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### Template for a Management Follow-up Response Matrix

<b>Evaluation title/year:</b>  <b>Project External Final Evaluation: Strengthened Capacities for Improved Coordination, Protection, and Prosecution on Trafficking in Persons in Madagascar, 2020 (CT. 1007)</b>  Person or entity responsible for completing the management follow-up response matrix:  Daniel Silva y Poveda, Chief of Mission				
<b>Evaluation recommendation 1:</b>  <i>Further efforts to improve the response to trafficking while working in an integrated manner, i.e. simultaneously addressing in parallel prevention, protection, prosecution of trafficking cases, and coordination - all of this by strengthening partnerships and with the aim of producing results and sustainable impact. The new framework is the new National Policy to Combat Trafficking in Persons.</i>				
Recommendation to: Project management			Priority level (1 to 3): 2	
Management response (Accept/Partially Accept/Reject)  <b>Accept</b>				
Key action	Time frame or deadline	Responsible individual or unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
1.1. Develop anti-trafficking projects simultaneously addressing prevention, protection, prosecution of trafficking cases, and coordination, based on the new National Policy to Combat	During the development of new projects	Project Coordinator		



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Trafficking in Persons				
<p>Evaluation recommendation 2:</p> <p><b><i>Develop within IOM a detailed strategy on the nexus of development - emergency assistance in the area of trafficking in persons, thus allowing a clear articulation between actions that foresee impacts on development (such as the Project CT.1007) and others which are more concerned with providing an emergency response.</i></b></p>				
Recommendation to: Senior management			Priority level (1 to 3): 2	
<p>Management response (Accept/Partially Accept/Reject)</p> <p><b>Partially accept</b></p>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
2.1. Develop the strategy on the nexus of development - emergency assistance in the area of trafficking in persons	TBC depending on resources availability to undertake such action	Policy development/TIP officers		
<p>Evaluation recommendation 3:</p> <p><b><i>Integrate the gender approach into all interventions, bearing in mind the cause and effect relationship on the issue of trafficking in persons: the reduction of gender inequalities implies a decrease in the number of trafficking cases, with women being the main victims.</i></b></p>				
Recommendation to: Project management			Priority level (1 to 3): 2	
<p>Management response (Accept/Partially Accept/Reject)</p> <p><b>Accept</b></p>				
Key actions		Responsible unit(s)	Implementation monitoring	



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	Time frame or deadline		Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
3.1. Consider TIP projects as projects which essentially aim to combat gender inequalities	During the development of new projects	Project Coordinator		
3.2. Ensure that each project considers gender aspects from its development stage and includes the reduction of gender inequalities in its interventions and result indicators	During the development of new projects	Project Coordinator		
3.3. Organize specific training for project partners while highlighting the causal link between the gender approach and trafficking	During the development of new projects	Project Coordinator		
3.4. Ensure that all the tools developed as part of the interventions	During the project implementation	Project Coordinator		



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integrate the gender approach, with a specific mention in the TOR of each activity				
3.5. Design TIP interventions in partnership with the international organizations working with violence against women and children	During the development of new projects	Project Coordinator		
3.6. Ensure that trafficking is integrated into the typology of each project (of other organizations) that combats violence against women and children	Upon the exchanges with the organizations working with violence against women and children	IOM FP in the meetings/working groups		
<p>Evaluation recommendation 4:</p> <p><b><i>Address all types of trafficking, whether national or transnational, in an equal manner, and in each aspect of the intervention, including victim protection. To this end, it would be necessary to update the study already carried out by IOM on trafficking in persons in Madagascar, and to further this study in order to obtain data that would enable an appropriate response to each form of trafficking. The studies and diagnostics will make it possible to deepen knowledge on the extent of the phenomenon of trafficking in Madagascar, and to obtain more precise information on the different typologies of trafficking at the national and regional levels. Again, these studies should systematically integrate a gender approach.</i></b></p>				
Recommendation to: Project management			Priority level (1 to 3): 2	
Management response (Accept/Partially Accept/Reject)				



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<b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
4.1. Update the study already carried out by IOM on trafficking in persons in Madagascar, and further this study in order to obtain data that would enable an appropriate response to each form of trafficking	TBC depending on resources availability to undertake such action	Project Coordinator		
Evaluation recommendation 5:				
<b><i>Continue to strengthen the leadership of the BNLTEH in combatting trafficking in person in Madagascar, namely by deepening the knowledge of its members on this subject</i></b>				
Recommendation to: Project management			Priority level (1 to 3): 1	
Management response (Accept/Partially Accept/Reject)				
<b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
5.1. Ensure the informational and capacity-	Continuously	Project Coordinator		



