking, and

- providing preventive telephone counselling for individual cases,
- provision of basic living needs, crisis intervention and reintegration assistance,
- organisation and provision of safe accommodation/shelter for victims of trafficking in human beings,
- consultation for state and local government institutions in the scope of working with victims of trafficking, including institutions/entities providing assistance to victims.

#### **Action IV - Prosecution of the crime of trafficking in human beings**

Forced labour is the most commonly identified form of trafficking in human beings in Poland over the recent years. Many of the tasks included in this action were aimed at controlling the legality of employment of foreigners and raising the awareness of representatives of institutions operating in this area.

#### **Action V - Training activities**

Training activities implemented cyclically at a central as well as regional level by the entities responsible for their implementation were addressed to: officers of the Police and Border Guard, prosecutors, probation officers, judges, social welfare workers, Polish consular staff, employees of the Office for Foreigners, labour inspectors.

#### **Action VI - Studies on trafficking in human beings / Evaluation of actions**

Trafficking in human beings is a cross-border crime. Strengthening cooperation with countries in the region, countries of origin of the victims and international organisations is essential for effective counteracting of this phenomenon. It is worth emphasising that combating trafficking in human beings is increasingly identified by international institutions (EU, United Nations, Organisation for Security and Cooperation in Europe) as a priority, therefore the effective implementation of the tasks by Poland - the country of origin, transit and destination of victims - was and still is extremely important.

#### **Action VII - Legislative changes**

The effectiveness of the measures largely depends on adapting them to current conditions and trends. The systematic review and amendment of human trafficking legislation and the tools and materials used by stakeholders is a regular feature of the activities undertaken.

As part of the latest evaluation of the NAP carried out pursuant to the Ordinance of the Prime Minister No 392, the actions implemented in 2023 were assessed. The conclusions of the 2023 report indicate that:

- Individual units of the central administration and other institutions and non-governmental organisations voluntarily involved in anti-trafficking activities in Poland, in order to effectively counteract trafficking in human beings and support victims of this crime, were driven by current trends accompanying this phenomenon (influx of war refugees, risk of forced labour cases).
  - Exploitation of people for forced labour has been the predominant form of human trafficking in Poland for several years. The increased number of migrants to Poland also indicates an increased demand for labour in such sectors as agriculture, construction or seasonal work. It is worth emphasising that the increasing demand for labour contributes to the risk of exploiting migrants at work, therefore, many of the activities undertaken under the NAP were addressed to young people, the unemployed and jobseekers, as well as labour inspectors and employment agencies.
  - Since raising awareness of the existing risks and threats is crucial in counteracting the crime of human trafficking, most of the activities implemented involved training and information. In the reporting period, recurrent training courses targeting, inter alia, uniformed services officers, judicial

staff, social workers, consular staff and other persons employed in sectors exposed to trafficking in human beings or its victims continued.

- In addition to prevention, adequate identification and protection of victims, it is very important to effectively prosecute the crime and coordinate actions (human trafficking is a multidimensional, cross-border crime). To that end, Poland strengthened its cooperation with countries in the region, countries of victims' origin and international organisations.

## 5. Directions of actions for 2025-2027

### Counteracting trafficking in human beings - the national priority in the EU

The intensification of activities related to counteracting human trafficking, the effective prosecution of offenders and the support and protection of victims are becoming increasingly important elements of the security policies of international institutions and organisations worldwide. This issue is also a priority in Poland, as evidenced by the designation of counteracting trafficking in human beings as one of the elements in Poland's horizontal priorities for the Presidency of the EU Council, which will be continued during the first half of 2025.

Moreover, by mid-2026, Poland will have to transpose Directive (EU) 2024/1712 of the European Parliament and of the Council amending Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims into national law.

### Presidency of the Council of the Baltic Sea States

The effective period of the new National Action Plan will coincide with international events important for Poland. In addition to the Presidency of the Council of the EU, on 1 July 2025 Poland will also take over the one-year Presidency of the Council of the Baltic Sea States. The Presidency will be an opportunity to strengthen partnerships, share experience and increase the commitment of international actors in effective combating of human trafficking, a cross-border crime in which international cooperation plays a key role.

