



2020 IMPACT REPORT



The Leadership Team

“The impact COVID19 has had on human trafficking and modern day slavery is enormous and is evident by the increasing trends in vulnerability and exploitation we see in communities. However, with this changing trafficking landscape, we have also witnessed greater cross-sector collaboration and cooperation and our teams at Chab Dai have done an incredible job of pivoting, adapting and finding creative and innovative solutions to address the challenges to ensure communities and survivors are living in freedom, dignity and harmony.”

- The Chab Dai Leadership Team



Helen Sworn,
Executive Director
and Founder



Lim Chan Oi,
Head of People and
Culture



Lisa Cheong,
Interim National
Director



Kchang Kimheng,
Head of Finance and
Admin



Susan Botros,
Interim Head of
Programs

The Modern Slavery Crisis

The Modern Slavery Crisis is an international and growing phenomenon impacting more than 40 million men, women and children across the globe, 71% female and 29% male. Among these more than 15 million are in forced marriages, more than 24 million in forced labour situations* and around 30% of those exploited are children**

Human trafficking is the second largest illegal trade in the world, generating more than \$33 billion per annum. This illegal trade has flourished as a result of increased demand for cheap goods and services and the collaboration of criminal networks that operate globally. No longer can we blame others for being perpetrators. We are all part of the problem - rarely looking at the slavery links to our purchases of electronics, garments and food.

Yet in the midst of this terrifying statistics, as an organisation, we must focus on the ONEs - every child, woman, man must be seen in the context of their own lives - their family challenges, their local communities, their lived experienced of their abuse and exploitation and their path of healing and journey for justice.

* Global Modern Slavery Index 2021

** 2020 Trafficking in Persons Report



Our Vision, Mission and Core Values

OUR VISION

We see a world where communities live in dignity, harmony, and freedom.

OUR MISSION

We seek to **end all forms of abuse and modern slavery globally** by building a movement to empower communities, to strengthen systems, and to restore justice and wellbeing with survivors.

OUR CORE VALUES

We are:



Collaborative



Empowering



Learners



Responsible



Faith-Inspired



Pictured - Village members in a training in the province on human trafficking, sexual abuse, and safe migration.

Chab Dai's Theory of Change



Survivor Restoration

Challenge - A lack of effective and consistent long term services where survivors' voices and choices input into their own journey of restoration and that of others.

Change - Survivors of modern slavery and sexual abuse have the freedom and agency to access services, based on their identified short- and long-term restoration plan. Survivors are empowered to bring their voices and experiences to inform and advocate for the healing journey of other survivors.



System Strengthening

Challenge - A lack of trust and collaboration between governments and NGOs on how to create, implement and monitor stronger national laws, frameworks and responses to the issues.

Change - Government entities on both the national and local levels have the knowledge, resources, policy frameworks, and political will to respond effectively and efficiently to cases of modern slavery and sexual abuse.

Community Empowerment

Challenge - A lack of inclusion, connection and access from vulnerable and discriminated communities to protection frameworks and locally led responses.

Change - Families, neighbors and communities are empowered to protect and ensure the safety of one another with the support of NGOs, influencers, local authorities, religious leaders and government.



Movement Building

Challenge - A lack of coordination between stakeholders working to address the same issue of human trafficking as well as a lack of lessons learned shared between organizations, and a need for more learning within them.

Change - NGOs and other sectors are committed to growing the anti-trafficking movement through professional capacity and standards, in order to provide the best possible care to survivors and vulnerable communities.



At a Glance



300 families learnt about human trafficking in **120** awareness-raising programs



570 participants from **35** countries and **150** organisations attended ARAT Conference



7 training sessions and **5** follow ups with **93** police officers and local authorities



793 participants attended Cambodia Coalition meetings and trainings



132 survivors of human trafficking repatriated back to Cambodia



190 calls were received via the Chab Dai Hotline



17 brokers of human trafficking were arrested



156 Global Learning Community Members from **37** countries



Pictured - Food packs for vulnerable families

Supporter Stories

Partnerships have always been, and always will be core of all our work. We know and have seen in our 15 years of work, that no organisation or entity can bring about any significant change alone.

