



# 2022 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 Program  
Strategy



Rasmey Hang  
Head of Programs



Sharon Jacques  
Operations &  
Development Director

**“As the saying goes ‘it takes a village’ and this is how we’ve been able to achieve our impact - by working together as a team and with our partners, community members, government and supporters. The impact in this report is thanks to everyone who gives their time and resources towards this vision of seeing communities live 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 survivor, there are infinite complexities. Modern slavery affects almost 50 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



**29** survivors of Human Trafficking repatriated back to Cambodia



**190** participants from **69** NGOs, government and freedom businesses attended coalition conferences



**214** Global Learning Community Members from **43** countries



**416** participants attended training in Child Protection and Needs-Based Training



**First** online Sexual Abuse Case was processed



**38** perpetrators convicted



**42** cases in trial process



**43** trafficking and exploitation cases successfully closed



# Supporter Stories

Partnerships have always been, and always will be, central to all our work. We know and have seen in our 17 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.

"My drive for justice and freedom drove me towards Chab Dai, I loved the idea of joining hands to stand up for modern day slavery. When I launched my business, Fasion Flaunt, using my skills to do something about modern slavery and support Chab Dai became a core purpose of my 'why'. Why I do what I do. The little girl inside me has been fighting for justice for herself forever and now that I am a woman, its time I fight for the vulnerable."

- **Roshika Chand**



"I interned with Chab Dai 15 years ago and have since served with the organisation in many capacities. I deeply respect the approach of Chab Dai and its staff, to constantly and meaningfully learn and adapt. They reflect on the issues, listen to survivors, and talk with partners to shape programming and advocacy in the right way. And I am a regular monthly supporter because this type of regular funding is necessary for a good organisation to do this type of learning."

- **Julia Smith**



"The Rotary Action Group Against Slavery (RAGAS) has a strategic plan focused on Community Awareness and Prevention Education (CAPE) and works with NGO's to deliver programs through local Rotary Club initiated projects. The Asia Region Anti Trafficking Conference (ARAT) makes an extremely valuable contribution in drawing together NGO's and expertiseto share their programs and experience aimed to tackle and curtail the extent of the this atrocity that is inflicted on fellow citizens. RAGAS are pleased to have supported the 2022 ARAT Conference."

**Rotary Action Group Against Slavery**



# Freedom Runners

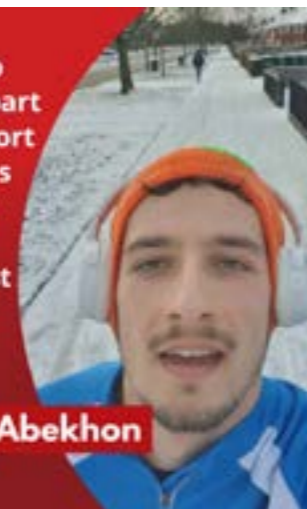
We had a team of 14 amazing runners who put their running shoes and fundraising hats on and took part in the 2022 Royal Parks Half Marathon on behalf of Chab Dai.

Our freedom runners (a few of whom we've introduced here) all had their own unique reasons for choosing to run for Chab Dai, but they all had the same infectious enthusiasm.

Together they raised over £4000! We extend our sincere gratitude to this inspiring group of people.

"I want to play my part and support Chab Dai's efforts in standing up against modern slavery"

**Jakob Abekhon**



"This charity means a lot to me and it's my absolute privilege to support it via this race"

**James Thambyrajah**



"I'm running for Chab Dai because I don't think I'm capable in and of myself to end modern-day slavery and human trafficking"

**Chris Bowser**



"I am very happy to be able to take part in this and help raise funds for the great work done by Chab Dai"

**Dave Hore**



"I'm happy to be running for Chab Dai as I support their work to end human trafficking and provide support to victims"

**James Jolly**



"Another charity runner for Chab Dai asked me to run, I thought it was a great cause and agreed"

**Matt Bagley**



# 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.



**54**

Member organisations in the Chab Dai Coalition in Cambodia.

**29**

Organisations participated in the Chab Dai Charter organisational review assessment

**214**

Global Learning Community members in 43 countries

**220**

participants gathered online from 27 countries, representing over 45 organizations for 2022's ARAT Conference

**The Chab Dai Charter assessment tool creates a better understanding of organisational processes, effectiveness and the importance of project and core support teams working together.**

A member organisation had **struggled to gain clarity** on all departments' work, particularly being alerted to, and understanding, the challenges that the social workers faced. Using the **Chab Dai Charter assesment tool** they implemented an organisation **improvement action plan**, and with Charter team follow up visits they understood how to track their progress.