### Council of Europe - GRETA

By 16 June 2025, Poland is committed to implementing the recommendations arising from the report of the Group of Experts on Action against Trafficking in Human Beings (GRETA), whose main task is to assess the implementation of the Council of Europe Convention by signatory states. Before the commencement of the fourth evaluation round, countries, including Poland, will have to report on the status of implementation of the conclusions reached after the last evaluation, published in the form of recommendations. Poland was recommended, among others, to take additional efforts to guarantee access to legal aid and free legal assistance for victims of trafficking, to guarantee effective access to compensation for victims of trafficking, to take further measures to strengthen the criminal justice response to trafficking, to ensure that protection measures are applied to all child victims of trafficking including children aged 15 and older, take additional measures to effectively prevent, detect and combat trafficking in human beings for the purpose of forced labour, review legislation to ensure that pre-removal risk assessments, prior to all forced removals from Poland, fully address the risk of trafficking or re-trafficking in human beings, and improve identification and assistance to child victims of trafficking.

The third evaluation round also acknowledged the Polish government's efforts taken so far in adopting the National Action Plan Against Trafficking in Human Beings 2022-2024, increasing funding for the public task entitled, *Management of the National Consulting and Intervention Centre for the Victims of Trafficking*, strengthening international cooperation to prevent and combat human trafficking, increasing sanctions for committing the crime of human trafficking or introducing a residence permit for child victims of human



trafficking regardless of their cooperation with law enforcement agencies.

**Raising the awareness of the problem of human trafficking**

There is no single victim profile. Anyone can be a victim of the crime of human trafficking regardless of age, gender or background. However, certain factors, such as long-term unemployment or debt, increase the risk of becoming a victim of trafficking in human beings. Young people leaving school and searching for a job are also exposed to high risk. Therefore, many of the tasks stipulated in the NAP are addressed to these groups of people, as well as educational and upbringing institutions and job placement offices. Effective counteracting human trafficking is mainly based on preventive measures. Raising public awareness of human trafficking and dissemination of information on the risks it entails are the key elements of these activities.

**Enhancing competence**

Due to evidentiary difficulties, many proceedings aimed at punishing perpetrators are discontinued. The aim of the new NAP is to further enhance the competence of persons involved in combating trafficking in human beings and increase the effectiveness of the national system by introducing new legislative solutions and developing useful programmes and tools.





## **Actions**

### **Part I**

#### **Coordination of activities**

**I.1 Organisation of meetings of the members of the Inter-Ministerial Team for Counteracting Trafficking in Human Beings and of the working groups established within the Team.**

The task will be implemented by: Ministry of the Interior and Administration in cooperation with members of the Inter-Ministerial Team for Counteracting Trafficking in Human Beings.

Timeframe: 2025-2027

Indicator: Number of meetings organised / number of participants

**I.2 Organisation of meetings of members of Provincial Teams for Counteracting Trafficking in Human Beings.**

The task will be implemented by: Ministry of the Interior and Administration in cooperation with Provincial Teams for Counteracting Trafficking in Human Beings.

Timeframe: 2025-2027

Indicator: Number of meetings organised / number of participants

## Part II

### Preventive measures

#### II.1 Education and information activities addressing the issue of human trafficking, addressed to the general public, including information campaigns.

The task will be implemented by: Ministry of the Interior and Administration in cooperation with the institutions and organisations concerned, National Police Headquarters, Border Guard Headquarters within the scope of their competence.

Timeframe: 2025-2027

Indicator: Number of events/campaigns organised

#### II.2 Development and distribution of information materials on the phenomenon of trafficking in human beings, with particular emphasis on the phenomenon of trafficking in children, including the preparation of information and education materials to be used by teachers and students as well as psychological and pedagogical staff of primary and secondary schools.

