



# 10 YEARS OF CHAB DAI

*Working together to end sexual  
abuse and trafficking*



# *Celebrating 10 years.*

## *2005-2015.*

Chab Dai would like to thank board members and staff, past and present, for making us who we are today, all of our coalition members for helping to keep the spirit of coalition alive, and our partners and stakeholders for their valuable support.

We would also like to thank those who contributed to this volume including staff interviewees, members, photographers, and the following individuals for their valuable contributions:

*Christa Sharpe, Alli Mellon, Katrina Gliddon and Julia Macher.*

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Note: Photos of individuals or groups do *not* include victims or survivors of trafficking or exploitation.

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## INTRODUCTION

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### *A Celebration of the Last Decade*

What a privilege to look back over the last ten years and see how far we have come as an organization, as well as the impact we have made.

Back in 2005 the vision of the coalition was realized after two years of dreaming, planning and gathering support for this unusual program.

With just two staff, a borrowed office space and 12 member organizations, we began the journey of working together to end sexual abuse and trafficking.

A decade later, Chab Dai has changed significantly into an organization of more than 45 staff, 8 projects, our own office and resource centre and 53 members, as well as a global learning community working with organizations in more than 28 countries and a model for other coalitions around the world.

This book is a celebration of the past decade - and is dedicated to our amazing team, national leaders, the member organizations who have travelled this sometimes turbulent and challenging journey with us and our donors and others who have made this possible by supporting this vision of collaboration. Ultimately, it's dedicated to those we seek to advocate for, bring justice to and give hope for the future.

We have come so far, yet we have so much still to do. Our vision is to take our lessons learned from the past decade to have an even greater impact over the next decade and beyond. I am more convinced than ever before that the only way to truly address this issue is to work together.

To the next season of the journey,

### *Helen Sworn*

Founder

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Current  
logo in  
2015



Our first  
logo in  
2005

# 2005

THIS YEAR AT CHAB DAI

Chab Dai *officially begins* with:

- 3 staff members
- 1 shared office space w/World Hope International
- 12 member organizations



# 2006

THIS YEAR AT CHAB DAI

We launch our first prevention project, called *Church & Community Training*

Release of first Chab Dai research project "At What Price Honor," on the vulnerability of Vietnamese communities in Phnom Penh



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## FROM FACILITATOR TO NATIONAL DIRECTOR

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### *An Interview with Mr. Ros Yeng, Chab Dai Cambodia's National Director*



Having worked as a pastor and counsellor prior to Chab Dai, Yeng was initially hired as a Facilitator and back then his role was varied, planting the first seeds of Chab Dai's prevention programs out in the provinces of Cambodia.

"When I started, I knew some friends working in the church who didn't know how to help with human trafficking - I went to visit many pastors in Battambang, and only two of them knew about the issue. These pastors, they worked on Sunday at the church but Monday to Friday they had other jobs, working on their own business as a tuk-tuk driver or a farmer. So they would sometimes take boys from the field into town to meet foreigners in a hotel and the foreigners gave them a lot of money. They didn't understand - perhaps they expected that the foreigners love the kids, gave them some food or had a gift for the boys, something like that. This is why I started to do prevention in those times."

Yeng's first prevention project was called the Church and Community program, originally aimed at preventing child trafficking by empowering community leaders to educate their communities, to intervene with suspected cases of abuse like the above and to be able to support survivors. Chab Dai now run three more comprehensive human trafficking prevention programs that have grown from this - Safe Community, Ethnic Community and Community Heroes - so Yeng sees these as the 'fruit' of his early successes.

So how about his role now? "Chab Dai is quite changed from the beginning - the first four, five years, I was working on coalition-building, prevention, everything. Then in 2011, [International Director and Founder] Helen handed over to Chab Dai Cambodia, and gave me this position."

"Now I work on organization development, spending time with Steering Committee, and with consultants to help support and guide the direction in which Chab Dai is going. It's important that I work with the government as well - with the National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labour Exploitation and Sexual Exploitation of Women and Children. We have built up a relationship from 2009 until now, so we have trust and government knows us better now - they know we are not focused just on Christian views, we are focused on stopping human trafficking."