*"We know what we should do and how to work on the action plans for the purpose of making our NGO grow. I did not know the challenges that social workers face in the field, [now I can] **see the big picture** of the organisation's work, [it] helps us to find the available source to **strengthen our capacity**".*

**2022 was a year of dynamic global growth for the GLC with increased connections, collaborations and an increased membership of over 200 people in over 40 countries all working to combat human trafficking and modern slavery.**

- 9 GLC Members signed a joint letter to the US Department of State Office to Monitor & Combat Trafficking in Persons on trafficking in key transit points.
- 30 surveys have been collected for the Survivor Organisation Mapping project led by EverFree, USA, to define and explore survivor-led organisations' role in the movement
- 9 GLC member organisations assisted Everfree in translating and contextualising a survivor well being tool and agreed to pilot the tool in their organisations.



# 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.



36

new Community Heroes trained to raise awareness in their communities

360

target families received prevention information from Community Heroes

1743

additional people heard the Heroes prevention messages

99%

of the target families correctly answered questions related to the prevention of human trafficking, sexual exploitation and the risks of unsafe migration

## A Community Hero helps prevent two girls from being trafficked.

In the past, when community members needed supporting documents signed to apply for a job, a community leader would always just sign, thinking he was helping people get better paying jobs to support their families. Having been recruited and trained as a Community Hero in 2022, when two families asked him to sign documents stating their two daughters (both under 18) were old enough to go work in Malaysia, he instead **asked questions** and discovered the families had been approached and offered money by a broker they had not met, to take their children to Malaysia. **Realising the risks and dangers of sending their daughters with the broker the families decided not to.** The village leader said, *“If I wasn’t recruited for this training, I might have signed for them as I have done in the past. Thanks to Chab Dai for this opportunity.”*

## A mother shares her family’s experience of trafficking and what she has learned from Chab Dai, to a woman who wanted to go to China for an arranged marriage.

In an awareness-raising meeting in the community with selected families, one mother explained that her daughter had been tricked to move to China on the promise of work from a broker, however on arrival she was forced to marry a man. **She suffered ongoing abuse, had no freedom or access to money and was not allowed to contact home.** Advising her on how to reach the Cambodian consulate, Chab Dai then coordinated support to get her home. *“Even though it happened to my daughter, I didn’t clearly understand what human trafficking is. Now I know (...) it starts with leaving home for a job, facing the tricks of brokers or traffickers, and crossing the border without documents.”*





# 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.



3

training sessions for local police officers: 1 in Kampong Cham & 2 in Tboung Khmum provinces

69

Police officers attended training

57

of the 69 officers who attended the training were female

100%

of the police officers scored a high average on the post-training comprehension assessment

**Provincial Police Working Group in Tboung Khmum Province applied their knowledge from their training to improve effectiveness of their response to cases and report writing for court.**

34 police officers who were trained in late 2022. The Deputy of Provincial Police at Tboung Khmum explained that **case processing, in a caring and friendly manner, with clear information gathered now takes only 1-2 hours** when this would take days, with little understanding of human trafficking. He further said, *“It was such a great honor for them to learn and upgrade their skills and knowledge clearly about identification, investigation, Child-friendly Interviews, and so on. The working group started to have enough capacity to manage their response to the case and there haven’t been any more complaints from the court on case processing and documentation.”*

**Contributing to International System Strengthening through UN engagement.** Chab Dai’s National Director Dy Noeut, as representative of the Chab Dai Coalition presented at a UN conference in Geneva in September on **Accountability and Accessibility to Justice, and Remedies to support survivors of all forms of human trafficking and forced marriage.** Numerous experts, academics, researchers, practitioners, and civil society organisations from around the world were invited to join the event where he had a receptive audience. *“I believe the inputs at the event will collectively contribute further to the UN’s Resolutions on Human Trafficking.”*



# 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.



58

cases of forced marriage

52

rape cases being supported

172

counselling sessions conducted

76

legal consultation sessions with clients and families

## Case Support

A survivor of rape, was pressured to change her statement by the family of the accused. Through organisational cooperation between Chab Dai's Case Management Support Project (CMSP), the District Office of Women's Affairs (DOWA) and the Bar Association Legal Aid services who provided free legal support to the survivor and her family, her original statement was readmitted and the two perpetrators were sentenced to five and six years in prison.

## Legal Support

The parents of a girl groomed on Facebook and then raped by a neighbor, were hesitant to file a complaint with police because they were unsure of procedure. Chab Dai's Legal Support Project's (LSP) lawyer family to help the family understand their rights and the legal process, and to explain how to claim compensation. They decided to proceed and accompanied by a lawyer they went to trial. The perpetrator was sentenced to 5 years in jail.

## Community Based Client Care

After completing her counselling sessions as part of Chab Dai's Community Based Client Care, Kali (not her real name) decided she wanted to help other survivors of trafficking and abuse. She joined the CBCC's Survivor Care Forum and continued to stay in touch with the team reporting issues she saw in her community. She asked to learn more about how to identify cases of trafficking and where to report cases of domestic abuse.

# Core Mission Team

We believe working together is the only way to create change! The amazing work that our direct project staff do to bring dignity, harmony and freedom would not be possible without the dedication and skill of our 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.