The task will be implemented by: Ministry of the Interior and Administration in cooperation with Ministry of National Education and other institutions and non-governmental organisations concerned, as well as National Police Headquarters, Border Guard Headquarters within the scope of their competence.

Timeframe: 2025-2027

Indicator: circulation of materials for distribution

#### II.3 Dissemination of knowledge on the phenomenon of human trafficking, in particular forced labour, among schoolchildren and students as well as persons who seek employment through the organisation of information meetings.

The task will be implemented by: Provincial Teams for Counteracting Trafficking in Human Beings, in particular representatives of probation offices, public order services, district labour inspectorates, provincial and district labour offices in cooperation with Ministry of Education, National Police Headquarters, Border Guard Headquarters within the scope of their competence.

Timeframe: 2025-2027

Indicator: number of meetings held / number of participants in meetings

#### II.4 Organisation of the national art competition for children and young people on the information society and the challenges posed by the current digital era, particularly with regard to security and the threats posed by human trafficking.

The task will be implemented by: Provincial Teams for Counteracting Trafficking in Human Beings, Ministry of the Interior and Administration.

Timeframe: 2025-2027

Indicator: Number of schools participating in the competition / number of participants in the competition

#### II.5 Organisation of celebrations of the European Anti-Trafficking Day, i.e. at police schools and training centres of the Border Guard as well as in their subordinate organisational units and among school pupils, as well as organisation of conferences.

The task will be implemented by: members of the Team, Provincial Teams for Counteracting Trafficking in Human Beings, National Police Headquarters, Border Guard Headquarters within the scope of their competence and Police and Border Guard schools.

Timeframe: 2025-2027

Indicator: number of events / number of participants.

#### II.6 Disseminating knowledge and tools to identify and protect children from sexual exploitation and abuse in tourism within the framework of the standards for the protection of minors.

The task will be implemented by: Foundation "Give Strength to Children" with the support of Ministry of Sport and Tourism, Ministry of Justice and the Police within their respective scope of competence.

Timeframe: 2025-2027

Indicators: number of educational events and number of people attending educational events for the hotel and tourist industry

**II.7 Strengthening the cooperation with institutions organising job fairs in order to disseminate knowledge about human trafficking and to popularise the principles of conduct that serve to minimise the risk of this phenomenon.**

The task will be implemented by: Ministry of Family, Labour and Social Policy, Provincial Teams for Counteracting Trafficking in Human Beings, provincial and district labour offices, Voluntary Labour Corps and the institutions concerned, as well as the National Police Headquarters and Border Guard Headquarters, within the scope of their competence.

Timeframe: 2025-2027

Indicator: Number of institutions organising job fairs with whom cooperation has been established and number of job fairs during which cooperation has been established

**II.8 Building awareness of the risks of exploitation and forced labour, e.g. through meetings and educational and information campaigns, distribution of promotional material.**

The task will be implemented by: Ministry of Family, Labour and Social Policy, Provincial Teams for Counteracting Trafficking in Human Beings and Ministry of Interior and Administration, National Police Headquarters, Border Guard Headquarters, provincial and district labour offices, Voluntary Labour Corps, in cooperation with each other and within the scope of their competence.

Timeframe: 2025-2027

Indicator: Number of actions/events

**II.9 Development of information materials and implementation of information meetings and workshops for entrepreneurs on due diligence procedures in the area of human rights in business. The activities will address the issue of trafficking in human beings for forced labour and the obligations of companies in view of new legislation on developing environmental and human rights due diligence procedures.**

The task will be implemented by: Ministry of Development Funds and Regional Policy in cooperation with other ministries and external partners cooperating within the Due Diligence Working Group.

Timeframe: 2025-2027

Indicator: Number of enterprises participating in events and included in the distribution of information materials

**II.10 Development of information materials on the phenomenon of human trafficking to be displayed on LED boards located at border crossings.**

The task will be implemented by: Ministry of the Interior and Administration in cooperation with the National Police Headquarters and the Border Guard Headquarters.