We are truly grateful for those who work with us and support us, who have the same vision and passion for partnerships - together we can change the world.



For the past two years now, global business consulting firm, **Deloitte**, has been helping the Chab Dai organization grow in leaps and bounds. Through regular meetings and workshops, the Deloitte team have helped us to strategically tackle business challenges, and to target organizational growth. They have led us to be a more professional and sustainable organization. We have been especially grateful for the Deloitte Team's enthusiasm and commitment in working with us. They have given of their time generously and have readily adapted to our Khmer cultural context.

“Cambodia and a thriving Cambodia is so important to our family. My husband Sanya (Sonny) is from Cambodia and came to the United States as a refugee. We know first hand how kind and resilient the people are and supporting Chab Dai is a way for us to help that shine through. I specialize in trauma work and know how important quality after care, including trauma informed care and counseling, is for healing. Chab Dai is an organization who knows and supports this standard and that's why we specifically support Chab Dai”.

- Joslyn Reedy-Kay

“Chab Dai's ongoing commitment to understand and in turn address the real issues relating to trafficking is one of many reasons why Enjoy Church has partnered with Chab Dai over a number of years now. We value our partnership with them greatly and have gleaned so much in our own journey of understanding the complexities of poverty, human trafficking & exploitation. In addition we strongly align with Chab Dai's commitment to not 'go it alone' but instead see a collaboration of like minded organisations working together.”

- Danny Major, East Location Pastor, Enjoy Church Communities Director



ERIKS
DEVELOPMENT PARTNER

“ERIKS trusts, satisfies, and values the work of Chab Dai in combating human trafficking and sexual exploitation in Cambodia. The significant outcomes as the results of Chab Dai programme implementation that we have seen are that girl and boy victims have high confidence and self-esteem, stand for their rights to justice and protection, and they feel safe to integrate themselves back to families and communities.

Chab Dai has been striving to help legal and moral duty bearers changing their behavior, structures, laws and legal systems to end human trafficking and all forms of abuses.”

- BunChhoeuth Keng, Regional Manager - South East Asia, ERIKS Development Partner

Movement Building

NGOs and other sectors are committed to growing the anti-trafficking movement through professional capacity and standards, in order to provide the best possible care to survivors and vulnerable communities.

Pictured - NGO workers and government authorities brainstorming together during a National Workshop on counter-trafficking organised by Chab Dai



793

Participants attended Cambodia Coalition meetings and trainings

570

Participants from 35 countries and 150 organisations attended ARAT Conference

156

Global Learning Community Members from 37 countries

53

Organizations are members of the Cambodia Coalition

Global Learning Community

“One of the major goals of our coalition is creating an Indonesian National Anti-Trafficking Task Force. The Asia Region Anti-Trafficking Conference has been not only an incredible source of learning and global networking; it has also been a critical touch point for identifying and connecting with other Indonesian organizations as well as capitalizing on momentum to move forward in our objectives. We were thrilled that there were nearly 60 Indonesians at the 2020 conference!”

- **Dalaina May, Dark Bali, Indonesia**



Cambodia Coalition

“The Chab Dai Charter is a very important tool for evaluating the health of our organization. Sunshine Cambodia is currently using it as a core part of developing their new strategic plan for 2021 – 2025. It has helped all staff and the consultant to understand the strengths, weaknesses, opportunities and threats within our organization. Thank you Chab Dai Coalition for creating this an important tool for all members to use to develop our organizations.”

- **Sem Sochetra, Director of Sunshine Cambodia.**



Community Empowerment

Families, neighbors and communities are empowered to protect and ensure the safety of one another with the support of NGOs, influencers, local authorities, religious leaders and government.

Pictured - Community training in the province



300

Target families reached in 120 awareness-raising programs

36

Local authorities attended awareness-raising programs

12

Supporter members of the Mobile Broadcasting Program

11

Supporter members of the Community Video Show

Community Heroes

“One day a broker came to visit and tried to persuade me to send my daughter to marry a rich Chinese man, so that my daughter will be a lucky lady and earn more money to support our family. Every day after that visit, I tried to convince my daughter to marry a rich Chinese man, because I wanted my daughter to have a comfortable life and to be able to support her family.” After this mother heard the messages from Community Heroes about human trafficking cases to China, she stood up straight and declared, “Today, I will stop forcing my daughter to marry a Chinese man!”