*“We do not work directly with clients and survivors but the finance team believes in good practice, governance and professionalism to build a strong network working towards one vision - fighting human trafficking together around the world”*

**- Kimheng, Head of Finance**



*“We work together to support all our staff to fulfill their potential and to ensure we all maintain physical and mental health through staff care, team reflections, and insurance. We also ensure compliance with Cambodian labor law and in providing a safe working environment for all.”*

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



# 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.



Helen with some of our amazing UK Royal Parks Half Marathon Runners.

## We are thankful for our Supporting Partners

ERIKS  
 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.

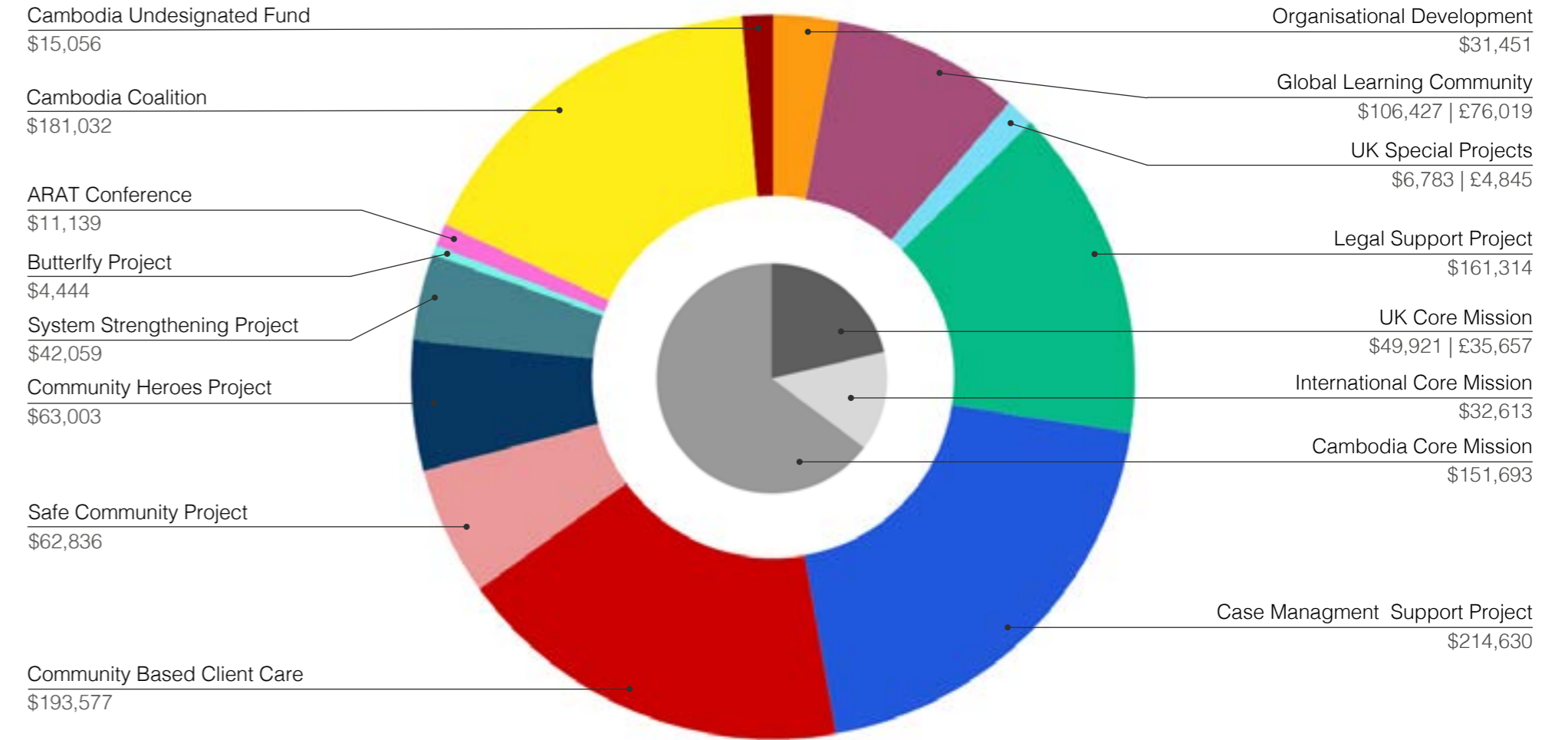
**Chab Dai International**  
 Income - \$158,673  
 Expenditure - \$316,580 (inc \$273,099 granted to Chab Dai Cambodia & the UK)  
 IRS Form 990 and financial detail available at [www.guidestar.org](http://www.guidestar.org)

**Chab Dai Cambodia**  
 Income: \$843,439  
 Expenditure: \$978,134

**Chab Dai UK**  
 Income - £122,705  
 Expenditure - £135,735  
 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!**

**...who in these photos are having fun on their annual staff retreat.**



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