So after a decade working at Chab Dai, Yeng believes he is fulfilling God's plan for him:

"We have a passion to help the children, to [empower] local people. Through Chab Dai, we are showing God's love to bring justice and empowerment to communities."

# 2007

THIS YEAR AT CHAB DAI

Our **Learning Community** project officially begins

Library database contains over **1,300 resources**

Chab Dai obtains its **first dedicated office space & learning center**



## MAKING A COALITION WORK

The Learning Community project is the core of our coalition-building events, key member trainings and collaboration activities. Project Manager, Um Sam Ol started at Chab Dai as a Media and Communications intern in 2010 and now five years later, oversees the member application process, resource library, key trainings and forums.

“Part of my time is dedicated to screening organizations who apply to be Chab Dai members. For this we have several criteria including a focus on the human trafficking issue, and a Child Protection Policy (CPP). The latter is negotiable – if they are willing to create and implement a CPP, then we will consider their application and help them to achieve it. We also run four types of forums: directorship, business, caregiver, HR. We invite participants who work in the same area of focus and face similar things and often one of them may have a success or a lesson to share or a tool or resource that can help the others to be successful.”

Being the glue that holds the coalition together is not always straightforward: “Our 53 member organizations are so diverse and dynamic and have their own focus as we are the central body, it can be challenging to link up with all of them.” Nevertheless, Sam Ol has seen some great results of capacity-building in action.

“An NGO based in Banteay Meanchey gave us some really positive feedback about our CPP training. The organization was trying to promote child rights in the community, but they often saw violence, or parents forcing their children to go to work to bring income for the family. After some staff attended our training, they were able to pass on knowledge and skills to the rest of their team. Then all the staff could train the community and they saw a noticeable improvement.

The approach to making local change has changed a lot in the last decade, Sam Ol confirms:

“Now, organizations are not just focused on their own job, as before – they try to cooperate more because they believe that, working together, we can end this issue.”

*“The community character of the coalition has changed how [our staff] work with the children. They know how to protect children and know what to do when the children are being abused or exploited. We see that they are now respecting their children’s rights more and we have seen a reduction of violence happening.”*

PARTICIPANT, CHILD PROTECTION TRAINING





# 2008

*“As a result of the Doorsteps QIS {Quality Improvement System} training, we now explain clearly about child protection policies at our monthly community meetings. Also, after learning about People Care, we encourage our staff to take leave regularly to prevent burnout.”*

**DOORSTEPS MEMBER ORGANIZATION**



## THIS YEAR AT CHAB DAI

Our **Ethnic Community Prevention** programs begin

We open **Chab Dai USA** (now International), based in California

Our **Doorsteps** project begins providing staff training and small grants to grassroots programs across Cambodia

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## THOUGHTS FROM OUR COALITION MEMBERS

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### *An Interview with Alli Mellon, Executive Director of The Hard Places Community & Punlock Thmey Prevention & Restoration Center*

When I first came to Cambodia in July 2008, I thought I was coming here, like so many others, to start a residential aftercare program for young girls rescued from the sex trade. With Chab Dai's statistics and vast knowledge about the issue, Helen Sworn and others were able to show me many aftercare programs for girls already existed, and there was a real need for someone to work with sexually exploited boys. We would never have gone in this direction if it weren't for Chab Dai. We were new to the country and needed their wisdom and advice every step of the way in those early years.

At Hard Places Community we most value Chab Dai's wisdom, gleaned from years of careful research and partnership. Research is the foundation of our prevention and restoration centers. If we didn't know the current "state of the union" in regards to trafficking for sexual exploitation in Cambodia, we would not have known how to be effective in this country. In our first few years in Phnom Penh, we attended every seminar hosted by Chab Dai, where we learned how to write and implement Child Protection Policies, the importance of community-based recovery for victims, and the latest changes in the Cambodian government's anti-trafficking laws. Every new staff member was sent to Chab Dai, not only to learn but to experience the community Chab Dai provides for those who are working in this field.

