



# 2021 IMPACT REPORT



# The Leadership Team



Helen Sworn  
Executive Director  
and Founder



Dy Noeut  
National Director



Lim Chan Oi  
Head of People and  
Culture



Kchang Kimheng  
Head of Finance



Kneath Heard  
Head of Programs



Vantha Sieng  
Deputy Head  
of Programs



Sharon Jacques  
Operations &  
Development Director

**“Looking back at 2021, despite the ongoing pressures of CV19, our teams have worked tirelessly, with increased cases and vulnerability in communities, towards our vision of them living in Dignity, Harmony and Freedom.”**

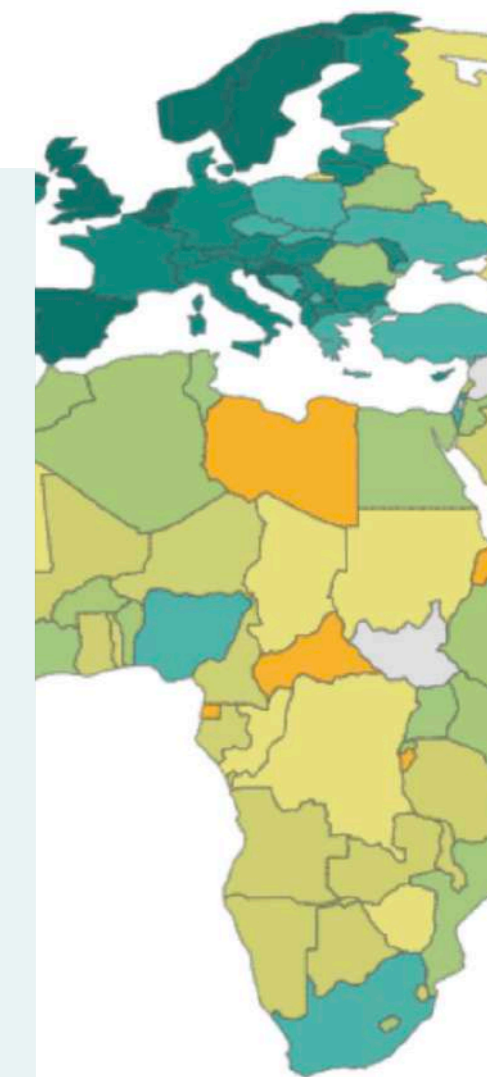
**- The Chab Dai Leadership Team**

# Joining hands to end modern slavery.

In this world, there are too many opportunities for freedom to be taken away. In the story of a modern slavery survivors, there are infinite complexities. Modern slavery affects over 40 million people globally – a number that can feel overwhelming – and we are learning that we can't prevent it alone.

In Khmer, Chab Dai means joining hands: so we're working together in Cambodia, the US, the UK and beyond to educate, empower and reform at every level. The more Community Heroes who report and protect, the more local authorities trained in trauma support, the more government bodies working to fight inequality and poverty – the bigger impact we can have, today and beyond.

Join us as we create a national and global network of prevention and support, and help us work toward a world free from modern slavery.



# 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





# 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



**36** voluntary Community Heroes conduct awareness trainings with **540** target families



**7602** people were reached with information to protect & empower their communities



**783** Participants attended the Cambodia Coalition conference



**253** counselling sessions carried out with survivors.



**96** survivors of Human Trafficking flown back home to Cambodia from other Asian countries.



**34** legal cases currently within the Cambodian trial process



**32** convictions reached



**188** Global Learning Community Members from **42** countries





# Supporter Stories

**Partnerships have always been, and always will be, core of all our work. We know and have seen in our 16 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.**



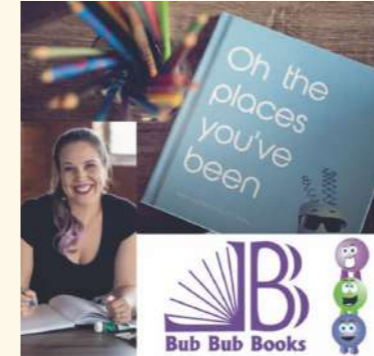
“We are passionate about caring for front line workers as they care and model compassion to those who are vulnerable, exploited and abused. Their work is essential to survivor wellbeing, community empowerment and the restoration of justice”.