Timeframe: 2025-2027

Indicator: transfer of material to Provincial Teams for Counteracting Trafficking in Human Beings

**II. 11 Organisation of a conference on counteracting forced labour.**

The task will be implemented by: Ministry of the Interior and Administration in cooperation with the Police Headquarters and the Border Guard Headquarters.

Timeframe: 2025-2027

Indicator: Number of actions/events

**II.12 Organisation of training for entities running employment agencies and temporary work agencies in the field of legally compliant employment agency operations and commissioning the performance of work by foreigners.**

The task will be implemented by: National Labour Inspectorate in cooperation with partner institutions.

Timeframe: 2025-2027

Indicator: number of training courses / number of participants.



**II.13 Creating multi-channel and modern information systems for foreigners and employers, including in the framework of the National Labour Inspectorate's information campaign to eliminate labour market irregularities to the detriment of foreigners working in Poland.**

The task will be implemented by: National Labour Inspectorate in cooperation with partner institutions.

Timeframe: 2025-2027

Indicator: Number of campaign activities and unit recipients from target groups

**II.14 Building the capacity of partner countries to counteract and combat human trafficking by taking preventive action in the countries of victims' origin.**

The task will be implemented by: Ministry of the Interior and Administration in cooperation with the institutions / organisations concerned, National Police Headquarters, Border Guard Headquarters.

Timeframe: 2025-2027

Indicator: number of events/campaigns organised



## Part III

### Support and protection of victims

**III.1 Organising and monitoring the implementation of the public task entitled “Management of the National Consulting and Intervention Centre for the Victims of Trafficking”.**

The task will be implemented by: Ministry of the Interior and Administration in cooperation with institutions and organisations involved in counteracting trafficking in human beings.

Timeframe: 2025-2027

Indicator: number of persons supported

**III.2 Developing a catalogue of rights of a victim of trafficking in human beings and its translation into the languages of victims and publication.**

The task will be implemented by: Ministry of the Interior and Administration.

Timeframe: 2025-2027

Indicator: development of the catalogue

**III.3 Analysis of the legal provisions in force in the scope of claiming compensation from the perpetrator of the act/ claiming compensation from the state.**

The task will be implemented by: Ministry of Justice.

Timeframe: 2025-2027

Indicator: analysis prepared

**III.4 Assistance in the voluntary return and reintegration for persons recognised as victims of human trafficking in Poland.**

The task will be implemented by: International Organisation for Migration, Border Guard Headquarters.

Timeframe: 2025-2027

Indicator: number of beneficiaries

## Part IV

### Prosecution of the crime of trafficking in human beings

#### IV.1 Organisation of meetings between representatives of the National Labour Inspectorate and the Border Guard on issues of trafficking in human beings and forced labour.

The task will be implemented by: National Labour Inspectorate, Border Guard Headquarters.

Timeframe: 2025-2027

Indicator: number of joint activities carried out by the National Labour Inspectorate and the Border Guard

#### IV.2 Inspections by the National Labour Inspectorate in cases concerning the legality of entrusting work to foreigners and, in cases of specific exploitation and forced labour, with the participation of the Border Guard.

The task will be implemented by: National Labour Inspectorate, Border Guard Headquarters.

Timeframe: 2025-2027

Indicator: Number of inspections carried out by the National Labour Inspectorate

#### IV.3 Strengthening the capacity of the National Labour Inspectorate in eliminating illegal entrusting and performance of work by foreigners, including within the exploitation and forced labour, through the transfer of expert knowledge during in-service training courses, including those supported by external funds.

The task will be implemented by: National Labour Inspectorate, or Border Guard Headquarters.

Timeframe: 2025-2027

Indicator: Number of joint in-service training courses conducted by the National Labour Inspectorate involving competent services

#### IV.4 Development of a concept of the system for estimating the risk of illegal employment, using modern communication and information exchange tools based on data available to various services in order to reduce prohibited practices used by entities employing foreign nationals.