Just this week, my head Operations Manager called me about an issue she was having with one of our staff. She said, "When I was promoted to Operations Manager, I did not know how to talk to the staff. I did not know how to do my job. Then, you sent me to Chab Dai to learn. Now I know how to train and lift up my staff. Chab Dai taught me that."

Chab Dai Coalition is an essential part of all we do here to stop the horrific crime of child trafficking, and the Hard Places Community, like dozens and dozens of others, share our victories with Chab Dai and count them among our biggest blessings.



# 2009

THIS YEAR AT CHAB DAI

Chab Dai begins training social workers as part of **Jeut Nung Dai**

In response to the global financial crisis, we partner with UNIAP to launch the **Rapid Response Project**, assisting displaced garment factory workers in Cambodia

Chab Dai Canada opens its doors in Montreal



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## TRAINING THE NEXT GENERATION OF CAMBODIAN SOCIAL WORKERS

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The Jeut Nung Dai (JND) project began training social workers in 2009, but it was another three years before the first Social Work majors in Cambodia graduated from a Cambodian university. Prak Chantrea is the Assistant Project Manager for JND and a member of that ground-breaking class of 2012 himself.

“We provide social workers with training such as basic and advanced counseling, child development, parenting skills, conflict resolution, peaceful family training and more. This helps social workers to build their knowledge regarding strength-based and contextual approaches, and to improve their skills in listening, asking, responding and counseling.”

Many of the social workers Chantrea helps to train are in fact survivors of abuse or human trafficking themselves, so having the support of the JND team is really valuable. “This training helps them to feel confident of doing their tasks with clients in the community. Some trainees have said they felt healed with their experiences because they had the opportunity to express their feelings and reflect on their own [recovery].”

Although there are still challenges, there is plenty to be hopeful about in Cambodia’s burgeoning social work sector. “One organization we worked with runs a shelter. Most of their staff lacked knowledge and skills and often did not have a social work degree or a relevant background. The supervisor requested our support in building capacity for her employees. JND provided them with training about case management and basic counseling, as well as a mentoring service for four months to support them evaluate what they had learned. The staff reported they now feel confident to deal with families and clients. They are also committed to continuing their learning.”

Like many of Chab Dai’s projects, JND works through both direct and indirect means: “We build the capacity of Chab Dai members and other staff, but we also go to the communities and provide direct counseling and group sessions. The main point is about reducing the vulnerability of all involved.

*“The trauma-informed caregiver course was very important for me because I can now help my team and family. I also can share it to my community as well as I am able to help myself with trauma experiences.”*

JND TRAINING PARTICIPANT

# Chab Dai:

# 2005 - 2015





# 2010

THIS YEAR AT CHAB DAI

**First Step** Boys Project launches, focused on filling the gap in support for sexually exploited boys

We begin the **Butterfly Research**, a 10-year look at the lifecycle and reintegration process for survivors of sexual exploitation in Cambodia



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## INSIDE THE BUTTERFLY LONGITUDINAL RESEARCH PROJECT

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Launched in 2010, the Butterfly Longitudinal Study is a field-based research project, using interviews with both male and female participants who have received some form of support after experiences with sexual exploitation or trafficking. Participants might have spent time in a shelter, foster home or received 2010 community assistance training. Over the course of ten years, the same 128 participants are interviewed to understand their feelings about “re-integrating into the community, work and family relationships. The findings are then published and made available to members, NGOs, researchers and government agencies.

*“The Butterfly research is unique and empowering. It is the first piece of research that enables people who have been sexually exploited to speak for themselves, about themselves.”*

SHOBHAN MILES, BUTTERFLY RESEARCH COORDINATOR

Coming from a strong research background herself, with a degree in Sociology and Education from the Royal University of Phnom Penh, Project Manager Lim Vanntheary explains further:

“We produce recommendations – from the research results – for the programs working with victims and survivor of sexual exploitation. So when they see our recommendations, they have to think about how their program might improve. We also give confidential feedback at the request of assistance programs. Our interviews and research comes from the voice of participant, from the people they are working with.”