**- Staff Wellbeing Support Group - Canada**



“My values had changed since I lived in Phnom Penh and became aware of the real world problems of human trafficking and exploitation, especially towards young children. I was so pleased to have met Helen Sworn and her team and witnessed the work they are doing to help save lives. Although I no longer live in Cambodia, this awareness is still very strong in my heart, knowing that my contributions can help end the suffering of a human being and change a life”.

**- Sabrina Wong**



“At Bub Bub Books our mission is to spread joy to children, while creating a better world for future generations. By teaching children the power of giving, that anything is possible and anyone can make a difference. Chab Dai is one of the AMAZING organizations we teamed up with to CHANGE THE WORLD. Human trafficking & exploitation was on the top of our list of things in this world that shouldn't be. We chose Chab Dai because, not only do they support individual victims, they take it all the way to the top, working with governments and leaders to change the laws and legal systems. Changing the world can seem like a huge task, but when we team up and work together amazing things happen”. - **MJ Wilkins**



**Computer Network Defence -**

Over the past year, the UK-based Computer Network Defence Ltd (CND) team has helped Chab Dai become a digitally safe organisation. Through a virtual workshop aimed at identifying any gaps in their existing cyber security measures, and tailored guidance, CND have successfully identified any areas requiring remediation and further assisted Chab Dai in strengthening their cyber security policies, enabling information to flow safely between the branches of the organisation.





# 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.



## 275

Participants on  
Monthly Community Calls

## 186

Organisations attended 2021's  
ARAT conference in July

## 28

Organisations participated in the  
Chab Dai Charter organisational  
review assessment

## 51

Member organisations in the  
Chab Dai Coalition in  
Cambodia.

**The Salvation Army** is active in responding to modern slavery and human trafficking throughout **108 countries** through prayer, prevention, protection, policy, partnership, prosecution, participation and proof efforts. **Toluwanimi Jaiyebo (UK)** and **Priscilla Santos (USA)** are **GLC Equity Partners** (organisations who are committed to developing the work of the anti-trafficking community more widely through a dedication of their time) and have been active in the GLC community throughout 2021.

“Becoming GLC Equity Partners this year has **widened our network to collaborate and learn from fellow partners doing this work throughout the world.** We are grateful to belong to this community with like-minded organizations pursuing the same mission together deeply.”

**A female staff member of Prison Fellowship Cambodia,** said,

“After participating in Child Protection training with Chab Dai, I started applying good touch and bad touch with children. I know the appropriate touches such as where I should touch. Moreover, I also applied remedial education by stopping shouting at the children and not showing the children's mistakes in front of others. Instead, I utilise reasonable discussion methods with the children”





# 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.**



## 2296

Village members know how to find jobs safely

## 36

Voluntary Community Heroes conduct training with **540** families

## 7602

Village members know how to protect their communities

## 21

Project Volunteers supported training during CV19

**Community member shares his experience of labour trafficking in Thailand with his friend.** Because of poverty and debt, he decided to find a job in Thailand as a friend shared his positive experience of working as construction worker there with a high salary. He got the job and worked hard on the promise of high pay, however, he and his friends worked hard for 2 years without any pay. After exploiting them the manager even reported them to the police where they were arrested and jailed for 2 months as they were illegal migrant workers in Thailand.

**A Project Volunteer** in Preah Vihear changed her practice of caring for her daughters after becoming a Chab Dai Project Volunteer. “I joined as a volunteer in a loudspeaker program where I have learned a lot from the educational stories which were replayed in my village. The messages advised me on how I could be more careful with my children. Sometimes I went to the field for 3 days and left my 2 daughters at home without the elder due to the fact that I am a widow. So, it really warned me that I have neglected the daughters as they are too young, they could at risk of sexual abuse and exploitation. I have a better understanding and have taken care of my daughters much more. I did not allow them to go somewhere alone or left them to stay home alone without me. I will bring my daughter with me when I am away from home to the field or sometimes, I let them stay with my trusted people only”.