The task will be implemented by: National Labour Inspectorate.

Timeframe: 2025-2027

Indicator: Level of development of specific components of the concept (in %)

#### IV.5 Meetings with Polish liaison officers and those accredited in Poland to strengthen cooperation and information exchange in combating trafficking in human beings.

The task will be implemented by: National Police Headquarters.

Timeframe: 2025-2027

Indicator: number of meetings

#### IV.6 Development of an optimal data collection scheme related to ongoing proceedings concerning human trafficking and court rulings.

The task will be implemented by: Ministry of Interior and Administration with the participation of Border Guard Headquarters, National Police Headquarters including the Central Bureau of Investigation of the Police and the Central Bureau for Combating Cybercrime, National Public Prosecutor's Office, Ministry of Justice.

Timeframe: 2025-2027

Indicator: development of the scheme

#### IV.7 Development of guidelines and indicators defining /identifying perpetrators' activities to supplement the algorithms for identifying alleged victims of trafficking, and guidelines developed for labour inspectors.

The task will be implemented by: Ministry of the Interior and Administration in cooperation with the National Police Headquarters and the Border Guard Headquarters.

Timeframe: 2025-2027.

Indicator: development and implementation of the guidelines

## Part V

### Training activities

- V.1 Workshops for Police officers, Border Guard officers and prosecutors on cooperation in prosecuting perpetrators of human trafficking offences, exchange of experience, best practices and analysis of case law on human trafficking.**  
The task will be implemented by: National Police Headquarters, Border Guard Headquarters in cooperation with Ministry of the Interior and Administration, National Public Prosecutor's Office and non-governmental organisations.  
Timeframe: 2025-2027  
Indicator: number of workshops / number of participants.
- V.2 Training workshops for police officers from the organisational units responsible for combating human trafficking in the Provincial Police Headquarters/Metropolitan Police Headquarters and the Central Bureau of Investigation of the Police to exchange experience and information.**  
The task will be implemented by: National Police Headquarters.  
Timeframe: 2025-2027  
Indicator: number of workshops / number of participants.
- V.3 Training workshops for coordinators from municipal police headquarters / district police headquarters and for prevention officers on the issue of human trafficking, in particular related to minors.**  
The task will be implemented by: National Police Headquarters.  
Timeframe: 2025-2027  
Indicator: number of workshops / number of participants.
- V.4 Training for Border Guard officers in the framework of a comprehensive system of training on human trafficking, in particular involving minors.**  
The task will be implemented by: Border Guard Academy in Koszalin, Border Guard Training Centre in Kętrzyn, Border Guard Headquarters.  
Timeframe: 2025-2027  
Indicator: number of people trained
- V.5 Training workshop on the forensic, criminological and legal aspects of human trafficking for probation officers, judges and prosecutors.**  
The task will be implemented by: National School of the Judiciary and Public Prosecution.  
Timeframe: 2025-2027  
Indicator: number of training courses / number of participants.
- V.6 Training on "Trafficking in human beings" addressed to judges, court assessors, prosecutors and assistant prosecutors on the methodology of conducting proceedings on trafficking in human beings in order to increase their effectiveness, improvement of the legal situation of victims and their role in the proceedings, taking into account cultural differences, as well as international cooperation in this field.**  
The task will be implemented by: National School of the Judiciary and Public Prosecution.  
Timeframe: 2025-2027  
Indicator: number of training courses / number of participants.
- V.7 Implementing the subject of trafficking in human beings (within the module of crimes against freedom) within the framework of judicial and prosecutor application.**  
The task will be implemented by: National School of the Judiciary and Public Prosecution.  
Timeframe: 2025-2027  
Indicator: number of applicants trained