As well as research, the Butterfly team have other skills they can add to this kind of sensitive work. “Sometimes [participants] feel like they want to share their problems but they cannot find anyone they want to share with. So at least they have us – besides researchers, we are good listeners.”

One challenge for the team is that “people don’t always understand our job – they ask ‘what is the research, why are you doing it, how important is it?’” But as Helen Sworn emphasizes, the motive for doing a 10-year study was to challenge a short-term mentality in the counter human trafficking movement:

“One survivor was seen as a success story, as she had been rescued, retrained and had got married. But five years on, she committed suicide because of problems being accepted in her community. Shelters have often been seen as the end solution but we need to look at what happens with survivors further down the track.”



*“Chab Dai were a very important springboard for us - we started under the CD umbrella and they supported us initially for two years, putting us in touch with donors which enabled us to launch in 2010. We became independent two years later, but without Chab Dai, we would not exist.”*

ALASTAIR HILTON, ADVISOR AT FIRST STEP

# 2011

THIS YEAR AT CHAB DAI

We launch the **Chab Dai Charter**; members assess and monitor their progress toward evidence-based practice and standards

Our **Global Learning Community** officially begins supporting and sharing lessons learned with international partners in countries like Thailand, Nepal, Malaysia, & the Americas



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## CULTIVATING COMMUNITY HEROES

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We've been selecting and training Community Heroes from all over Cambodia since 2011, watching as they go on to train other members of their community on how to protect their family from traffickers, raise awareness about abuse and educate on the human rights of every individual. Nop Sen is Project Manager for the Community Heroes team and responsible for budgets, planning and reports for our partners, as well as overseeing the rest of the team.

For every province where this project works, 10 heroes are chosen from existing trainer volunteers from the other two prevention projects (Safe Community and Ethnic Community projects) and as Sen says, "often our heroes are on or know the local authorities so it's easier for us to collaborate with them."

"After we have worked with the villagers and heroes/heroines I think that most of the villagers in our target areas have more knowledge about how to deal with brokers, how to report from the help-card that we [use to] provide the hotline, they know to call when they have a problem with a rape case in the community. We also do refresher training with the heroes, so they have more knowledge to get their point across, and are more confident when teaching the villagers."

This kind of community work can be really effective not only in preventing potential human trafficking cases, but in quickly dealing with them when they occur:

"One boy in the Northeastern provinces stuck the help card on the wall in his house as our hero explained to his school that they might need it for the future...When one of his sisters was taken to China and forced into marriage, she managed to call her father and tell him to call the number on the help-card - she remembered seeing it on the wall. Her father called to the Case Support Team; they are now dealing with this case and the broker has been arrested."

For the future, Sen remains optimistic that this kind of community support and local awareness will continue, with the help of the bigger players: "I hope that for the next 10 years, NGOs, the government and local authorities are going to build strong relationships and continue to network together to help to abolish all forms of trafficking and abuse."

# 2012

THIS YEAR AT CHAB DAI

During its first official year, **Case Support** manages over 75 cases from 15 Cambodia provinces and 4 countries

In partnership with ILO, we develop the **Referral Directory for Returned Migrants and Survivors of Trafficking**, mapping services by province and encouraging community-based support



*“Our organization would not exist if it weren’t for the constant support and encouragement from Chab Dai and women facing crisis would not receive the care they deserve.”*

KATRINA GLIDDON, MOTHER’S HEART

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## CASE STUDY: FROM CAMBODIA TO SOUTH AFRICA

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In 2012, Chab Dai’s Global Learning Community travelled to South Africa to assist with repatriation of 100 Cambodian men trafficked for fishing.

*The Story:* One victim responded to a radio ad offering work in Japan; it was only when he was flown out of Cambodia he realized he had been taken to Africa instead. He was forced to work 18 hour days and suffered lack of food and abuse from the captain. Others were promised monthly salaries of \$150, but their families received just \$200 over a whole year. Other survivors lost contact with their family completely and had identity documents taken from them.