- **Village Mother**

Safe Communities

“I had 3 meetings in the village with 166 people. I was training on hygiene for them. During the meetings I shared information related to human trafficking, sexual abuse, child rape, and how to protect the children to people in the village. And then I spent time explaining the meaning of flip charts and the 24hr hotline to them. I encouraged them to call the hotline number related to child rape, child abuse, and on human trafficking. I told them ‘As the parents, you all need to take care of your children and protect them from any form of exploitation’.”

- **Villager Leader**

System Strengthening

Government entities on both the national and local levels have the knowledge, resources, policy frameworks, and political will to respond effectively and efficiently to cases of modern slavery and sexual abuse.

Pictured - Local Police at a training event run by Chab Dai in Kratie province, on trafficking victim identification and ethical interviews



14

Participated in 14 National Meetings on Human Trafficking

12

NGOs the Advocacy Team built relationship with

7

Training sessions and 5 follow ups with 93 police officers and local authorities

5

Participated in 5 Networking Meetings

Advocacy

“I was recently transferred to the Department of Anti-Human Trafficking. I was totally new to the work and when I interviewed suspects I would use direct questions such as “After you raped her, did you go to your home?” Chab Dai provided training on how to investigate human trafficking cases, and the ethics of interviewing to identify the human trafficking victims. After attending this training I started to use questions such as “Can you tell us the story?” or “Why did you rape her?” and observe their body language to determine if the suspect is being truthful or not.”

- **Anti-Human Trafficking Police Officer**

“Before the training, I just followed orders from my commander, but I now can lead 65% of the procedure to solve the case immediately after getting a case report from the villagers or victim. After the training on mental health disorders and we were faced with that kind of case, I carefully followed the steps we were taught; building trust and waiting for a person who was able to communicate with the victim before conducting the interview. We have now concluded the case and sent it to trial for justice.”

- **Provincial Police Officer**

Survivor Restoration

Survivors of modern slavery and sexual abuse have the freedom and agency to access services, based on their identified short- and long-term restoration plan. Survivors are empowered to bring their voices and experiences to inform and advocate for the healing journey of other survivors.

Pictured - Chab Dai Lawyer, with the assistance of our partner, Deaf Development Program, provide free legal consultation to a deaf survivor of human trafficking



132

Survivors of Human Trafficking were repatriated back to Cambodia

95

Counselling sessions were held with 50 survivors

38

Convictions/final verdicts reached

17

Brokers of human trafficking were arrested

Legal Support - A Father's Commitment to Justice

The Legal Support team provided legal counselling to the father of a child who had been raped. This client's father had received many calls from the offender and their lawyer to persuade him to close this case by settling for compensation without sending the case to court. These calls turned into threats. But the father was strong and committed to take the case to court where the perpetrator was sentenced according to the law.

Case Support - Rescue Through Partnership

The Case Support team collaborated with the Cambodian Anti-Human Trafficking Police to rescue 31 survivors and arrest 5 human trafficking brokers on the border between Cambodia and Thailand. The team also collaborated with the Hug Project and Thai Anti-Human Trafficking Police to rescue 4 Cambodian children who had been trafficked to Phuket.

Community Based Client Care - A Father's Love

During a counselling session with a client's father he said "I'm sorry something bad happened to my child because I was taking less care of them. But now, I know the most important thing in my life is my child. So now, I need to take care and support them, especially with love."

Core Mission Team



Cambodia Operations Team



Al Tauber,
Bookkeeper
(US Office)

"The Operations Team doesn't work directly with clients, but my job involves giving payment to project staff, which allows them to buy things like basic needs packages for survivors. I know this a crucial role in Chab Dai."

- Long Vimean,
Accountant



Rebecca Ng,
Global
Communications
Coordinator

We believe working together to create change is the only way to go!