- V.8 Specialised training, among others, for social workers and crisis intervention centres.**  
The task will be implemented by: Ministry of Family, Labour and Social Policy and other institutions concerned.  
Timeframe: 2025-2027  
Indicator: number of training courses / number of participants.
- V.9 Training workshop on the phenomenon of trafficking in human beings for Polish consular staff of target countries of Polish victims of trafficking identified abroad.**  
The task will be implemented by: Ministry of Foreign Affairs in cooperation with Ministry of the Interior and Administration, Border Guard Headquarters, National Police Headquarters and non-governmental organisations.  
Timeframe: 2025-2027  
Indicator: number of training courses / number of participants.
- V.10 Training for employees of the Office for Foreigners interviewing persons applying for international protection and working in centres for foreigners on identifying victims of trafficking in human beings.**  
The task will be implemented by: Office for Foreigners in cooperation with invited institutions.  
Timeframe: 2025-2027  
Indicator: number of training courses / number of participants.
- V.11 Training for labour inspectors on the phenomenon of trafficking in human beings for forced labour.**  
The task will be implemented by: National Labour Inspectorate in cooperation with invited institutions.  
Timeframe: 2025-2027  
Indicator: number of training courses / number of participants.
- V.12 Workshops and training for members of Provincial Teams for Counteracting Trafficking in Human Beings, employees of Provincial Government Offices dealing with the legalisation of residency, as well as Municipality Guards and City Guards.**  
The task will be implemented by: Ministry of the Interior and Administration in cooperation with non-governmental organisations.  
Timeframe: 2025-2027  
Indicator: number of training courses / number of participants.
- V.13 Workshops and training for emergency number operators in emergency call centres.**  
The task will be implemented by: Ministry of the Interior and Administration in cooperation with non-governmental organisations.  
Timeframe: 2025-2027  
Indicator: number of training courses / number of participants.
- V.14 Workshops and training courses for labour office staff (career counsellors and job agents).**  
The task will be implemented by: Ministry of the Interior and Administration in cooperation with Ministry of Family, Labour and Social Policy and partner institutions.  
Timeframe: 2025-2027  
Indicator: number of training courses / number of participants.
- V.15 Training for officers of the Police, Border Guards and prosecutors concerning recognising of the crime of trafficking in human beings, identification of victims (continuation) and work with the alleged victim during the proceedings, taking into account the psychological situation of a victim (a victim-centred approach).**  
The task will be implemented by: International Organisation for Migration in cooperation with the National Police Headquarters and the Border Guard Headquarters.  
Timeframe: 2025-2027  
Indicator: number of training courses / number of participants.
- V.16 Training for employers hiring migrants, using tools developed by the International Organisation**



for Migration: IRIS focusing on ethical recruitment standards, including the principle of eliminating fees for migrant workers and *Labour Migration Process Mapping* helping to identify and address risks associated with the use of workers in supply chains and support for the complaint mechanism and access to remedies.

The task will be implemented by: International Organisation for Migration

Timeframe: 2025-2027

Indicator: number of training courses / number of participants.

- V.17 Training and information activities: Legal counselling for foreign workers on the applicable labour regulations and the functioning of the complaint mechanism for affected workers, available, as a minimum, in English, Spanish, Russian and Ukrainian.**

The task will be implemented by: International Organisation for Migration

Timeframe: 2025-2027

Indicator: number of training courses / number of participants.

- V.18 Training for employees of Social Welfare Centres and employees of the foster care system on the care of foreign children and the risks related to exploiting foreign children in human trafficking.**

The task will be implemented by: International Organisation for Migration

Timeframe: 2025-2027

Indicator: number of training courses / number of participants.

- V.19 Training for the staff of non-governmental organisations and institutions supporting migrants.**

The task will be implemented by: International Organisation for Migration, National Police Headquarters, Border Guard Headquarters.

Timeframe: 2025-2027

Indicator: number of training courses / number of participants.

- V.20 Training for prison staff on trafficking in human beings.**

The task will be implemented by: Ministry of Justice, in cooperation with non-governmental organisations.

Timeframe: 2025-2027

Indicator: number of training courses / number of participants.

- V.21 Implementation of education in the scope of trafficking in human beings and forced labour, implemented as part of Module I of specialisation training for nurses and midwives in all fields of education; education of paramedics.**

The task will be implemented by: Ministry of Health in cooperation with partner institutions.