*The Response:* Among others, the Giant Ocean Shipping Company was identified by survivors and local harbour masters as responsible for many trafficking cases. During a series of meetings with the International Office of Migration (IOM), government and police, Chab Dai made recommendations on points like shelter provision, coordinating case information and translation. We worked with the National Freedom Network (a South African counter-trafficking coalition) as well as directly with survivors, to help return these men to Cambodia.

*Update (2015):* Thanks to the collaboration between Chab Dai and our partners in Cambodia and South Africa, the owners of Giant Ocean have now been charged, their assets frozen, and the trial is currently in court. Survivors from four Chab Dai cases are standing as witnesses, along with others from cases handled by our partners LICADHO and LSCW.

# 2013

THIS YEAR AT CHAB DAI

We release ***Journey of Change***, a 10-year trend report on the response to human trafficking in Cambodia

Official launch of **Freedom Collaborative**, an online platform to increase collaboration among counter-trafficking stakeholders across the globe



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## AN INSIDE LOOK AT FREEDOM COLLABORATIVE

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### *A Global, Online Network of Resources & Experts*

Launched officially in 2013, *Freedom Collaborative* is a global online platform for connecting with organizations, resources and individuals within the counter human trafficking movement. Co-founder of Chab Dai International, Tania DoCarmo, recalls how it all began:

“Freedom Collaborative was an extension of Freedom Registry, which started in 2009, at the same time Helen and I were setting up Chab Dai USA. I was traveling around the US doing training for those providing services for human trafficking survivors and met a lot of people who had a similar vision but thought they were the only ones. I’d seen the power of networking while working for Chab Dai in Cambodia, so we decided our first project in the US should be to connect people.”

“This grew into developing an online platform where people could find each other across the U.S. By the time Freedom Registry was launched in 2012, Helen was in South Africa and told our partners there about it, and then they wanted in *their* country! From there, it quickly grew into a global vision.”

“In 2012, we met Taylor Poe, a freelance graphic designer who pitched the idea of a site where you could have world news on trafficking, a resource library *and* connect stakeholders to one another. Helen and I were already talking about putting the Chab Dai library online so our ideas naturally converged and Freedom Collaborative was born.”

On Freedom Collaborative, users can up-vote resources and comments, a democratic system which has always been important to the vision, as Tania says: “We wanted to have the best resources, those that people decide are the most valuable. There should be lots of dialogue and conversations around the resources as no resource is perfect and the whole idea of learning should be reflected in the system as a whole.”

### *Fast Forward to 2015*

Freedom Registry Expansion Coordinator is working with our partner agency Liberty Asia to enhance Freedom Collaborative even further. A professional platform in which you can privately and publicly message other users in local languages, search for vetted NGOs and scroll a community newsfeed, updates will also hold a cloud-based case management system. Currently, stakeholders from 32 countries from Malawi to Myanmar are using Freedom Collaborative to learn from one another, share lessons learned, and coordinate their efforts.

# 2014

THIS YEAR AT CHAB DAI

The **Safe Community** team takes to the airwaves with radio shows raising awareness of trafficking in 5 provinces

**Doorsteps** and **Charter** merge into one

**Case Support** expands its international partnerships



## CASE SUPPORT BUILDS PARTNERSHIPS ABROAD

Chab Dai has worked with trafficking and abuse cases in house since the launch of Case Support in 2011. In March 2014, members of the Chab Dai Case Support team traveled to Beijing to build partnerships with the Chinese Government, Cambodian Embassy in China and international agencies for collaboration on cases of trafficking of Cambodian women for marriage to Chinese men.

Chab Dai's Case Support team works on various types of cross-border trafficking cases, including labor trafficking to Malaysia and Thailand. Beginning in January 2014, the team saw a significant increase in forced marriage cases to China and has assisted in over 40 such cases up to 2015. Thirteen of these cases have already seen survivors being repatriated back to their families in Cambodia and the rest are in the process of repatriation.

Chab Dai has assisted survivors with purchasing flights to Cambodia in three of these cases. And within their first week in China, the team received calls from the families of survivors or survivors themselves asking for assistance in ten different cases.