# 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.



9

On-line training sessions conducted for the first time

99

Police officers and local authorities attended the new training

12

NGO partnerships established

4

National meetings on human trafficking, partnering with the Cambodian Government

**Female Deputy Chief of General Commissariat of Provincial Police in Kratie Province, from the Office of Anti-Human Trafficking and Juvenile Protection**, said “I have seen a huge change in practice and knowledge of the police in Krong Kratie to work on the case of child prostitution. I led a team of participants in the training provided by Chab Dai. We all put the lessons of Evidence Collection, Investigation, planning to arrest the perpetrators, and Report Writing into a discussion when we took actions.” She continued. “We finally arrested the French perpetrator in Kratie and proceeded the case to the court. This is a sign which I could observe from what they have learned from the training and apply in real cases.”

**The Deputy Commissioner at Preah Vihear province**, told the Advocacy team that “I have seen a great achievement from my staff, who have joined the training with Chab Dai, on processing a rape case from 3-4 days to 1-2 days. It means when the case was received from the victim’s parents, he quickly responded to the case and went through a risk management plan that allowed him and his team to arrest the perpetrator within 2 days. It was such a great honour to have him learn and upgrade his skills and knowledge on how to know clearly on identification and investigation.”



# 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.



## 104

Forced Marriage cases

## 10

Labour Trafficking cases

## 2

Sex Trafficking &  
Online Sexual  
Abuse cases

## 57

Rape cases

### Legal Support -

A survivor of rape, with the support of her family, lodged a complaint against three perpetrators. They were convicted and each received 7 years in jail after receiving legal support from our lawyer.

### Case Support -

Before the anti-human trafficking Police departments didn't have women police officers, which was a challenge during the interview process with female survivors. Our team recommended having female police officers work with female survivors and since April, the department has had a female police officer who can contact clients and support them and provide guidance.

### Community Based Client Care -

"I did not know how I could return to Cambodia. I was imprisoned in China for 10 months in despair. However, the Chab Dai organisation actively cooperated with the Embassy in China so that I could be reunited with my family. For me, I feel like I have a new life and I will never migrate again. Experiences in the past were enough for me." **Female survivor of labour trafficking.**



# Core Mission Team



*"We do not work directly with clients and survivors, but our role in the Finance Department is to provide technical support of all financial services to all staff, which allows them to conduct their activities and support clients and survivors."*

**- Kimheng,  
Head of Finance**



*"The P&C team has grown this year and together we have worked hard to ensure the wellbeing of our staff. We have encouraged all our teams to stay safe and work in a way that protects their health, including their mental health, to enable them to confront challenges, such as the CV19 outbreak in Cambodia."*

**- Chan Ol,  
Head of People & Culture**

**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.

# Governance

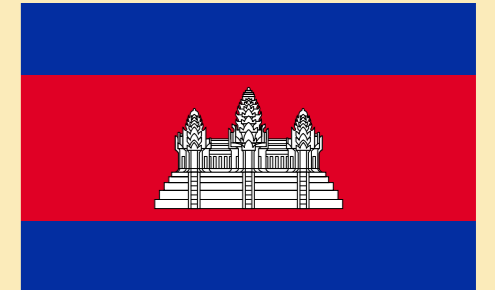


**Chab Dai International** is registered as a 501c3, Public Benefit Corporation, with the United States IRS under EIN 26-4646578. It is governed by a Board of Directors representing US, Cambodian, Canadian and UK Nationals. This board also has representation on the Chab Dai UK Board.

**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.



Here are some of our amazing UK Royal Parks Half Marathon Runners.

## We are thankful for our Supporting Partners

ACCI  
 ERIKS  
 FELM  
 Change A Path  
 Kidd & Bear  
 Imago Dei Fund  
 Kariz International  
 Red Oak of Hope  
 International Needs  
 Ratanak International  
 The Karakin Foundation  
 Canadian Wellbeing Donors  
 Transform Aid International & many more  
 Plus a thanks to our donors who prefer to remain anonymous.