We believe this in our team too. You have seen from these pages, the amazing work that our direct project staff are doing to bring dignity, harmony and freedom but they are not the only ones.

This work would not be possible without the dedication and skill of our fabulous operations staff who are the core mission team of Chab Dai.

These teams work behind the scenes and are usually not spotlighted as key workers in the fight against trafficking, but they are.

Core Mission Support - Revisioning

For NGOs to have a more professional and sustainable impact, value needs to be apportioned to both project and operational costs so that we can:

- Provide a fully integrated and holistic view of how our program impact is maximized by the Core Mission Support Teams to produce the greatest possible good with the resources and talent at our disposal
- Develop robust internal systems and structures that strengthens best practice
- Support our teams to develop their professional growth alongside their personal wellbeing
- Enhance transparency, governance and accountability
- Pursue excellence and professionalism in project implementation and organizational standards



Revisioning

The Butterfly Project



This unique longitudinal research spanned 10 years and was designed to better understand the experience of community reintegration after surviving sex trafficking in Cambodia. The research cohort consisted of 128 Cambodian survivors, 80% female and 20% male, and was carried out in partnership with 15 NGOs. **Their stories and their voices have helped to shape and improve programs and policies to better help and protect survivors and those at risk.**

The research data gathering has now finished, however, we are still publishing research from this data to continue its impact on the global anti-trafficking movement and beyond. Visit chabdai.org/butterfly for a list of publications.



"I have had the privilege of serving as the Academic Advisor for the Butterfly study since 2015. As a part of my role in the study, I collaborated with the team in conducting an analysis of survivors' perspectives on their experiences in shelter programs and their recommendations for strengthening services." - **Laura Cordisco Tsai, PhD, MSSW**

"I was involved in the initial setting up of the methodology of the research with my wife Siobhan Miles, reviewed the technical reports, wrote the reports on spirituality and the tenth year research of the research in 2020 and helped pull together the papers for the Special edition in Dignity and the papers in the Therapeutic Care Journal in 2021." - **Glenn Miles, PhD**



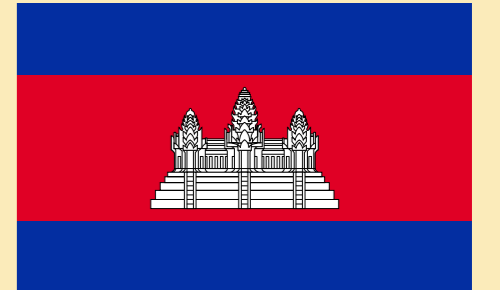
Governance

Chab Dai International is registered as a 501c3, Public Benefit Corporation, with the United States IRS under EIN 26-4646578. It is governed by a Board of Directors representing US, Cambodian, Canadian and UK Nationals. This board also has representation on the Chab Dai UK Board.

Chab Dai Cambodia is registered as an International Non-Governmental Organisation (INGO) with the Royal Government of Cambodia's Ministry of Foreign Affairs, under the sponsorship of Chab Dai U.K.

Chab Dai UK is registered as a Charitable Incorporated Organisation in the UK (charity #1188067). It is governed by a Board of Trustees, and has representation on the Chab Dai International Board.

For more information visit - <https://chabdai.org/about#governance>



Finance & Accountability

We are fully committed to modeling the highest of standards in all that we do, including fiscal transparency, accountability, and stewardship.

We are thankful for our Supporting Partners

ACCI
 ERIKS
 FELM
 Donorbox
 Just Giving
 Global Giving
 Amazon Smile
 Change A Path
 Imago Dei Fund
 Red Oak of Hope
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 Valkyrie Gives (The Denver Foundation)
 & many more!