Cases are taken up by the Case Support team directly through a hotline call which the survivors, family members or the local authorities, anti-trafficking police and partner NGOs make, or through a referral mechanism from partner stakeholders (Chab Dai prevention teams distribute hotline number cards to both rural and urban communities during their awareness training).

The team actively forms and builds on these partnerships in their work. One of the aims of their visit to China was to map out existing responses to Cambodian trafficking cases and build new links with partner organizations willing to participate in assistance and repatriation of the survivors.

New partnerships were established with UNIAP and IOM, of whom each confirmed a specific area of assistance available to Cambodian nationals who have been trafficked, such as financial support for travel or provision of meals.

*"I helped translate for survivors over the phone, in one case I was giving instructions to the taxi driver in Mandarin, in another case I assisted with buying a ticket at the train station. Our team worked hard throughout our short visit to China, both in building of partnerships and supporting clients."*

CHAN SARON, SR. MANAGER OF CASE SUPPORT



# 2015

THIS YEAR AT CHAB DAI

We celebrate 10 years of collaboration, growth & success

Chab Dai Charter goes online

New partnership with Liberty Asia to expand Freedom Collaborative



## 10 YEARS OF REMEMBRANCE, THANKFULNESS & CELEBRATION

### *A 10-Year Reflection by Christa Sharpe, Field Office Director at IFM Cambodia*

I *remember* what Cambodia was like the year Chab Dai Coalition started. I remember the thousands of children being openly prostituted in brothels that lined the streets of communities across the nation while traffickers, pimps and business owners were raking in money. I remember dozens of pedophiles walking the streets holding hands with the children they planned to abuse, with no fear of being confronted or arrested.

I remember a decimated public justice system filled with officials who had almost no training to do their jobs, felt ineffective to stop crime, were not yet leading the anti-trafficking movement, and were sometimes even feared by the very people who needed them the most.

I remember a private aftercare system that was small, weak, uncoordinated, with almost no best practice procedures in place and extremely low survivor restoration rates. I remember NGOs who were not unified, not sharing or learning with one another, but were desperate for support.

I *celebrate* all the miracles that have happened in Cambodia over the past decade. I celebrate that tens of thousands of Cambodian and Vietnamese individuals who have been educated, trained, and empowered, and now courageously identify trafficking and abuse, report it, prevent it, and are growing in their trust that their public justice system will respond to their cries for help.

I celebrate the hundreds of police officers, social workers, court officials and community leaders who have been trained, equipped, and now confidently lead the fight against trafficking. I celebrate the new laws, policies and procedures that have led to greater accountability, government leadership and effectiveness.

I celebrate that the combined efforts of the public justice system, community education, prevention programs and aftercare services have led to a decrease in prevalence of the commercial sexual exploitation of minors in the three provinces with the highest markets - from 15-30% of total sex workers in the early 2000s, down to around 2% today. And, the most significant decrease is the rate of young minors aged 15 and under in commercial prostitution - down to under .1%. Chab Dai members have been a part of bringing about all this change and progress, along with our government leaders and partners.

*What seemed impossible* 10 years ago has become possible. We can look back and see more progress, more miracles, and more lives restored than we imagined. When we choose to remember what was, we can see more clearly what is, which gives us hope for what can be.

What has already been achieved in the fight against sex trafficking can happen – and at even faster rates – in the battles that lay before us, because lessons have been learned, the systems are stronger and the government is leading the way. And, as we have done for the past 10 years, we will do this together. In shared learning. In unity. In accountability. In coalition.

# IN THE LAST 10 YEARS

We distributed more than **206,000**  
**help cards** across Cambodia

Community Heroes trained **22, 490**  
**people**, all since 2011

Provided capacity-building for **2,077**  
**social workers**

Provided support for **301 cases** of  
abuse, exploitation and/or trafficking

Freedom Collaborative shared knowledge with  
a network of **29 countries, 930**  
**organizations** across the globe, using  
more than **2,000 online resources**

Educated and empowered over **25,000**  
individuals from ethnic communities

Trained more than **500 Cambodian**  
**staff** in project cycle management and  
other capacity building areas





[chabdai.org](http://chabdai.org)