### Chab Dai International

Income - \$305,526  
 Expenditure - \$325,764 (inc \$266,269 granted to Chab Dai Cambodia & the UK)  
 IRS Form 990 and financial detail available at [www.guidestar.org](http://www.guidestar.org)

### Chab Dai Cambodia

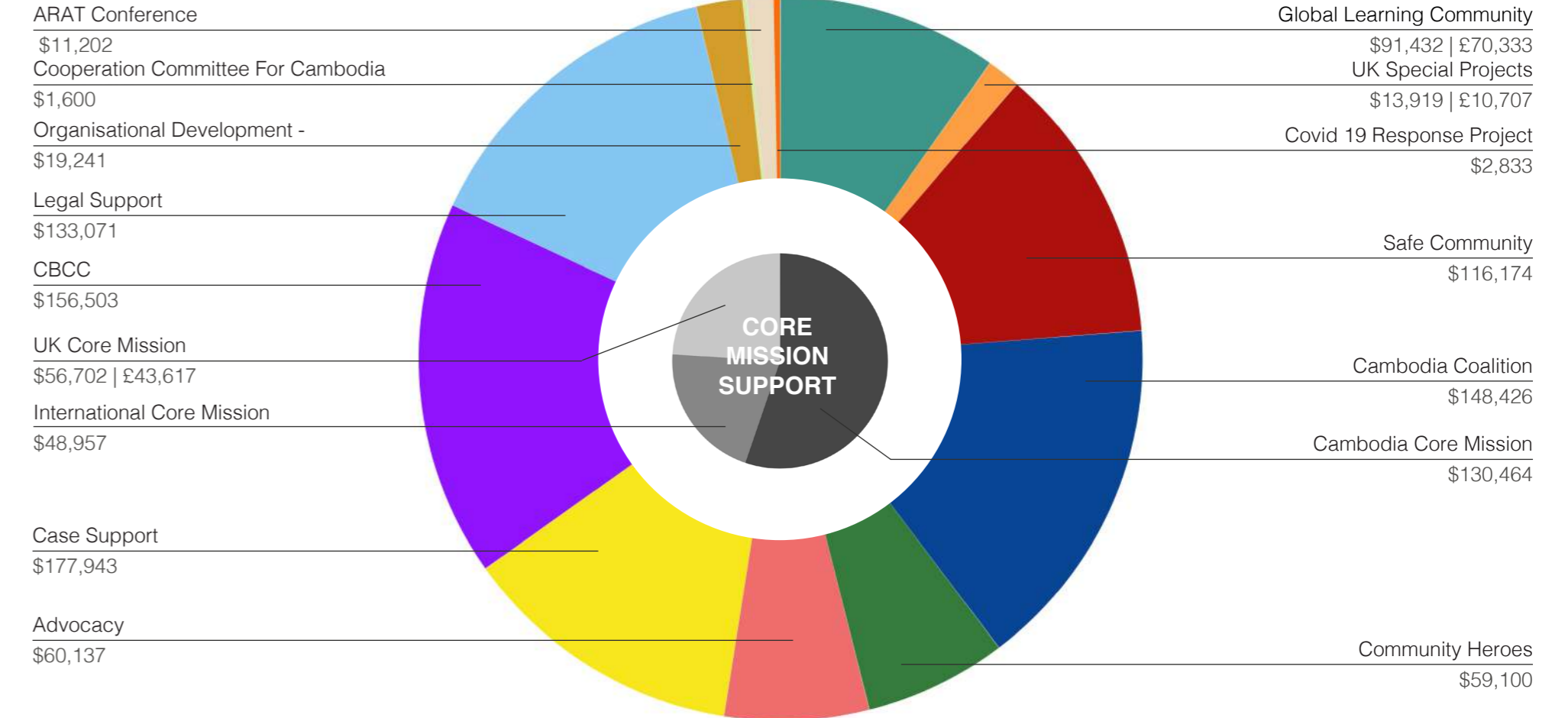
Income: \$942,634  
 Expenditure: \$893,351

### Chab Dai UK

Income - £128,798  
 Expenditure - £124,657  
 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.





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