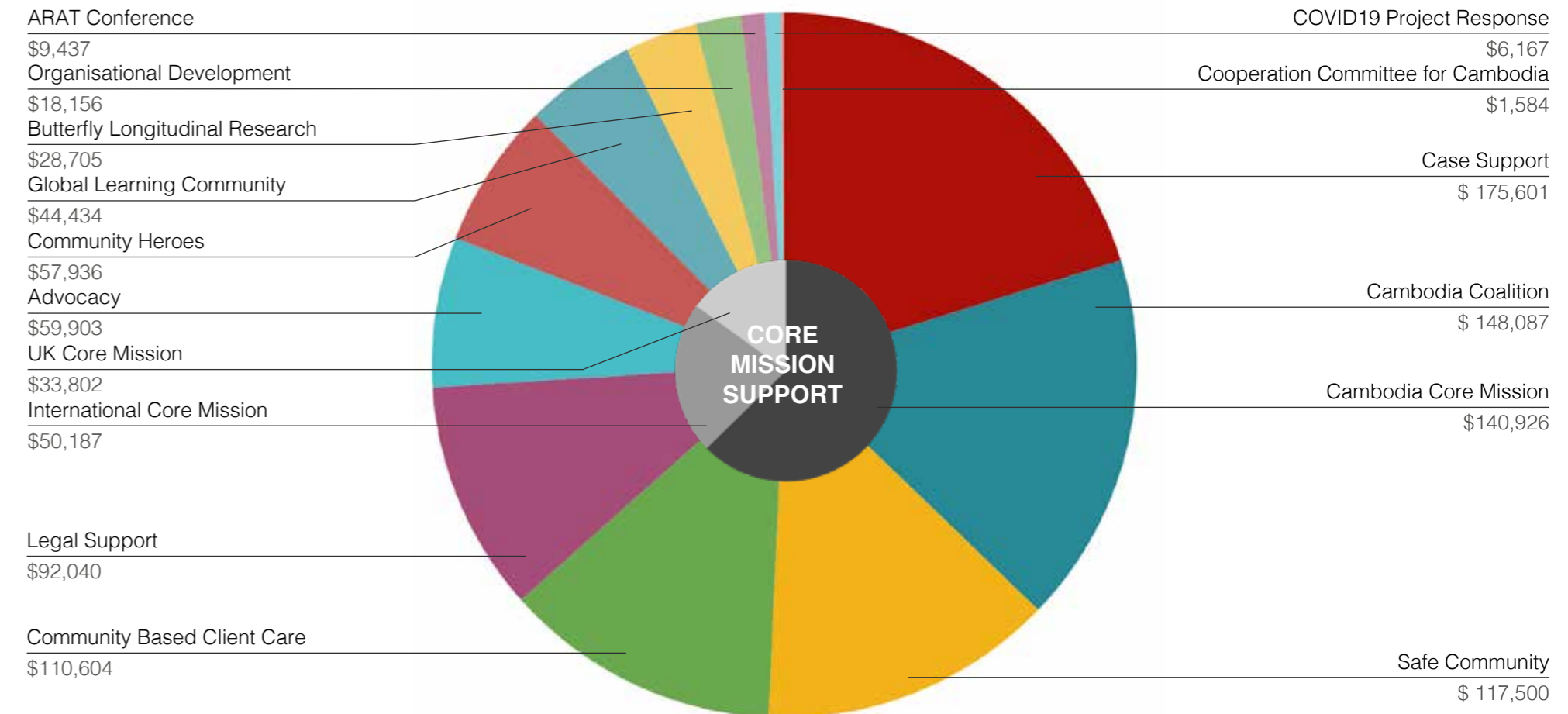
Chab Dai International
 Income - \$446,630
 Expenditure - \$300,893 (inc \$242,341 granted to Cambodia & UK)
 IRS Form 990 and financial detail available at www.guidestar.org

Chab Dai Cambodia
 Income: \$972,078
 Expenditure: \$852,345

Chab Dai UK
 Income - £82,019
 Expenditure - £60,182
 Full accounts available from <https://register-of-charities.charitycommission.gov.uk/>

These figures represent the actual income and expenses for each Chab Dai office. However, some of these funds are internally transferred between offices for project and personnel support.

Global Expenditure



Audited financials and details are available upon request.

Thank you from our team!



www.chabdai.org / info@chabdai.org / [@chabdaiinternational](https://www.instagram.com/chabdaiinternational)