Timeframe: 2025-2027

Indicator: number of training courses / people trained



## Part VI

### Studies on trafficking in human beings / Evaluation of actions

- VI.1 Development and dissemination of quantitative and qualitative analyses on the crime of trafficking in human beings, including annual reports on trafficking in human beings in Poland.** The task will be implemented by: Ministry of the Interior and Administration in cooperation with institutions and organisations involved in counteracting human trafficking.  
Timeframe: 2025-2027  
Indicator: number of analyses
- VI.2 Preparation and dissemination of reports and contributions to reports for the EC, the Council of Europe (GRETA) and other international institutions.**  
The task will be implemented by: Ministry of the Interior and Administration in cooperation with National Police Headquarters, Border Guard Headquarters, Ministry of Justice, National Public Prosecutor's Office, National Labour Inspectorate, Ministry of the Family, Labour and Social Policy and other institutions/organisations involved in counteracting human trafficking.  
Timeframe: 2025-2027  
Indicator: Number of information contributions to reports and studies
- VI.3 Poles the situation of victims of trafficking in human beings**  
The task will be implemented by: Ministry of the Interior and Administration in cooperation with institutions and organisations involved in counteracting human trafficking.  
Timeframe: 2025-2027  
Indicator: analysis prepared
- VI.4 Continuation and development of international cooperation.**  
The task will be implemented by: Ministry of the Interior and Administration in cooperation with institutions and organisations involved in counteracting human trafficking.  
Timeframe: 2025-2027  
Indicator: number of activities (including international meetings)
- VI.5 Including the issue of combating and preventing trafficking in human beings in capacity-building efforts to manage these phenomena in partner third countries in accordance with the commitments made by Poland (Prague, Budapest, Rabat, Khartoum processes, Mobility Partnerships, etc.)**  
The task will be implemented by: Ministry of the Interior and Administration.  
Timeframe: 2025-2027  
Indicator: number of training courses / number of participants.
- VI.6 Analysis of the problem of appropriate legal and criminal assessment of the offences of coercing or recruiting minors into prostitution or benefiting from the practice of prostitution by minors, as well as the exploitation of minors in begging, in relation to trafficking in human beings.**  
The task will be implemented by: Ministry of Justice.  
Timeframe: 2025-2027  
Indicator: analysis prepared



## Part VII

### Legislative changes

**VII.1 Revision and potential amendment of legislation on preventing and combating trafficking in human beings and protection of victims, including legislation on the problem of forced labour.**

The task will be implemented by: Ministry of Justice in cooperation with Ministry of the Interior and Administration, Ministry of Family, Labour and Social Policy, Ministry of Health, Ministry of Development Funds and Regional Policy.

Timeframe: 2025-2027

Indicator: amendment of the legislation

**VII.2 Conducting the legislative process in the scope of preparing the Act on Counteracting Trafficking in Human Beings.**

The task will be implemented by: Ministry of the Interior and Administration in cooperation with Ministry of Justice, National Police Headquarters, Border Guard Headquarters, Ministry of Family, Labour and Social Policy, Ministry of Health, Ministry of Development Funds and Regional Policy, Office for Foreigners and other cooperating institutions. Timeframe: 2025-2027

Indicator: Entry into force of the Act

**VII.3 Implementation of Directive (EU) 2024/1712 of the European Parliament and of the Council of 13 June 2024 amending Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims.**

The task will be implemented by: Ministry of Justice, Ministry of the Interior and Administration, Ministry of Family, Labour and Social Policy, Ministry of Health.

Timeframe: 15 July 2026

Measure: level of Directive implementation

**VII.4 Analysis of the legitimacy of the appointment of the National Rapporteur on Trafficking in Human Beings in Poland.**

The task will be implemented by: Ministry of the Interior and Administration in cooperation with the Ombudsman.

Timeframe: 2025-2027

Indicator: analysis prepared.