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<p>building support to BNLTEH by sharing studies, reports, and data, responding to their requests for assistance and organizing training for their staff</p>				
<p>Evaluation recommendation 6:</p> <p><b><i>Finalize the development of the data hub, and ensure the necessary technical support, in order to operationalize the data collection and ensure the regular production of monitoring reports.</i></b></p>				
<p>Recommendation to: Project management</p>			<p>Priority level (1 to 3): 2</p>	
<p>Management response (Accept/Partially Accept/Reject)</p> <p><b>Reject</b></p>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
<p>6.1. Finalize the development of the data hub, and ensure the necessary technical support</p>		<p>None</p>	<p>Support has been provided and the system is operational and in the responsibility of the national counterpart</p>	
<p>Evaluation recommendation 7:</p> <p><b><i>Integrate trafficking with other interventions carried out by United Nations agencies, or by other actors, through capacity building and advocacy work by the BNLTEH. In addition, IOM interventions should all mainstream trafficking; it is a question of gradually moving towards more global interventions, which are not disconnected from each other or divided into a multitude of sub-themes that depend on specific projects.</i></b></p>				



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Recommendation to: Project management			Priority level (1 to 3): 1	
Management response (Accept/Partially Accept/Reject)				
<b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
7.1. Provide capacity building support to BNLTEH	Continuously	Project Coordinator		
7.2. Mainstream trafficking in IOM interventions	Continuously, and during the development of new projects	Project Coordinator		
Evaluation recommendation 8:				
<b><i>Strengthen the coordinated work between ILO and the BNLTEH for the development of partnership frameworks between Madagascar and the countries of destination of the trafficking. These agreements must include measures of judicial and Police cooperation between countries to allow transnational prosecutions.</i></b>				
Recommendation to: Project management			Priority level (1 to 3): 1	
Management response (Accept/Partially Accept/Reject)				
<b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )



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8.1. Facilitate greater coordination between ILO and BNLTEH	Continuously	Project Coordinator		
Evaluation recommendation 9:				
<b><i>Provide, as far as possible, training/awareness raising on trafficking for members of Malagasy diplomatic delegations in key countries.</i></b>				
Recommendation to: Project management			Priority level (1 to 3): 1	
Management response (Accept/Partially Accept/Reject)				
<b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
9.1. Coordinate with IOM missions in the key countries regarding the possibility of training the members of Malagasy diplomatic delegations	Ad hoc and during the development of new projects	Project Coordinator		
Evaluation recommendation 10:				
<b><i>Preventing trafficking involves working to prevent its root causes, namely poverty, lack of education for women, difficulties in accessing the job market and gender inequalities. If the work on these root causes goes beyond the expertise of IOM a priori, it would nevertheless be necessary to conduct advocacy work that makes a connection between trafficking and its own causes, and to mobilize resources to intervene in these fields.</i></b>				
Recommendation to: Project management			Priority level (1 to 3): 1	





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Management response (Accept/Partially Accept/Reject)				
<b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
10.1. Conduct advocacy work that makes a connection between trafficking and its causes, and to mobilize resources to intervene in these fields	Continuously	Project Coordinator/Communication FP		
Evaluation recommendation 11:				
<b><i>Strengthen prevention work by raising awareness among the populations. Actions in this sense should be concentrated on the regions most affected by trafficking. Prevention actions could be planned under the supervision of BNLTEH, with the collaboration of various partners and the support of IOM.</i></b>				
Recommendation to: Project management			Priority level (1 to 3): 2	
Management response (Accept/Partially Accept/Reject)				
<b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
11.1. Include into the projects the awareness	During the development of new projects	Project Coordinator		



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raising activities in the regions most affected by trafficking				
<p>Evaluation recommendation 12:</p> <p><b><i>Awareness-raising actions must inform the population about what trafficking means: what are its methods, its consequences for victims/survivors and the importance of supporting them, but also what are the existing legislative provisions and the options for initiating legal proceedings. At the level of the population as a whole, it would be desirable to carry out awareness-raising actions to change customs and "harmful traditional practices", some of which are still relatively socially accepted, which constitute cases of trafficking in violation of the law. Examples include child labour (including employing young girls as domestic workers) or child marriage.</i></b></p>				
Recommendation to: Project management			Priority level (1 to 3): 1	
<p>Management response (Accept/Partially Accept/Reject)</p> <p><b>Accept</b></p>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
12.1. Ensure that the awareness raising activities inform the population about what trafficking means and aim at changing customary harmful practices	During project development and implementation	Project Coordinator		
<p>Evaluation recommendation 13:</p> <p><b><i>Produce communication tools that are accessible to the great majority, in the Malagasy language, to inform about the existence of laws on trafficking and related violence. These tools could be</i></b></p>				



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<p><b><i>distributed during awareness-raising sessions with the various communities in the most affected geographic areas, trying to involve children and young people through educational structures on site. Experiences of direct awareness-raising actions, carried out from time to time by security or justice officials, should be encouraged, particularly in the regions.</i></b></p>				
Recommendation to: Project management			Priority level (1 to 3): 1	
Management response (Accept/Partially Accept/Reject)				
<b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
13.1. Ensure that the communication tools are in Malagasy language and accessible to the great majority of the population	During the project implementation	Project Coordinator		
Evaluation recommendation 14:				
<p><b><i>Change the work approach on protection so that assistance is provided by existing structures and via existing circuits, to support women and children who are victims of violence. The specific circumstances of each victim of trafficking must, of course, be taken into account, but it remains crucial to avoid dependence on IOM or the creation of parallel intervention circuits.</i></b></p>				
Recommendation to: Project management			Priority level (1 to 3): 2	
Management response (Accept/Partially Accept/Reject)				
<b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )



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14.1. Design interventions ensuring that the assistance is, as far as possible, provided by existing structures and via existing circuits	During the development of new projects	Project Coordinator		
<p>Evaluation recommendation 15:</p> <p><b><i>Follow a work approach based on strengthening the local protection system and which takes into account the other strategies for this element. In this regard, the implementation of the National Strategy to Combat Gender-Based Violence and the National Policy to Combat Trafficking in Persons opens a window of opportunity and represents an excellent opportunity to strengthen the system of protection of trafficking survivors, the majority of whom are women.</i></b></p>				
Recommendation to: Project management			Priority level (1 to 3): 2	
<p>Management response (Accept/Partially Accept/Reject)</p> <p><b>Accept</b></p>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
15.1. Identify relevant CSO in areas where the project is implemented and support them in terms of identification, awareness-raising, guidance and advocacy	During project development and implementation	Project Coordinator		



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15.2. Improve the coordination between civil society and the MSA through the existing protection network	Continuously, and during project implementation	Project Coordinator		
15.3. Ensure the continuity of training provided by training teams	During the development of new projects	Project Coordinator		
15.4. Ensure the sustainable improvement of hosting infrastructures	During the development of new projects	Project Coordinator		
15.5. Strengthen the monitoring of cases of trafficking victims, especially in the regions, by supporting existing protection networks and the most competent CSOs on this topic	During the development of new projects	Project Coordinator		
Evaluation recommendation 16:				
<b><i>Work on an empowerment approach for trafficking survivors.</i></b>				
Recommendation to: Project management			Priority level (1 to 3): 3	



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Management response (Accept/Partially Accept/Reject)				
<b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
16.1. Refer trafficking victims to women rights organizations to promote their empowerment	During the development of new projects	Project Coordinator		
16.2. Include into the projects the assistance to trafficked women and the children under their care	During the development of new projects	Project Coordinator		
16.3. Provide systematic legal assistance in order to encourage victims of trafficking to become aware of their situation, and guarantee them access to their rights	During the development of new projects	Project Coordinator		
Evaluation recommendation 17:				



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<b>Continue to work in collaboration with PAC by ensuring the continuous training of its members. It would be desirable to include a module on trafficking in persons in the initial training of PAC magistrates.</b>				
Recommendation to: Project management			Priority level (1 to 3): 2	
Management response (Accept/Partially Accept/Reject)				
<b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
17.1. Ensure training of PAC members in TIP	During the development of new projects	Project Coordinator		
Evaluation recommendation 18:				
<b>Continue training according to the methodology developed for the Project CT.1007</b>				
Recommendation to: Project management			Priority level (1 to 3): 1	
Management response (Accept/Partially Accept/Reject)				
<b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
18.1. Continue to showcase the training teams in order to institutionalize their role	During project implementation	Project Coordinator		



18.2. Ensure the inclusion of a gender approach in the training content	During project implementation	Project Coordinator		
18.3. Strengthen knowledge in the targeted regions, and cover the other regions affected by the phenomenon of trafficking	During project implementation	Project Coordinator		
18.4. Facilitate participation in the trainings for professionals working in key areas, such as the Police, the Police Service in Charge of Morals, or the focal points on violence against women	During project implementation	Project Coordinator		
<p>Evaluation recommendation 19:</p> <p><b><i>Carry out specific trainings on investigations of trafficking cases, and pro-active investigations, with the participation of judges and prosecutors, to improve the quality of prosecutions and ensure the conviction of traffickers.</i></b></p>				
Recommendation to: Project management			Priority level (1 to 3): 2	
<p>Management response (Accept/Partially Accept/Reject)</p> <p><b>Accept</b></p>				
Key actions		Responsible unit(s)	Implementation monitoring	





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	Time frame or deadline		Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
11.1. Include into the projects the specific trainings on investigations of trafficking cases, and pro-active investigations, with the participation of judges and prosecutors	During the development of new projects	Project Coordinator		
Evaluation recommendation 20:  <b><i>Reinforce the awareness-raising work of survivors regarding their situation and their rights as victims, and facilitate as much as possible the possibility of contacting organisations fighting for the defence of women's rights/children's rights/workers' rights. This awareness-raising work will help victims/survivors to file complaints and, in the best of cases, to recover.</i></b>				
Recommendation to: Project management			Priority level (1 to 3): 3	
Management response (Accept/Partially Accept/Reject)  <b>Accept</b>				
Key actions	Time frame or deadline	Responsible unit(s)	Implementation monitoring	
			Comments or action taken	Status ( <i>initiated; not initiated; completed; no longer applicable</i> )
12.1. Include into the projects the interventions focused on the awareness-raising work with survivors	During the development of new projects	Project Coordinator		



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regarding their situation and their rights as victims				
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